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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