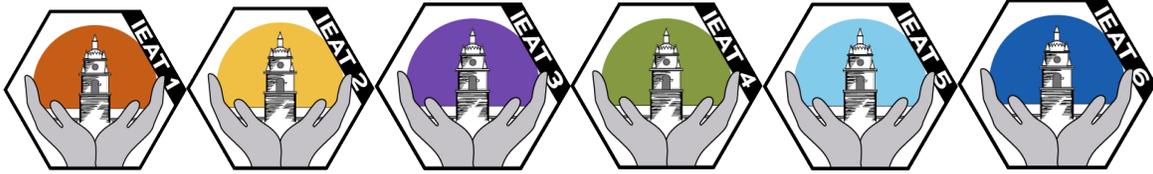


IEAP Initiative Status Report

Spring 2024



Theme Number: IEAT #6.5
Initiative Title: Build Leadership and Expertise to Guide Cross-Campus
Lead(s): Kaia Tollefson
Status: ___ Not yet started x In progress (ongoing need) ___ Concluded
Status Report Due: June 17, 2024

Update

As noted in the [2022-23 Status Report for IEAP 6.5](#), 10 administrators facilitated five Dismantling Racism groups for 50 participants in the pilot year for IEAP 6.5 at a total cost of \$31,250. Expenses were facilitator stipends and a copy of *The Racial Healing Handbook* for each participant.

\$45,000 were made available to continue this initiative in 2023-24 as the survey results from participants, detailed in the Status Report linked above, indicate that it was impactful and effective for most. However, data from 2022-23 also revealed that the pilot year initiative raised two critical questions about how to move the initiative forward:

1. Having only one “level” of group created difficulties. In heterogeneous groups, members’ knowledge and prior experience in dismantling racism kinds of conversation ranged widely. It was suggested to proceed in a subsequent year with leveled groups – a beginner’s level and an intermediate/advanced level – to allow group facilitators to more effectively take conversations to more targeted depths.
2. Limiting the groups to MPPs was questioned, particularly in view of the positive experience that many faculty, staff, and administrators reported having in their mixed Critical Learning Collectives (see IEAP 4.2). In addition to providing leveled groups as noted above, it was recommended to offer opportunity for cross-connections for faculty, staff, and administrators wanting to participate in Dismantling Racism work.

Work in 2023-24 on IEAP 6.5 was limited to reflecting upon pilot year feedback, with the intention of launching again in 2024-25, pending continued availability of \$45,000 funds.