

College of Interdisciplinary Studies

Inclusion and Equity Goals

College Mission

Connecting diverse interdisciplinary communities and cultivating innovative liberal learning.

Vision

The College of Interdisciplinary Studies will be recognized locally and nationally as a leader in the areas of integrative interdisciplinary learning, high impact educational practices, applied sustainability, and community engagement.

Through an innovative culture and inclusive conversation, the College of Interdisciplinary Studies:

- Models and promotes applied sustainability practice through partnerships and collaborations.
- Facilitates and fosters integrative interdisciplinary teaching and learning
- Models inclusion and change for the university, by connecting with local, national and global communities
- Creates, promotes, and supports high impact experiential and intercultural learning opportunities
- Encourages and sustains a nurturing and creative environment by supporting and including the diverse voices of the College and the greater university community.

Guiding Principles

We value:

- *A collegial and collaborative environment* where we support each other and work together in an open and transparent manner.
- *Cultural diversity and diversity of thought and ideas* as a source of creativity and as a foundational principle in our curriculum and in our communities.
- *Engagement in our local and global communities*, in such programs as experiential or service learning, intercultural studies, community education, and study abroad programs.
- *Exploration and teaching that challenges the metaphors of disciplinary boundaries and engages students in a transformative critique of their multiple environments.*

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- *Creating an atmosphere where faculty, staff and students work together as educators.*
- *Risk-taking and innovation* that encourages alternative approaches to scholarship, teaching, and learning

The foundational vision of the College of Interdisciplinary Studies is one that values the diversity of ideas and people in understanding our world. Our guiding principles lead us to engage our students, faculty and staff in addressing issues related to inclusion and equity. The College seeks to infuse the goals related to inclusion and equity into our strategic planning, and as such we have formulated our inclusion plan to fit our strategic planning.

Document Developers.

This inclusion plan has been written and rewritten by many individuals. The original task force given the charge to develop the plan included:

Integrative Learning -	Susan Mendoza
Pew Faculty Teaching and Learning Center -	Catherine Frerichs
Meijer Honors College -	Janaan Decker
Padnos International Center -	Kate Stoetznier
Liberal Studies Department -	Rachel Peterson
CoIS Dean's office -	Steve Glass

Following a draft creation, the plan was edited and revised within the COIS Deans office. Following that draft, the plan was then reviewed by the CoIS Leadership Council, composed of the directors of all programs within the College:

African-African American Studies-	Jack Mangala
Center for Excellence in Science and Math Education –	Ed Baum
Center for Scholarly and Creative Excellence –	Robert Smart

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CoIS Deans Office –	Wendy Wenner, Steve Glass
Continuing Education –	Simone Jonaitis
Chinese/East Asian Studies –	Shinian Wu
Environmental Studies –	Elena Lioubimseva
Fred Meijer Center for Writing -	Ellen Schendel
General Education –	Carol “Griff” Griffin
Integrative Learning –	Susan Mendoza
Kutsche Office of Local History –	Veta Tucker
Lake Michigan Writing Project -	Lindsay Ellis
Latin American Studies -	Zulema Moret
Liberal Studies Department –	Maureen Wolverton, Jonathan White
Meijer Honors College –	Jeff Chamberlain
Middle East Studies –	Madj Al-Malah
Padnos International Center –	Mark Schaub
Pew Faculty Teaching and Learning Center –	Christine Rener
Sustainable Community Development Initiative –	Norman Christopher
Women and Gender Studies –	Kathleen Underwood

Defining Diversity and Inclusion.

The College of Interdisciplinary Studies uses the definitions put forth by the Association of American college and Universities regarding diversity and inclusion: Source:

http://www.aacu.org/inclusive_excellence/index.cfm

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

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Inclusion: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one’s awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Inclusion and Equity Planning for Units within CoIS

Following the creation and implementation of the College plan, each unit within the college will be asked to create their own plans that fit both the CoIS plan as well as the Grand Valley plan.

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Goal One The College will promote curricular and co-curricular activities and events that increase opportunities for engagement in inclusive experiences.

Objective 1 The College will identify and increase inclusive experiences within the classroom.

Measure 1- Courses that contain content and/or activities that promote inclusion (syllabus and course description)

Objective 2 The College will identify and increase co-curricular, inclusive activities.

Measure 1 Identify courses that link to inclusive co-curricular activities (syllabus and course description)

Measure 2 Identify co-curricular, inclusive activities sponsored by the College

(Examples include: Model Arab League, Lib 100 activities, Area Studies Events)

Link to GVSU Goals:

Continue to support the individual and collaborative efforts of campus groups that promote inclusion and equity

Design/enhance mechanism(s) to bring international students and faculty together

Reward and value course content that integrates culturally diverse perspectives (race, class, disability, sexual orientation, religion, etc.) where appropriate

Reward and value inclusive pedagogy

Utilize student generated strategies to enhance co-curricular experience

Goal Two The College will increase staff and faculty training and participation in inclusion activities

Objective 1 **The College will seek to achieve a 70% or higher participation of faculty and staff in inclusion activities and training)** (*activities such as Institute on Healing Racism, Allies and Advocate, intercultural awareness*)

Measure 1: Proportion of faculty and staff who have participated in inclusion training. (survey of faculty)

Measure 2: Participation rates annually for faculty and staff in ongoing inclusion events. (survey of faculty)

Link to GVSU Goals:

Design incentives and recognition strategies to promote inclusion implementation strategies • Reward and value service – related activities • Reward both processes and outcomes

Training and organizational development

Strengthen university's level of cultural competence (domestic/international)

Goal Three The College will actively pursue partnerships and collaborations, both internal and external, that seek to promote inclusive interaction.

Objective 1 **The College will leverage programs and offices to partner with external constituents to promote inclusion.**

Measure 1: Inclusion activities of programs within the College,

(such as the Kutsche Office of Local History, Sustainable Community Development Initiative, Area Studies, Continuing Ed and Padnos International Center)

Objective 2 **The College will work across disciplinary boundaries to provide inclusion activities and educational opportunities.**

Measure 1: inclusion activities across the University linked to the College

Link to GVSU Goals:

Create alignment among Allendale, Pew, Traverse City, Muskegon, and Holland campuses

Develop and nurture key partnerships and relationships with community entities doing (or interested in doing) similar inclusion work

Goal Four: The College will continue to improve its recruitment and retention of diverse faculty, staff, and students.

Objective 1 **The College will actively implement mentorship and other activities designed to increase faculty and staff interaction and involvement in college activities.**

Measure 1: Annual report of diversity within College faculty and staff and students.

Measure 2: Implementation of mentorship/ support system for new faculty and staff.

Measure 3: Implementation of College –wide activities designed to increase faculty/staff interaction.

Link to GVSU Goals:

Increase the presence of faculty from underrepresented groups (Latino, Native American, African American), LGBT, international and faculty with disabilities.

Enhance recruitment/retention practices for faculty and staff

Increase the presence of international students.

Develop training for faculty regarding interactions with nontraditional students