

President's Action Committee on Inclusive Excellence (PACIE)
Year-End Report 2008-2009
Submitted by: Derek Price and Trishia S. Lichauco '85, Co-Chairs

Strategic Plan 2014 Goal 5: "Wheaton's value for diversity and inclusive excellence is reflected in its recruitment and retention of students, faculty and staff. "

The President's Action Committee on Inclusive Excellence (PACIE) had a most productive year marked by significant efforts that will move Wheaton's inclusive excellence agenda forward. The Committee continued to disseminate campus climate data and to support campus-wide programs. Our primary focus, however, was the development of a dialogue model that can serve as a medium for addressing complex diversity issues in the campus community. We hope our dialogue model which evolved from Study Circles, will become a sustainable process for conflict resolution and difficult conversations on campus. Throughout the year, the Committee parceled the work among its members and each contribution created a collaborative whole.

HIGHLIGHTS FOR 2008-2009

- Presentation of student data from 2007 campus climate survey
- Development and implementation of the dialogue process
- Sponsorship of campus-wide programs
- Heightened awareness of Wheaton's and PACIE's advocacy of inclusive excellence, through published articles and conferences (articles attached)

GOALS FOR 2008-2009

- 1) Compile and report out Student Data from Campus Climate Survey

Outcome:

Student data (22% participation rate) was presented to the divisions of Advancement and Finance and Operations, President's Council, Student Government Association Executive Team, Faculty Meeting, Frontliners, Staff Council.

- 2) Provide refresher training for dialog facilitators

Outcome:

The Committee decided that hiring an outside trainer was not necessary. Instead, members of the Committee met with the facilitators who were trained in January 2008 and invited them to a committee meeting where we held a mock and abbreviated version of a Study Circle.

- 3) Send out calls for proposals for PACIE sponsored Study Circles

Outcome:

Received three proposals from staff (1) and students (2)

- 4) Consider and research other dialogues models; implement our own

Outcomes:

Accomplished through conversations with Nancy Thomas of The Democracy Imperative, Michelle Holt-Shannon from UNH, colleagues from NADOHE and compiling information about different models. The Committee decided that we would follow the Study Circles model (information attached)

Formed Study Circle Sub-committee

Distribution of information about DATs through posters, messages on tables at The Café', announcements during public events, presentations at faculty meetings, survey presentations and divisional meetings.

Created name for PACIE Study Circles: Dialogue Action Teams (DATs)

Created tag lines for DATs: "Dis don't DAT"; "Who DAT?"

Held three (3) pilot DATs : 1) Tolerance, 2) Social Stereotyping at Wheaton, 3) Raced and Classed: Learning and Working in an Intercultural World

Designed and distributed tee-shirts with tag lines for DAT participants

INSTITUTIONAL MEMBERSHIPS 2008-2009

- 1) National Association for Diversity Officers in Higher Education (NADOHE)
- 2) The Consortium on High Achievement and Success (CHAS)

ACTIVITIES 2008-2009

- 1) President Crutcher, Panelist at the Boston Chamber of Commerce Breakfast Forum, " *Creating a Diverse Community: A Business and Academic Challenge*", September 2008

As a leader in higher education, President Crutcher represented the need for an institutional culture whose goal is to broaden perspectives through education and knowledge. This culture invites all members of the community and fosters a sustained environment in which they can thrive, excel and benefit from diverse backgrounds and experiences.

Organizational support, guidance and inspiration are key components to achieving this goal. PACIE is one of the entities at Wheaton charged to address issues of culture change.

