**Welcoming Campus Report 1**

**Intergroup Dialogue – October Project Status Update**

## Project Title: Pathways to Community Inclusivity through Dialogue

**Contact Information**

*Carolyn Gentle-Genitty, PhD (Project Lead)*

535 West Michigan Street, IT500, Indianapolis, IN 46202 / 317-274-3960/ [cgentleg@iu.edu](mailto:cgentleg@iu.edu)

Daniel Griffith, **Conflict Resolution and Dialogue Programs, Division of Diversity, Equity, and Inclusion** (Co-lead)

Corinne Renguette, Assistant Professor and Director, **Technical Communication, School of Engineering and Technology** (Co-lead)

Kim White-Mills, Associate Professor, **Communication Studies, School of Liberal Arts** (Co-lead)

Tamra Wright, Director, Diversity, Equity, & Inclusion, **School of Public and Environmental Affairs** (Co-lead)

**Brief Summary of** [**Activities**](http://www.engr.iupui.edu/sites/intergroup-dialogue/) **Undertaken**

The Pathways to Community Inclusivity Through Dialogue team identified 50 activities for completion during the grant period (2017-2018). Below is an update on activities already initiated. Each activity aligned with one of four outcomes 1) Increase engagement, 2) increase clarity of how structures impact communications, 3) increase clarity and elimination of communication boundaries, and 4) create better informed campus units by collaborating to inform their diversity plan. We are happy to report that we have made exemplary progress in fostering a community and achieving monumental success.

Outcome 1: Increased campus engagement with sustained dialogues, which promote an inclusive campus and foster cultural diversity and social justice.

[Deliverables](http://www.engr.iupui.edu/sites/intergroup-dialogue/page-1.php): IMPACT TO DATE

|  |  |  |  |
| --- | --- | --- | --- |
| **Activities** | **People** | **Days** | **Hours of training** |
| 10 | 243 | 84 | 672 |

1. Completed 5 dialogues
   1. **Conflict Management and Dialogue Skills and Training: LGBTQ+ Center Student Ambassadors**
      * Session 1: held August 14. Session 2: scheduled on October 27. Session 3: late fall, 2017 or early spring, 2018. Participants**: 7**.
   2. **Dialogue on Religion, Tradition, and Spirituality – or Not**
      * Seven half-days from October 2 to November 16. Co-Facilitators: Dan Griffith, Jenny Conner-Zachocki (Education, IUPUC), Jeremy Price (Education, IUPUI). Participants (including facilitators): **16.**
   3. **Interactive Communication Discussion with Multicultural Peer Educators**

* October 11th - 34 students and October 12th - 21 students Total participants: **55**.
  1. **Dialogue on Social Economic Status.** 
     + One full-day and five half-days from October 17 to November 3. Co-facilitators: Dan Griffith and Jacqueline Bell. This dialogue session also supports the WCI: Reducing Social Class Barriers to Career Development Success. Participants (including facilitators): **15**.

1. Scheduled 4 upcoming variety dialogues (not using traditional structure) for Fall 2017
   1. **Tunnel of Oppression: Post-experience dialogue for Themed Learning Community** “The Science of You and Me” (Psy B 203 Ethics and Diversity in Psychology). Scheduled: November 8, 2017. Participants: 25
   2. **Critical Conversation on Religion: post-dialogue reflections from dialogue on Religion, Tradition, and Spirituality – or Not.** December 6, 2017. Participants: **15-45**. This will include participants from the previous dialogue providing reflections on the dialogue experience.
   3. 2 (November & December) **Painting with Vulnerability** and **Discussions on Communication boundaries among majority and minority groups**. Participants: **50**
2. Completed Communication Week Session and Scheduled Intergroup Dialogue Introduction Workshop for Spring 2018
   1. Communication Week Session – **Using Intergroup Dialogue to be a Superhero in your Community**
      * Completed September 11, 2017: Experience an introductory ice-breaker exercise with Intergroup Dialogue professors. Explore your social identity and your power to be an advocate for change in your community through understanding the Intergroup Dialogue process. Participants will also learn about the Communication Studies courses C282 and C382 and their role in the IGD Certificate. Anticipate **25 students**
   2. Student Intergroup Dialogue, **Diversity Issues in Health and Rehabilitation** **Services** (SHRS W365 Spring, 2018 – two sections): Students will experience the Intergroup Dialogue (IGD) process by incorporation of IGD practices and principles into the curriculum for the course. Anticipated participants: **60** Length: Semester: **16 weeks**

Outcome 2: Increase clarity of how systems and structures impact cross-cultural awareness and communication across campus.

