

January 25, 2019

University Senators,

The Office of Inclusive Excellence was created on October 1, 2015. I was appointed Chief Diversity Officer on that date and have been serving in that capacity for over three years. I am also a proud faculty member within the College of Arts and Sciences as a Professor of Political Science and Public Administration. This message serves as a thank you for all of your support of me and my team during this time as we created a new office, led the implementation of the Diversity Action Plan, and worked to build an infrastructure of inclusive excellence at Georgia College and beyond. I would also like to provide you with an update on the office and what we have accomplished within our first three years. I will also use this opportunity to provide you with next steps for the Office of Inclusive Excellence.

The Association of American Colleges & Universities (AAC&U) states that, “Making excellence inclusive is an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities”. The Office of Inclusive Excellence seeks to promote this process at Georgia College and work to gain national recognition for our work.

Inclusive Excellence is at the core of Georgia College’s mission as a public liberal arts institution and has been a major goal and theme of our mission and strategic initiatives and priorities including *the 3Rs of Reason, Respect and Responsibility*; *the Strategic Directions and Institutional Priorities (2011-2014)*; *the Georgia College Diversity Action Plan (DAP)*; *the Quality Enhancement Plan “Building a Culture of Engaged Learning”*; and *Our Path to Preeminence The Georgia College Strategic Plan 2016-2021*.

Inclusive Excellence is a prominent theme in Georgia College’s New Strategic Direction toward national preeminence.

Foundational principles of inclusive excellence:

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### Vision

Georgia College will be a nationally preeminent public liberal arts university.

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### Values

1. The pursuit of knowledge and truth for the public good
  2. The transformative effect of service, leadership, and collaborative engaged learning experiences both in and beyond the classroom
  3. Ethical principles including integrity, altruism, reason, respect, and responsibility in discourse and actions
  4. Diversity and inclusion in all forms.
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### Mission Statement

Georgia College is the state's only designated public liberal arts university. We fulfill this mission through a commitment to:

#### **An Expansive Educational Experience**

- **Highly Intentional Engagement**
- **Diversity and Inclusive Excellence** We foster a sense of belonging within a campus community that values diversity of intellectual thought, experiences and identifications. Georgia College faculty, staff, and students intentionally embrace inclusivity to advance excellence through diversity.
- **Preparation for Leadership** We encourage all students to develop a breadth of leadership competencies, including self-awareness, empathy for cultural differences, and effective interpersonal communication. Georgia College students become leaders through engagement with purposeful curricular and co-curricular leadership experiences.

*~APPROVED BY THE BOARD OF REGENTS OCTOBER 2017*

In addition, inclusive excellence is an important component within the LEAP Initiative and the Essential Learning Outcomes and emphasized as vital to student development and 21<sup>st</sup> century liberal education. Although present in all essential learning outcomes, inclusive excellence can be specifically highlighted in the essential learning outcomes within personal and social responsibility which focuses on *Civic knowledge and engagement—local and global Intercultural knowledge and competence* and *ANCHORED* through active involvement with diverse communities and real-world challenges.

In the Spring of 2013, President Steve Dorman asked me to serve as chair of a diversity action planning committee to develop a realistic 3-5-year plan to address diversity at Georgia College. Dr. Dorman specifically asked that the plan be actionable and measurable in scope.

#### Objectives of the Plan

- Student Diversity in Access and Success.
- Diversity in Curriculum, Creative Learning and Scholarship.
- Inclusive Campus Climate.
- Faculty and Staff Recruitment and Retention Success.

#### Work Plan

The DAP committee developed a work plan that would engage the Georgia College community and the greater Milledgeville community in a dialogue about the needs of the plan. Two public forums were held on the Georgia College campus and one in the Milledgeville Harrisburg community. The month of September 2013 was designated as the month for dialogue for the plan. The public forums were held in partnership with the American Democracy Project. Over 200 persons participated in the forums. Two follow-up sessions were held on the main campus in December and the Harrisburg community in January of 2014.

### Information Gathering

Other collaborations included the President's Commission on Diversity (PCOD); the university senate committees Resources, Planning and Institutional Policy (RPIPC) and Subcommittee on Core Curriculum SoCC; the Student Government Association (SGA) all were represented on the planning committee. Surveys were also solicited by a website survey.

