VCU Faculty Senate

Division for Inclusive Excellence
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Diversity is a distinctive hallmark of that truly differentiates VCU

- 27.5% underrepresented student enrollment in 2015-16
- VCU is listed among the nation’s top institutions for boosting graduation rates and closing the rate gap for African American and Hispanic Students (Education Trust)
- University Mission and **Quest** Core Value: “Diversity”
- National and international issues underline the critical importance of work on inclusion
- Inaugural Higher Education Excellence in Diversity award from INSIGHT Into Diversity Magazine
- Recipient - 2012 Minority Access Role Model Award from Minority Access Inc.
Organizational Chart: Division for Inclusive Excellence

Affiliate Organizations Include:
- Council for Inclusive Excellence and Equity
- Inclusive Learning Council
- Black Education Association
- Equality VCU
Comprehensive Inclusive Excellence Strategies

President’s Action Group on Diversity and Inclusion (PAGDI)
Responsible for providing strategic input and institutional resources to support diversity and inclusion goals.

Council on Inclusive Excellence and Equity (CIEE)
Responsible for assisting in the development, implementation, and monitoring of strategic diversity and inclusion plans.
Division for Inclusive Excellence Accomplishments 2015-16

- Diversity and Inclusion Symposium: Exploring the Power of Coming Together (Richmond SHRM)
- LGBTQ Task Force Report
- VCU Diversity and Inclusion Strategic Plan Draft - CIEE
- President’s Forum and Diversity and Inclusion Cafes
- Educational Initiatives - Institute on Inclusive Teaching, Cultural Competency Training (e.g., Unconscious Bias)
- Alumni Engagement - LGBTQ, Latino, African American
Division for Inclusive Excellence 2016-17 Initiatives

• Completion of Diversity and Inclusion Strategic Plan
  AHAC Committee Update (September)
  University Community Review Fall 2016
• Building Inclusive Communities Initiative
  Visions Train the Trainer Model (Jan Altman)
• LGBTQ Task Force Report Review
• Assessment and Reporting
  Review of Institutional Structure, Functions, and Capacity
Five Major Focus Areas

**Institutional Commitment**: Provide dedicated, intentional, and committed initiatives, actions, and behaviors to advance diversity, inclusion and equity at all institutional levels.

**Climate and Intergroup Relations**: Create and sustain a welcoming climate for diversity where individuals of differing perspectives, life experiences, identities, and cultural backgrounds are welcomed, valued and supported in their learning, working and living.

**Recruitment, Retention & Success**: Attract and retain a widely diverse faculty, staff and student body. Implement strategies for enhancing recruitment, retention and success.

**Education and Scholarship**: Provide rich teaching, learning, research, and service experiences to prepare all students for global citizenship; and support faculty, staff and student research that addresses diversity and inclusion issues in disciplinary and interdisciplinary fields.

**Assessment**: Establish institutional baseline metrics, targets and gaps in the measurement of progress toward the University’s goals and initiatives to advance diversity, equity and inclusion; design and deploy periodic diversity climate surveys, with the results used to monitor and report on institutional progress.
Building Inclusive Communities

Trainer Certification Process

300 Participate in 2-Day Workshops at VCU

W = Workshop
T = Training

Observe
Late Fall 2016

Participation / Observation

Practice
March / Apr 2017

Co-Facilitation Practice

Lead
Sept to Nov 2017

Supervision / Co-Facilitation

25 Internal Trainers Certified in 2017

Training Intensive I
4 Days
Early Fall 2016

Training for Co-Facilitation
2 Days
Jan / Feb 2017

Training Intensive II
4 Days
May 2017

Training for Certification
2 Days
August 2017

Final Certification
2 Days
Dec 2017
Division for Inclusive Excellence 2016-17 Priorities

• Continued engagement with stakeholder/affinity groups
  --Coffee and discussion, September 20th, 4 to 6 p.m., 817 Cathedral Place

• Communications and resource coordination to strengthen stakeholder access and strategic outcomes for student success, faculty/staff recruitment and retention and improved institutional climate

• Increase institutional capacity for faculty and staff development

• Structural assessment and clear recommendations for moving VCU forward