[Deliverables](http://www.engr.iupui.edu/sites/intergroup-dialogue/page-2.php): IMPACT TO DATE

|  |  |  |  |
| --- | --- | --- | --- |
| **Activities** | **People** | **Days** | **Hours of training** |
| 3 | 100+ | 20 | 80 hours |

1. ​**Developing website** (creating a new shell with multiple pages on the E&T server, editing info from the old IGD site and adding content, posting current event info, getting access to old URL, etc.) to disseminate information
2. **Utilizing three undergraduate students** to aid in site development, copying consent forms, handouts, etc.
3. **Developing and submitting** chapter Teaching Appreciation for Differences via IGD
4. **Building relationships with IUPUI Office of Diversity Equity and Inclusion** to aid in providing expert help to units in crafting diversity plans. Units: **18**
5. **Development and approval of Certificate in Intergroup Dialogue -** 12 credits, 4 units

Outcome 3: Through dialogues increase clarity of and elimination of communication boundaries for major and minority groups so they can talk and listen to each other in an open environment before drawing conclusions.

[Deliverables](http://www.engr.iupui.edu/sites/intergroup-dialogue/page-3.php): IMPACT TO DATE

|  |  |  |  |
| --- | --- | --- | --- |
| **Activities** | **People** | **Days** | **Hours** |
| 3 | 30 | 5 | 40 |

1. **Intergroup Dialogue on Social Economic Status:** (see Outcome 1)
2. **Dialogue on Religion, Tradition, Spirituality – or Not:** (see Outcome 1)
3. Student Intergroup Dialogue, **Diversity Issues in Health and RehabilitationServices** (SHRS W365 Spring, 2018 – two sections): (see Outcome 1)
4. **Assessment of Teaching and Learning the IGD Model through pre-post test evaluations** ([Assessment identified](https://www.surveymonkey.com/r/FHXFFRB))
5. [**'Say what?': Improving listening skills for a welcoming campus climate.**](http://www.engr.iupui.edu/sites/intergroup-dialogue/staffcouncilmeeting092717.JPG)This workshop introduced participants to the principles of the Intergroup Dialogue model and explained the Welcoming Campus Initiative. Participants were able to practice their listening skills and reflect on how culture plays a role in improving a welcoming campus climate. Engineering & Technology Staff Council September 27, 2017. Participants: **19**
6. **Intercultural Technical Communication session** onlistening conducted September 15, 2017 – Participants: **11**

Outcome 4: Create opportunities for better-informed campus units on issues of social justice and identity so they can develop more effective diversity plans and move toward collective action for change.

[Deliverables](http://www.engr.iupui.edu/sites/intergroup-dialogue/page-4.php): IMPACT TO DATE

|  |  |  |  |
| --- | --- | --- | --- |
| **Activities** | **People/Unit** | **Days** | **Hours** |
| 2 | 3 units 100 people | 5 | 30 |

1. **Support School Strategic Diversity Planning Efforts**: Development and dissemination of the [IGD Unit Engagement Model](http://www.engr.iupui.edu/sites/intergroup-dialogue/IGDUnitEngagementModel.pdf). This model is intended to help school diversity planning committee members deepen their conversations and therefore their goal setting to support more diverse and inclusive policies and practices within their schools.
2. **Support Faculty Efforts to Implement IGD** with the development of a [Hot Topic Faculty Guide](http://www.engr.iupui.edu/sites/intergroup-dialogue/IGDHotTopicFacultyGuide.pdf) to help faculty respond to hot topics during dialogues.

**Early Outcomes/Lessons Learned**

In sum, we have engaged over 473 persons across several units on the campus with over 822 hours of direct engagement to foster opportunities for dialogue engagement and inclusivity since August 2017. We learned that students, family, staff, and units including leaders are anxious for information on how to work together to create a more welcoming campus environment. We also have learned that as we engage in this work, we are pulled in many directions to offer help and exploring ways to train more people (students, faculty, and staff) in this work can help to sustain our efforts. Early outcomes include 12 credit interdisciplinary Certificate on IGD approved by ICHE September 2017 shows promise. **Brief description of remaining tasks:** Our next steps are to continue to implement the remainder of our 50 activities and engage as many units as possible to ensure sustenance of the work upon grant conclusion. **Challenges:** Getting access to the IGD URL was a challenge that we will have resolved soon. Having enough resources to sustain the work is an ongoing unforeseen challenge, and the pace at which dialogue happens does not ideally fall or occur within the structure of the normal day. We will overcome these challenges by encouraging others to join the IGD Community of Practice and recruiting students for the certificate and gain support for these activities.