

Worcester Polytechnic Institute Project Inclusion Purpose and Expectations

Project Inclusion Purpose

While being guided by the *NERCHE Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education*, outside facilitators will work with WPI to support the cross-campus Rubric Steering Committee (RSC). Project Inclusion is driven by the community, not the facilitators, so any actions, processes, and strategic plans are tailored specifically to the WPI environment.

The RSC will engage students, faculty, staff, and senior leaders to

- complete the Rubric with campus-wide input;
- analyze the history of institutional efforts related to the culture and background of WPI students, faculty, staff, curriculum, Leadership Council, and mission;
- strengthen WPI's capacity to identify systemic opportunities and challenges related to previous efforts around cultural sensitivity and climate;
- develop systemic, sustainable initiatives directed at improving the environment for students, faculty, and staff from all backgrounds; and
- keep the entire community involved and informed throughout the process.

Project Inclusion Expectations

Project Inclusion is a commitment to a long-term approach to structural and cultural change. Short-term outcomes might include immediate changes like diversity training. For the long-term approach, an institutional self-assessment rubric will guide the community through a self-assessment process along a range of dimensions to understand the campus environment of diversity, inclusion, and equity. This is done as an intentional, strategic process for planned change. Once the self-assessment is complete, the next stage is to determine strategic priorities and commitments.