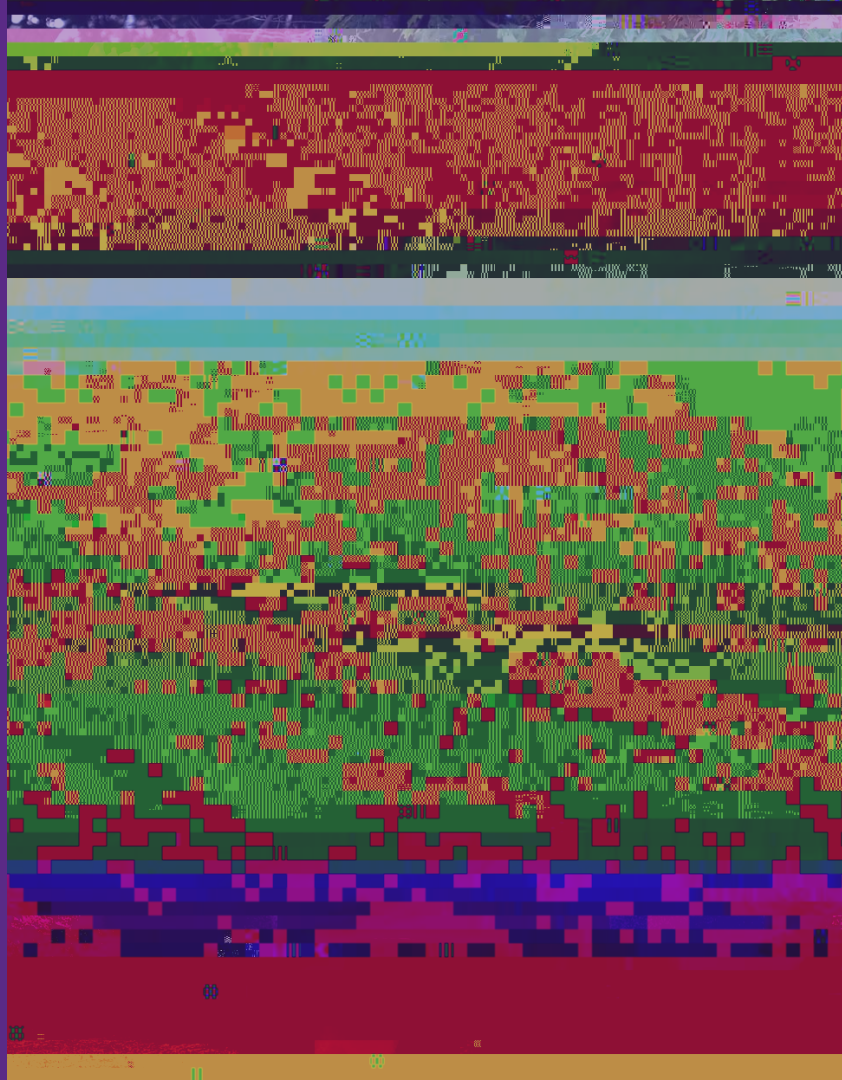


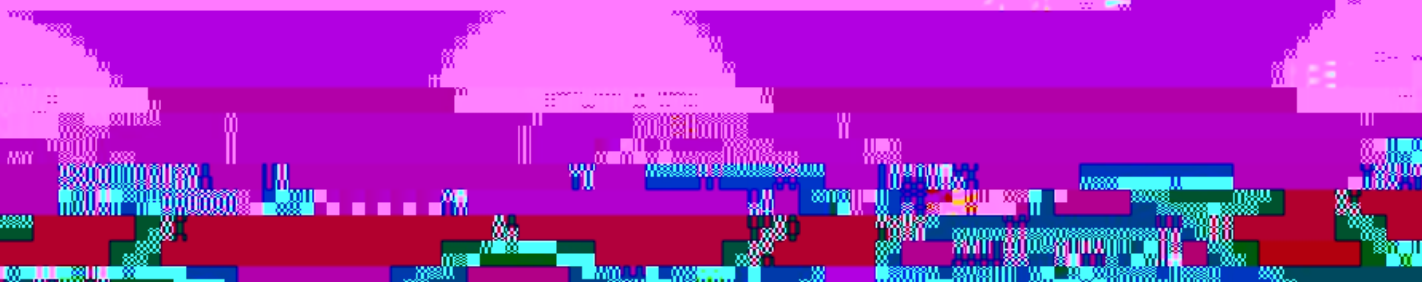


Inclusive Excellence Town Hall

Wednesday, November 29, 2023



Office of Diversity, Equity, and Inclusion



Advancing DEI Efforts

Education

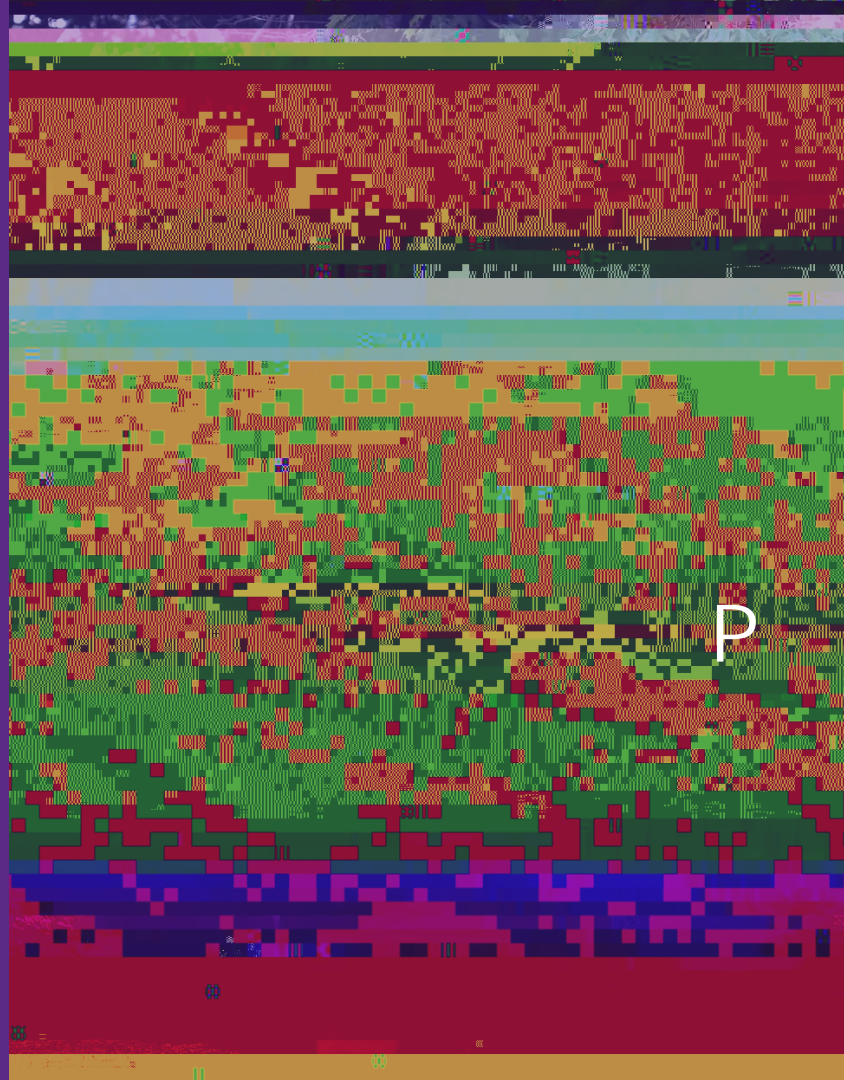
Community will help us embrace and support the diversity of our student bodies, faculty, and staff.



Office of Diversity,
Equity, and Inclusion



Inclusiv



OUR STRATEGIC VISION FOR A HOPE-FILLED FUTURE

Our highest mission is to accompany
the young in the creation of a
hope-filled future. What gives us hope?

