

Worcester Polytechnic Institute Project Inclusion Process

Process:

Stage 1: Campus Commitment Review

A Message to the Community

WPI's approach to diversity, inclusion, and equity makes our campus a community where members feel an authentic sense of belonging. The unique lens each of us brings to WPI makes our campus better. We want this community to be one of safety and welcome—a place where community members feel their actions contribute to progress and positive change. When we all work together, it frees our students to do what they do best—learn and make new discoveries that will change the world.

Together we are a force more powerful than any one of us. Our experiences, identities, beliefs, and backgrounds bring valuable perspectives that make WPI distinctive. We are a university of great minds multiplied.

Michelle Jones-Johnson, vice-president, talent, and chief diversity officer

Bonnie Walker, executive director for diversity and inclusion strategy

Stage 2: Campus Assessment

- Semester-long implementation of the Diversity, Inclusion, and Equity Assessment Rubric.
- Meeting with the President and Leadership Council
- Formation of cross-institutional Rubric Steering Committee (RSC).
- RSC members will chair and participate in subcommittees to work on each of the chosen three (of the six dimensions) for focus in year one):-Student Support, Staff Support, and Faculty Support.

- Faculty, staff, and students outside of the RSC will be recruited to staff these committees.
- The facilitators will provide an RSC guide and provide data collection and change management strategies.
- Facilitated by the consultants, WPI will complete the Rubric resulting in an Institutional Cultural Profile, which will serve as a valuable strategic planning tool.

Stage 3: Sharing Mid-Year Results

- RSC will prepare a presentation to be delivered to the community in January 2018 (tentative date)

Stage 4: Logic Model and Work Plan – January–April 2018 (tentative)

- RSC efforts will focus the group on work plan development for interventions related to the three dimensions, based on the WPI's Cultural Profile.
- The RSC will meet four times and develop a work plan to implement the interventions committee members have designated.
- The facilitators will provide training on logic models and work plans and assist the RSC in setting realistic objectives based on the Rubric-generated Institutional Cultural Profile.
- The facilitators will work with the RSC to ensure an evaluation plan is in place so that each intervention, once implemented, is measurable.

Stage 5: Sharing Year-End Results – April 2018 (tentative)

- The RSC will prepare a presentation on any changes to the Institutional Cultural Profile since January, and the Work Plan.
- A campus-wide meeting (or the like) will be held for the RSC to provide the Institutional Cultural Profile and the Work Plan.
- Assessment tools and feedback on how to keep this process moving forward will be provided by the facilitators

- Further work will be proposed as desired.

In the end, what we are looking for is deeper commitment, strategic investments, targeted intervention that address short- and long-term institutional change, and a plan for structure and culture change across the campus. We recognize that this is not easy, but it is the kind of change that is needed so we don't end up in the place we are now a decade from now.