

WPI Project Inclusion (WPI PI) Updates

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Project Inclusion Overview

Launched PI Spring 2017, a **campus-wide assessment of diversity, inclusion, and equity in our community**. Championed by, and guided by the *NERCHE Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education* (Working with external facilitators, to support the initiative)

Rubric Steering Committee (RSC) – a cross-section of campus community members, to take lead and engage students, faculty, staff and senior leaders

Goals: Once the self-assessment is complete, the next stage is to determine strategic priorities and commitments. **The goal is to create a deeper commitment, strategic investments, targeted intervention that address short- and long-term institutional change (structural and cultural), in order to create a more inclusive campus, providing a true sense of belonging for all students, faculty, and staff.**

PI Website

<https://www.wpi.edu/about/diversity-inclusion/project-inclusion>

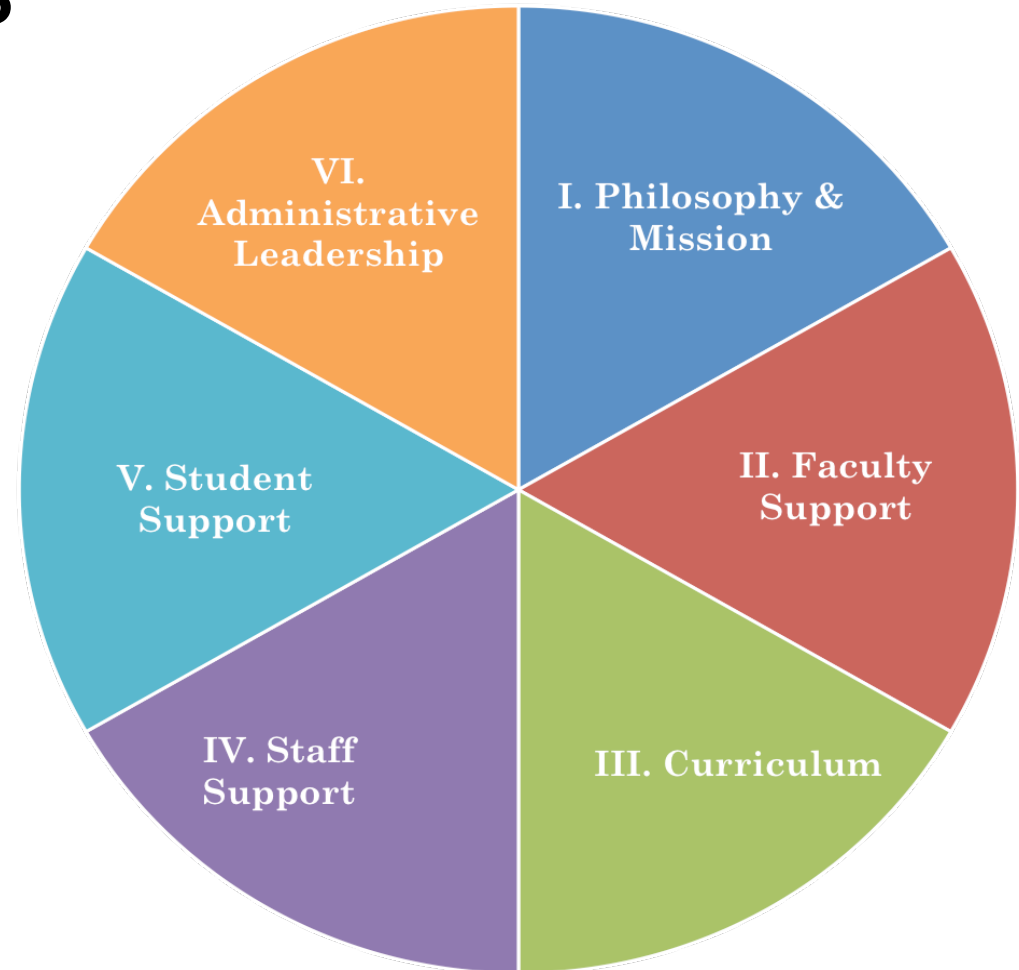
Rubric Work Dimensions

First Year (of 3-year commitment):

Faculty Support

Staff Support

Student Support



Using Data To Measure Progress

- **Stage One: Emerging**—beginning to **recognize diversity**, inclusion and equity as strategic priorities and is building a campus-wide constituency for the effort. **RSC determined all three dimensions here*
- **Stage Two: Developing**—ensuring the development of its institutional and individual **sustaining diversity**, inclusion and equity effort.
- **Stage Three: Transforming**— **institutionalized diversity**, inclusion and equity into the fabric of its institution to assess its efforts to ensure progress and sustainability.

Timeline and Stages

Stage 1: Campus Commitment Review

(Readiness Report indicated that WPI was ready to move forward with this initiative May 2017)

Stage 2: Campus Assessment (Review and collect data (currently in this stage))

Stage 3: Sharing Mid-Year Results

(RSC will prepare a presentation to be delivered to the President and Management Council in March 2018)

Stage 4: Logic Model and Work Plan

(Feb. '18 - April '18 -- RSC efforts focus on work plan development for interventions related to the three dimensions, based on the WPI's Cultural Profile)

Stage 5: Sharing Year-End Results (April 2018 tentative)

- RSC will prepare a presentation on any changes to the Institutional Culture Profile since March, and the Work Plan.
- A campus-wide meeting (or the like) will be held for the RSC to provide the Institutional Cultural Profile and the work plan.
- Assessment tools and feedback on how to keep this process moving forward will be provided by the facilitators
- Further work will be proposed as desired.

Implementation Strategies

Complete the rubric with campus-wide input:

- 1. Analyze the history of institutional efforts related to the institutional culture** (from the six dimensions)
- 2. Identify systemic opportunities and challenges** related to previous efforts around cultural sensitivity and climate
- 3. Develop systemic, sustainable initiatives for improvement of climate** for students, faculty and staff from all backgrounds
- 4. Keep the entire community involved and informed throughout the process.**

Questions?

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