- 2) Trishia S. Lichauco '85, attendee at the National Association of Diversity Officers in Higher Education (NADOHE) Conference, February 2009
- 3) President Crutcher, Trishia S. Lichauco '85 and Elita Pastra-Landis, attendees at President's Diversity Forum, Williams College, April 2009

PROGRAM SUPPORT 2008-2009

- 1) Alex Vasquez and Sharon Howard, Alumni of Color Conference, April 2009
Growing out of the very successful "Men of Color Conference" the prior year, Oneda Horne '07 and the Alumnae/i Association co-sponsored a round table discussion, "Wheaton Alumnae/i of Color Share Their Experiences in Support of Today's Students of Color" on Saturday, February 21, 2009. The discussion featured several recent alumnae and alumni, drew an audience of more than 100 students, faculty and staff, and resulted in a lively dialogue. It was facilitated by Interim Senior Associate Dean of Students, Alex Vasquez. This round table successfully fostered connections among young alums and current students. Their public discussion illuminated encouraging changes in Wheaton's campus climate over the last decade. For purposes of the college's strategic plan, including inclusive excellence, the event also satisfies our need to widen and deepen the circle of alumnae/i engagement in the life of the college.

- 2) Black Student Association, Byron Hurt Performance, April, 2009
Byron Hurt's work places the complex and conflicting images of hip-hop into historical and cultural perspective in a way that challenged our students to think critically about the impact the stereotypes of masculinity, femininity and sexual orientation continue to have on their lives. Hurt spoke to a packed Hindle Auditorium, and thanks to PACIE, we were able to extend his message to our HERO students, 50 Brockton High School juniors who met with Hurt before his public presentation.

- 3) Consortium on High Achievement and Success (CHAS) Faculty Forum,
Six (6) Natural Science faculty members attended "*Improving Student Outcomes in Gateway Courses*", May 2009. They reported enthusiasm for the event, plans to implement new ideas in their teaching, and they expressed interest in pursuing these ideas with colleagues (summary attached).

- 4) Distinguished Women of Color Collective (DWOCC) Event, Guest Speaker, Tim Wise, Spring 2009
Over 400 students, faculty and staff filled Cole Chapel for Tim Wise's return visit to Wheaton, the perfect kick-off for PACIE's Dialogue Action Team program. His analysis of white privilege, the 2008 presidential election, and the complexities of contemporary race relations in the U.S. is the gold standard in this area of scholarship. Wise keeps students talking -- not for hours but the years between his Wheaton visits. Multiple faculty members use the recordings of his Wheaton lectures in their classes, and his essays are part of our Raced and Classed DAT reading list.

PACIE COMMITTEE 2008-2009

Audrey Adam, Institutional Research
Loretta Baldwin, Office of the President
Claudia Bell, Student Life
Ronald A. Crutcher, *ex officio*
James Freeman, Department of 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, Department of Psychology, *co-chair*
Alex Vasquez, Office of the Dean of Students

GOALS FOR 2009-2010:

- 1) Engagement:
 - a. DATS: Hold five to seven (3-5) DATs; promote participation; evaluate/support DAT action plans; collect data for outcomes; provide facilitator training at least once a semester.
 - i. Ensure facilitator availability
 - ii. Create DATs that address difficult diversity issues on campus
 - iii. Recruit DAT participants who represent divergent points of view
 - b. Program support through on and off campus conferences, events, and guest speakers.
 - c. Continue collaboration with campus leaders, and with the Academic and Student Affairs Divisions
 - d. Invite speakers / experts to PACIE meetings
 - e. Support faculty through CHAS membership
 - f. Engage students through SGA, ICB Chair, and the Marshall Center for Intercultural Learning
- 2) Assessment and Benchmarking of Inclusive Excellence:
 - a. Acquire and analyze Inclusive Excellence data (achievement gap) through a retrospective study of three (3) student cohorts who have graduated.
- 3) Assessment and Benchmarking of the Campus Climate:
 - a. Student, Staff, and Faculty Surveys: Prepare for administration and presentation of the next survey in Fall 2010.

PACIE COMMITTEE 2009-2010

Audrey Adam, Institutional Research
Loretta Baldwin, Office of the President
Claudia Bell, Student Life
Ronald A. Crutcher, *ex officio*
Valerie Desmond, Center for Global Education (*new for FY10*)
James Freeman, Department of 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, Department of Psychology, *co-chair*
Raquel Ramos, Marshall Center for Intercultural Learning (*new for FY10*)
Alex Vasquez, Academic Affairs