

# Vision Statement

We begin by sharing our guiding vision and rationale in the creation of the college's first Inclusion, Diversity, and Equity strategic plan: **Carleton as an institution and as a diverse community will embrace, nurture, and sustain a culture of inclusion and equity in which all community members are valued, respected, and belong and where we all thrive personally, academically, and professionally as individuals and as a community.**

**Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another, including identity markers such as age, race, ethnicity, national origin, gender, disability/ability status, sexual orientation, religion, socioeconomic status, education, marital status, language, physical appearance, diversity of thought, political perspective, culture, and more.

**Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

**Inclusion** is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

We recognize and value diversity, equity and inclusion along these different dimensions. Consistent with our charge, our group's work highlights the racial dimension of diversity, equity, and inclusion.

We recognize that we are not where we want to be as a college in all of these areas. Indeed, our research has shown us many places we are falling short of our aspirations, and we hope with the goals, objectives, and specific strategies that we lay out below to begin to address the disparities we have documented. The process is such, however, that it will not be "done" when specific goals are achieved. Rather, our community is on a journey to become more equitable and inclusive, and that is an ever-evolving process which will require a culture that brings those values to the center of all of its considerations and actions.

This is a plan for the whole Carleton community. At this time in our country and indeed our world, issues of inequity and social justice are being contested in many realms. Our committee's charge included a focus on racial equity, and that has driven many of the goals and action steps we are proposing. We acknowledge that different members will have different experiences and priorities, but we believe that this first strategic plan will put Carleton on the path toward our vision for an inclusive and equitable campus for everyone.

# Goals and Objectives

## **Goal 1: Build the institutional capacity, resources, and dedicated leadership required to engage in the work of inclusion, diversity, and equity broadly, including implementing and sustaining the IDE Strategic Plan**

### **Objective 1**

Transform our culture, practices and policies to include underrepresented voices in planning and decision-making processes and to center the ideals of IDE in all considerations

### **Objective 2**

Align existing planning and decision-making processes to actualize the goals of the IDE Strategic Plan

### **Objective 3**

Provide focused leadership that is committed to and accountable for the execution, communication, and achievement of this IDE Strategic Plan and coordinating other IDE efforts

## **Goal 2: Significantly increase representation of students, faculty, and staff on campus from underrepresented populations**

### **Objective 1**

Increase the percentage and retention of historically underserved students with a focus on Black, Latinx, Indigenous, and other underrepresented groups

### **Objective 2**

Increase the percentage and continuity of Black, Latinx, Indigenous, and other underrepresented faculty

### **Objective 3**

Increase the percentage and improve retention of Black, Latinx, Indigenous, and other underrepresented staff

### **Objective 4**

Improve the balance and distribution of home country representation within the international student community

## **Goal 3: Establish and sustain the resources and practices necessary to provide an equitable environment for all students to achieve success**

### **Objective 1**

Identify and address institutional barriers that result in differential outcomes for student achievement and belonging based on identity

### **Objective 2**

Ensure that campus support offices and programs have the appropriate resources to meet student needs

## **Goal 4: Integrate and sustain engagement with the principles of IDE, including the full diversity of perspectives, experiences, and intellectual contributions of historically underrepresented voices**

### **Objective 1**

Integrate the work of historically underrepresented scholars into the curriculum and employ diverse approaches, readings, classroom experiences, and departmental offerings

### **Objective 2**

Increase faculty, staff, and students' ability and opportunity to engage in dialogue, share their experiences and perspectives, and listen to understand others' experiences and perspectives

### **Objective 3**

Recognize, value and reward work done by community members related to IDE

## **Goal 5: Demonstrate our commitment to measurable improvement of IDE outcomes through data collection and analysis, and transparent communication.**

### **Objective 1**

Establish key performance metrics in the areas of diversity, equity, and inclusion

### **Objective 2**

Implement a system designed to support coordination and tracking of data and inform decision-making and allocation of resources committed to IDE efforts

### **Objective 3**

Commit to ongoing, timely dissemination of relevant data and outcomes to the broader community