## Priority 2: Ensure the Presence of an Inclusive Environment that Supports a Full Range of Diversity

### Committee Members:
- Shawn Buftsma, Rosemary Cleveland, Shawn Evans, Chris Hanks, Faite Mack, Clay Pelon, Mickie Shannon-Wildt, Deepak Subramony
- Co-Chairs: Deepak Subramony & Clay Pelon

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<tr>
<th>Goal</th>
<th>Action Steps</th>
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<th>Status of Goal Attainment as of 1/17/12</th>
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<td>1. Increase the quality and quantity of pre-service hours for undergraduate teacher candidates and have the volunteer hours in diverse settings</td>
<td><em>Obj. 3.4</em>&lt;br&gt;• Connect with Linda McCrea &amp; Undergraduate Ad-hoc committee to work out responsibilities and get feedback on the priority&lt;br&gt;• Analyze competitors and comparable institutions policy on pre-service requirements – Chris, Shawn, Rosemary – By end of February&lt;br&gt;• Take data, COE comments, and Undergraduate Ad-hoc committee and formulate a proposal for approval by the COE Faculty &amp; Staff Councils</td>
<td><em>Obj. 3.4</em>&lt;br&gt;• Comprehensive hours plan developed&lt;br&gt;• Plan presented to appropriate committees&lt;br&gt;• Plan voted on for adoption</td>
<td><em>Obj. 3.4</em>&lt;br&gt;• Created ED 180 to support the placement of undergraduate teacher candidates in a diverse setting. Course first offered Fall 2011 semester.</td>
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| 2. Create common events for the COE to have frank discussion about issues of inclusion within and without the COE | *Obj. 2.2*<br>• Movie Viewing & Reflection - Chose French movie “The Class”<br>• Investigate a date in March tied to an Assembly day: 3/15/10<br>• Develop a discussion guide and post movie talk | *Obj. 2.2*<br>• One movie discussion in Fall and Winter semesters<br>• Faculty, staff, and student participation at approximately 50 people<br>• Discussion guide completed in Fall | *Obj. 2.2*<br>• The Inclusion Committee hosted the Southern Poverty Law Center's movie “Bullied” on 1/18/11 with a panel discussion of local leaders. Approximately 140 people attended and coverage of the event by WXMI was picked up by national news distributors<br>• The Inclusion Committee hosted a discussion on high school student graduate preparedness for college on 3/2/11 featuring Suhail
### College of Education

| 1. Create academic opportunities for growth amongst COE faculty and staff by supporting book discussions on relevant books | - Book choice - “The Immortal Life of Henrietta Lacks”
- Re-imagine current plan by Chris Hanks
- Committee will endorse and push small group formation | - One event every two months during the academic year
- Feedback from COE once yearly for ideas
- Small group participation in one inclusion activity a year, at least 30 participants | Over 30 people participated in the reading and group discussions of the book “The Immortal Life of Henrietta Lacks” during the Winter 2011 semester.
- The process has begun for a Winter 2012 COE reading project. The book selected is “The Warmth of Other Suns.”


| *Obj. 2.2 |

| 4. Incorporate COE suggestions list (generated in December 2009) into future actions | - Record list generated at meeting
- Disseminate list generated at the meeting for further comments from the COE
- Take feedback and incorporate it into the list
- Use the list as a reference at Inclusion Committee meetings | - Report to the COE Assembly at least 2 times a year on progress
- Solicit feedback once a year on the committee’s work | Reports presented regularly to COE Assembly, Dean, and Leadership Team
- Also solicited feedback from these groups on a regular basis
- Progress report is scheduled to be presented in March 2012.


| *Obj. 2.2 |

| 5. Increase the number of faculty and staff from underrepresented groups | - Advertise positions in publications targeted at underrepresented populations
- Recruit at select conferences | - Given hiring lines, increase in number of underrepresented populations | Maintained increase of 5% in number of faculty and staff from underrepresented groups.
- COMPASS Program created to recruit/retain underrepresented initial students into teaching.