

President's Action Committee on Inclusive Excellence (PACIE)
Year-End Report 2009-2010
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 severe economic recession that affected the college climate this year also indirectly affected some aspects of PACIE's work. All divisions of the college faced limited resources and the imminent June layoffs of colleagues. By spring semester the college climate no longer seemed right for initiating PACIE's Dialogue-Action Teams (DATs). PACIE therefore decided to redirect its resources. Some went into support for ongoing diversity work within the college. Other resources went into exchanges with other institutions and organizations that share Wheaton's and PACIE's values and goals. PACIE also reorganized itself in the following ways. This year we added two members who bring valuable perspectives: Dean of Academic Resources and Disability Services Denyse Wilhelm and Director of Athletics Chad Yowell. Next year the Faculty Affirmative Action Officer, Brenda Wyss, also will join PACIE. Her addition will increase PACIE's faculty representation to three. This year PACIE also began the processes of regularizing the membership cycles of PACIE members and the leadership cycles of PACIE co-Chairs. The latter process was acute because Derek Price is going on sabbatical in the fall and Trishia Lichauco will leave Wheaton in July. Russell Williams has accepted PACIE's invitation to become our faculty co-Chair for the next three years. The staff co-Chair position is not yet filled. In this year of challenges and transitions PACIE has remained active on campus and beyond and has internally reinvigorated itself.

GOALS FOR 2009-2010

1) Engagement:

- a. DATS: Hold three to five (3-5) DATs; promote participation; evaluate and support DAT action plans; collect data for outcomes
- b. Ensure facilitator availability; hold facilitator training
- c. Create DATs that address difficult diversity issues on campus
- d. Recruit DAT participants who represent divergent points of view

Outcomes:

- Two (2) DAT Interns working in SSSR
- Distribution of DAT info to Hall Coordinators
- DAT information, handouts and expression of interest forms posted on PACIE website
- Creation of DAT Brochure
- DAT Facilitator Training – 9/25/09 Michelle Holt-Shannon - # of participants: Faculty (5) /Staff (15) /Students (12):
- Presentation about DAT and PACIE in fall Staff Council meeting as result of awareness from DAT3

- DAT Resource Library
 - DAT4: Women to Women with Professor Khader
 - Creation of DAT@wheatonma.edu e-mail address
- e. Continue collaboration with campus leaders, and with the Academic and Student Affairs Divisions
- Outcomes:
- NEASC Meeting (Alex Vasquez, Derek Price, Trishia Lichauco)
- f. Invite speakers / experts to PACIE meetings
- g. Support faculty through CHAS membership
- Outcome:
- CHAS Conference (support for students / faculty / staff)
- h. 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.
- Outcomes:**
- Data gathering by Institutional Research and Office of Admissions
- 3) Assessment and Benchmarking of the Campus Climate:
- Outcomes:**
- a. Student, Staff, and Faculty Surveys: Prepare for administration and presentation of the next survey in Fall 2010
 - b. Comparison with CHAS Climate Survey

INSTITUTIONAL MEMBERSHIPS 2009-2010

- 1) National Association for Diversity Officers in Higher Education (NADOHE)
- 2) The Consortium on High Achievement and Success (CHAS)
- 3) The Boston Consortium (TBC) for Higher Education Diversity Officers
- 4) Liberal Arts Diversity Officers (LADO)

ACTIVITIES AND PROGRAM SUPPORT 2009-2010

- o The Boston Consortium Diversity Officers Meetings, Needham, MA (Trishia Lichauco)

- The Boston Consortium's first "Welcome" Event, Bentley University, Waltham, MA (Planning Committee: Trishia Lichauco; Keynote Speaker: President Crutcher)
- Liberal Arts Diversity Officers (LADO) Conference, Connecticut College, CT (Trishia Lichauco)
- Interview by Chuck Claxton, "Organizational Change in the Service of Diversity", Appalachian State University (Derek Price, Trishia Lichauco)
- Presentation on PACIE Initiatives at NAPAHE Conference, Phoenix, AZ (Trishia Lichauco)
- Diversity Initiated visit to Lafayette College, Easton PA (President Crutcher, Provost Eisenmann, Trishia Lichauco)
- Panel on Diversity sponsored by Commonwealth Compact at Bentley University, Waltham, MA (Alex Vasquez)
- Alumni of Color Event (Sharon Howard)
- On campus workshop, "Oriental Is Not A Carpet"

PACIE COMMITTEE 2009-2010

Audrey Adam, Institutional Research
 Loretta Baldwin, Office of the President
 Ronald A. Crutcher, *ex officio*
 Valerie Desmond, Center for Global Education, Staff Council Representative
 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
 Alex Vasquez, Academic Affairs
 Denyse Wilhelm, Disability Services
 Chad Yowell, Athletics

GOALS FOR 2010-2011

- 1) Leadership Transition / Committee Change
- 2) Campus Climate Survey
- 3) Inclusive Excellence Data and Assessment
- 4) Engagement through Climate Assessment

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Derek Price, Department of Psychology, *Spring Co-chair*

Raquel Ramos, Marshall Center for Intercultural Learning

Denyse Wilhelm, Disability Services

Russell Williams, Professor of Economics, *Fall Co-chair*

Chad Yowell, Athletics