### Building an Infrastructure of Inclusive Excellence Collaboratively

1. Search committee training that emphasizes inclusive excellence in advertisement development and throughout search process
2. Inclusive excellence discussion on all campus interviews at chair level or higher
3. Diversity Leadership Teams in each unit to address unique diversity and inclusion challenges and opportunity within in unit of campus
4. Workshops and trainings to promote inclusive work climates
5. Diversity Peer Educators provide peer-to-peer education and training to promote inclusive excellence through Week of Welcome activities and year-long inclusion events for students including classroom programming
6. Georgia College Peer Educators will promote inclusion through peer-to-peer faculty and teaching faculty leadership
7. Inclusion newsletter online and periodically in print for inclusive branding
8. Building relationship with broader community to strengthen relationships
9. Collaborate with University Communications to highlight recent underrepresented alumni
10. Diversity identified as a university value and in T&P efforts
11. Diversity and inclusion added as a mechanism of digital measures and IFR reporting

## **Office of Inclusive Excellence Programs steps toward national preeminence:**

- Engage for Equity Workshop for the Center for Participatory Research January 9-11, 2019 ~ Albuquerque, NM
  - Invited participant to AACU Truth, Racial Healing & Transformation Institute January 19-23, 2018 ~ Washington, DC
  - Faculty Institute for Diversity Train the Trainer Workshop June 18-22, 2018 ~ Cornell University, NY
  - National Association of Diversity Officers in Higher Education, Chief Diversity Officer Certification, Inaugural Class, June 13-17, 2017, ~New York, NY
1. Making Excellence Inclusive Faculty Day Launched 2017:
    - The *Making Excellence Inclusive Faculty Day* August 14, 2017  
Keynote Speaker: Dr. Belle Wheelan, President of SACSCOS  
Afternoon workshop: Dr. Kim Bobby, former Director of Inclusive Excellence for American Council on Education
    - The *Making Excellence Inclusive Faculty Day* August 13, 2018  
Keynote Speaker: Dr. Lynn Pasquerella, President of AACU  
Free Speech presentation: Chris McGraw, Assistant Vice Chancellor for Legal Affairs at USG  
Afternoon session: Karen Berman, Chair of Theatre Department  
Afternoon session: Student panel
  2. Dr. Martin Luther King Community Breakfast Launched 2016 :
    - 2016-2017: 180 attendees *The Other America* BHS, BMS, JMA, GCEC
    - 2017-2018: 187 attendees *Where Do We Go From Here?* BHS, BMS, JMA, GCEC
    - 2018-2019: *What's Your Life's Blueprint* January 18, 2019 7:30 am to 9:30 am Magnolia Ballroom
  3. GC Inclusive Excellence Award Launched 2016
    - 2016-2017: Winners: The Department of Theatre and Stacey Milner
    - 2017-2018: Winners: Dr. Jameliah Shorter –Bourhanou and Toyia Barnes
  4. FALL 2018 Georgia College outreach and workshops provided by OIE:
    - My Interdisciplinary Journey with PALS Department August 29, 2018
    - Search Committee Training September 26, 27, 2018
    - Inclusive Excellence and Financial Aid September 18, 2018
    - Skillpath Training – Diversity and Inclusion in the Workplace October 16, 2018
    - Georgia Chamber Diversity and Inclusion Summit November 8, 2018
    - Implicit Bias Training: Facilities (Mandatory) December 5, 6, 2018
    - Chamber of Commerce December 11, 2018
    - Managing Triggers March 5, 2019

5. Diversity Peer Educators (DPE):

- 2017-2018: Total number of students trained is 1277 (45 FYS sessions)
- 2016-2017: Total number of students trained is 882 (35 FYS sessions)
- COHS Capstone Efforts
- Sessions on Mental Health and Socioeconomic diversity Fall 2018
- Red Flags and Red Hearts February 12, 2019
- Spring Break/ Human Traffickers Paradise March 13, 2019
- Cultural Competence April 4, 2019

**Moving Forward, OIE will work on the following:**

- Developing DPE program into a Leadership program
- Campus Wide Making Excellence Inclusive Day
- Launch FPE program Spring 2019
- Campus-wide Diversity Leadership Team meeting January 30 2019
- HERI Climate survey in Spring 2019
- Working with students on a USDA Research grant (\$150,000) with 3 students and undergraduate research
- National Diversity and Inclusion Grant with RW Johnson foundation (\$350,000) Diversity and Inclusion and Health