

President's Action Committee on Inclusive Excellence  
Year-End Report 2007-2008  
August 4, 2008

2014 Wheaton College Strategic Plan Goal 5:

Diversity and inclusive excellence distinguish Wheaton's learning experience, community, and academic culture.

In 2007, President Crutcher decided that PACIE would change from an *advisory* committee to an *action* committee. Taking from the set of recommendations from 2005-2006, he chose four priorities for 2007-2008. Under the leadership of co-chairs Alex Vasquez and Trishia S. Lichauco '85, the following four priorities were implemented:

- Reconvene PACIE Committee
  - Members 2007-2008
    - Audrey Adam, Institutional Research
    - Loretta Baldwin, Office of the President
    - Claudia Bell, Student Life
    - Ronald A. Crutcher, *ex officio*
    - Molly Easo Smith, Office of the Provost
    - Sharon Howard '87, Alumnae/i Relations and Annual Giving
    - Omaira Roy, Human Resources
    - Trishia S. Lichauco '85, Office of the President, *co-chair*
    - Amy Markham, Office of Admission
    - Victor Martinez '09, Inter-cultural Board Chair
    - Derek Price, Psychology
    - Alex Vasquez, Marshall Center for Intercultural Learning, *co-chair*
- Conduct campus climate survey
  - Audrey Adam, Director of Institutional Research administered a Campus Climate Survey to faculty, staff and students in October 2007. This was the first time in the college's history that the community filled out the same survey instrument (See appendix).
- Compile and report out on findings
  - Four themes came out of the faculty/staff survey ranging from issues of "tolerance and tension" to issues of "equal opportunity and commitment to inclusive excellence". A report was compiled representing these themes. The committee went on a "roadshow" to report these findings to various constituents, reaching an audience of 350 staff and faculty, through several venues.
- Train between 15 and 20 students, staff, and faculty to lead study circles and other dialogue initiatives.
  - In February 2008, PACIE sponsored a full-day Study Circles training for 12 campus staff, faculty and students.

#### PACIE Meetings:

- 3 Lunches
- 1 Sub-Committee Meeting
- 1 Study Circles Training
- 8 Regularly scheduled meetings

#### PACIE Sponsorships:

- "Alone in the Trenches: My Life as a Gay Man in the NFL" by Esera Tuaolo - Books for Mr. Tuaolo's campus visit, September 2007
- Nancy Thomas and Shelby Brown: Study Circles Training, February 2008
- "Diversity in a Changing World" - Books for Men of Color Conference, April 2008

#### Next Steps for 2008-2009:

- Recruit new Committee members:
  - Members 2008-2009
    - Audrey Adam, Institutional Research
    - Loretta C. Baldwin, Office of the President
    - Claudia Bell, Student Life
    - Ronald A. Crutcher, *ex officio*
    - James Freeman, Economics
    - Sharon Howard '87, Alumnae/i Relations and Annual Giving
    - Barbara Lema, Human Resources
    - Trishia S. Lichauco '85, Office of the President, *co-chair*
    - Amy Markham, Office of Admission
    - Vereene Parnell, Office of Service, Spirituality and Social Responsibility
    - Derek Price, Psychology, *co-chair*
    - Persephone Tan '09, Intercultural Board Chair
    - Alex Vasquez, Office of the Dean of Students
- Compile and report Student Data from Campus Climate Survey
- Offer a refresher training for Study Circles Facilitators
- Send out a call for proposals for PACIE Sponsored Study Circles
- Consider and research other group dialogues models