



Wisdom to make a difference.

Project Inclusion

Project Inclusion Steering Committee

- Jiwon Ahn – Associate Professor, Film Studies
- Paul Baures – Professor, Chemistry
- Laura Borden – Project Graphic Designer
- Sue Castriotta – Executive Director, Center for Engagement, Learning and Teaching
- Patricia Francis – Chief of Staff
- Josh Jarvis – Assistant Director, Human Resources
- Carolyn Keller – Assistant Professor, Sociology
- Hunter Kirschner – Program Support Assistant, GLBTQ students
- Gordon Lerversee – Dean, Science and Social Sciences
- Jeff Maher – Title IX and Discriminatory & Harassment Coordinator
- Heather McGreer – Assistant Director, Human Resources
- Carter Roane – Intern, Office for Multicultural Student Support and Success
- Steve Spiegel – Associate Director, Global Education Office
- Cathy Turrentine – Director, Institutional Research
- Jane Warner – Director, Disability Services



Dimensions

- Dimension I: Philosophy and Mission
- Dimension II: Faculty Support
- Dimension IV: Staff Support
- Dimension VI: Administrative Leadership



Methods

- Questionnaire
- Interviews
- Review of institutional documents
- Discussions with KSC community members
- Results from other assessment tools such as KSC Campus Climate Survey



Areas Project Inclusion Supported



- Campus-wide strategic plan – Identity/distinction, student achievement, community and culture
- Campus-wide learning outcomes – Intercultural competence
- Review of the KSC Plan for Inclusive Excellence – 10 sessions to discuss progress with Project Inclusion rubric in mind
- Academic and co-curricular plan
- Restructuring the Campus Commission for Diversity, Equity and Inclusiveness

Lessons Learned

- Time – work in an intentional way – take on fewer than four (4) dimensions at once – assess, develop plan, implement, reassess
- Have a good “rollout” plan for letting the campus know about the process
- Be sure to connect the assessment process with other efforts on campus – could increase the probability of true integration of diversity into the institution’s overall operations
- Make sure you have a good cross-section of individuals from across campus – extremely helpful in our case



Lessons Learned, cont.

- Be sure to have the Institutional Research Director on board from the beginning
- Complex process examining self in a “realistic” manner – difficulty being objective – under-validate or over-validate even though rubrics clearly defined – subjectivity
- Important to use definition of diversity and other terms – tendency to intellectually think about diversity beyond race and ethnicity yet difficult to do operationally at times



Lessons Learned, cont.

- Institutional protectiveness – might find some “dirty laundry” and “airing it out” could have implications
- Important to obtain information in a manner consistent with the culture of the institution – need to understand the culture of institution to determine best methods
- Have a plan to report back to the community and process for determining next steps after the assessment is done



Next Steps for KSC

- Develop a plan to determine priorities
- Establish a strategic plan to address priorities
- Continue to use rubrics to connect with other work on campus



Conclusion



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