We know that future generations of
Holy Cross graduates will be at the
forefront of inquiry and understanding,
solving the world's complex problems
not as individual actors, but rather in
community, for and with others.





ACCESS & SUCCESS

Achieve a more diverse and culturally representative undergraduate student body, faculty, and staff. This includes providing financial aid and scholarships, guidance and counseling, academic and career support, mentoring, and resources to ensure that all students, faculty, and staff have the same opportunity to succeed including access for all to high impact career internships and research. Our goal is to have a campus that is accessible and equitable and that is representative of the rich diversity in our communities.

Student Key Indicators

1. Financial Aid & Scholarship
2. Enrollment
3. Retention
4. Graduation

Faculty Key Indicators

1. Promotion
2. Retention
3. Tenure
4. Faculty Demographics compared to labor market (Recruitment)

Staff Key Indicators

1. Promotion
2. Retention
3. Staff Demographics compared to labor market (Recruitment)



CLIMATE & INTERGROUP RELATIONS

Holy Cross is committed to creating an atmosphere that will lead to the retention of diverse faculty and staff, increase graduation rates for diverse students, and identify and eliminate biases and practices that hinder the retention of diverse faculty, staff, and students. This includes increasing awareness and understanding of different social identities and their intersections, as well as providing a safe, supportive, and respectful environment for all members of the college community. We will do this by addressing systemic inequities, identifying and responding to microaggressions, and engaging in dialogue and education around diversity, equity, and inclusion.

All Groups Key Indicators

1. Evidence of safety and respect
2. Evidence of support and belonging
3. Evidence of a welcoming environment
4. Incidents of bias and our organizational response and resolution
5. Evidence of student utilization of wellbeing based support services



EDUCATION & SCHOLARSHIP

We will lead our campus and our community in Inclusive Excellence training, development, curriculum design, teaching, scholarship, and intergroup dialogue. With a focus of increased investment for research activity for faculty and students and other co-curricular activities. Our goal is to equip and prepare our campus community to be visionary in an increasingly diverse and complex world.

All Groups Key Indicators

1. Number of students participating in DEIJ, intersectional, and community engaged courses, programs, and service learning activities
2. Number of faculty participating in faculty development programs promoting DEIJ, intersectional, and community in pedagogy, curriculum design, and scholarship
3. Number of staff participating in development programs and opportunities promoting intersectional DEIJ principles

All Groups Key Indicators

INFRASTRUCTURE & INVESTMENT

We will create and sustain an institutional infrastructure that effectively supports progress in achieving the Inclusive Excellence goals outlined in the Holy Cross strategic plan by facilitating diversity, inclusion, transparency, and accountability. We will evaluate and revise changes in policies and protocols that will facilitate reports of bias and discrimination, improve clarity, provide transparency, promote fairness, and enhance accountability. This objective will also strive to create a culture of investment in the success of all students, faculty, and staff by creating a Center for Inclusive Excellence in Teaching and Learning providing resources, support, and mentorship. This objective is fundamental to the Jesuit mission of creating a more equitable and just world.

All Groups Key Indicators

1. Community-wide access to data that supports DEIJ goals
2. Evidence that organizational interventions are equity-informed and supported by data
3. Integration of systems that enable students, faculty, and staff to do their best work
- 4.



DEI for Faculty & Staff



Consultation

Recruitment

Assessment

Education/Training/Development

Connecting to Students

Affinity spaces/creating connections for
marginalized faculty and staff

Justice Equity Belonging & Inclusion (JEBI) Certificate Program

JEBI Learning Group

DEI Mission Reading Group: "Life in the Crossroads: Mission and DEI in Jesuit Higher Education"

DEI Mission Intensive Reading Group

Faculty & Staff Inclusive Hiring Training

HR Program Trainings: LINKED Training & Manager's Training

Request us to do Department workshops, Guest Lectures

Consultations

Affinity Spaces: Sister2Sister Events & OutFront Events

Follow us on Instagram

Visit us in Smith Hall, room 224 and the Carey Lounge

Sister2Sister & ProspHER Vision Board Event



