

# CSU CHANNEL ISLANDS STRATEGIC INITIATIVES | NON-FUNDED WORK

## Operational Definitions for Inclusive Excellence

### Strategic Initiatives and Actions

Inclusive Excellence

- 3.1 Build a shared understanding of inclusive excellence that includes the development of operational definitions.

### Project Summary

Beginning in January 2018 members of the President’s Advisory Council on Inclusive Excellence began researching shared definitions on inclusive excellence, equity, diversity, and collegiality. They researched scholarly literature, strategic plans, and office of equity and diversity at U.S. colleges and universities. Then they created working groups for each term and wrote the first draft and shared them with the Advisory Council. In fall 2018 the working groups met with Senate Executive Committee to solicit their feedback. They held two Brown Bag Discussions in November 2018 and a month later met with the Staff Council for more input. In spring 2019 they continued to vet these draft definitions with campus leadership teams including the Provost’s Academic Affairs Council, the V.P. Business and Financial Council and the V.P. Student Affairs Council. They also reached out to the Title IX Office for a legal definition of “diversity” at the suggestion of the Dean of Arts and Sciences. After meeting with the Associated Students Inc. Board and Student Government Board they revised the definitions again. And on May 2, 2019 they presented these revised definitions to the campus community in a more focused way to receive specific and constructive feedback. At our last meeting on May 21st 2019, the Advisory Council finalized the definitions to present to President Beck.

### Baseline Data

No campus-wide definitions were previously developed or existed.

### Goals

The goal of the project was to develop operational definitions to build a shared understanding of inclusive excellence, equity, diversity and collegiality at CSUCI.

### Project Status

Proposed Timeline for next steps.

- Present Operational Definitions to President Beck: August 2019
- Receive Feedback and Approval from President Beck: September 2019
- Officially Present Definitions to CSUCI Campus Community: November 2019
- Post Approved Operational Definitions on IE website: December 2019

### Key Leaders and Divisions

<b>Lead Division</b>	Office of the President
<b>Collaborating Division</b>	All Divisions
<b>Action Champions</b>	Jose Alamillo and Amanda Quintero
<b>Action Project Leads</b>	Jose Alamillo and Amanda Quintero
<b>Action Collaborators</b>	LaSonya Davis and Christy Teranishi Martinez