**Welcoming Campus Report 2**

**Intergroup Dialogue – October Project Status Update**

## Project Title: Pathways to Community Inclusivity through Dialogue

**Contact Information**

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**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. 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: Increase 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 | 313 | 84+ | >675 |

1. Conflict Management and Dialogue Skills and Training: LGBTQ+ Center Student Ambassadors, fall, 2017. 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 12 - 21 students. Total participants: 55.
4. 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): 13.
5. Tunnel of Oppression: Post-experience dialogue for Themed Learning Community “The Science of You and Me” (Psy B 203 Ethics and Diversity in Psychology). November 8, 2017. Participants: 60
6. Critical Conversation on Religion: post-dialogue reflections from dialogue on Religion, Tradition, and Spirituality – or Not. December 6, 2017. Participants: 25.
7. 2 (November & December) Painting with Vulnerability and Discussions on Communication boundaries among majority and minority groups. Participants: 50
8. Communication Week Session – Using Intergroup Dialogue to be a Superhero in your Community. September 11, 2017: Introductory ice-breaker exercise with Intergroup Dialogue professors. 25 students
9. 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: 62 Length: 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

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| --- | --- | --- | --- |
| **Activities** | **People** | **Days** | **Hours of training** |
| 5 | 100+ | 30 | >100 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

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| --- | --- | --- | --- |
| **Activities** | **People** | **Days** | **Hours**  |
| 15 | 176+ | 20+ | >125 |

1. Assessment of Teaching and Learning the IGD Model through pre-posttest evaluations ([Assessment identified](https://www.surveymonkey.com/r/FHXFFRB))
2. ['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
3. 7 Intercultural Technical Communication activities conducted fall semester (September through December 2017 – Participants: 11 (21 hours)
4. Comm C-282 course – Experiencing IGD on Social Identity – 20 students, August through December, 2017
5. Comm C-382 course – Dialogue Facilitator Training, 15 students, 1/9-5/6 – in progress
6. Inclusive Teaching Workshop – Faculty development opportunity in the Department of Technology Leadership and Communication, November 2, 2017, 1:30, 7 participants, assessment in writing – open-ended questions
7. “Who is left behind?” December 7, 2017, 25 students, Public Affairs TLC activity 1:15
8. IGD Resources for SPEA Innovation Board Fellowship Students, January 25, 2018, 4 students
9. Workshop: “Talking about race, religion, and politics on campus” September 2017, 75 participants, College and University Professional Association for HR Annual Conference, San Diego, CA. Exposure for IUPUI’s IGD initiative and WCI.

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

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| --- | --- | --- | --- |
| **Activities** | **People/Unit** | **Days** | **Hours** |
| 7 | 7 units >150 people | 30+ | >220 |

1. Working in partnership with Diversity, Equity, and Inclusion to develop and post 50 education and informational posters around the IUPUI campus
2. Participated in planning processes with potential WCF grant applicants
3. Worked directly with the Registrar and Purdue to move the Certificate Process along
4. Met with all four schools and advisors to establish processes for students to apply for the certificate
5. Created a IGD Certificate [Brochure](https://igd.iupui.edu/igd_certificate/IGD%20Certificate%20Brochure9.pdf)
6. Worked with SPEA to develop Diversity Unit Plan, September 28, 2017, ongoing
7. Worked with School of Engineering and Technology task forces to revise the diversity component of the School’s Strategic
8. Plan and inform diversity planning process November 2017 through February 2018

**Early Outcomes/Lessons Learned**

In sum, we have engaged in 37 activities with over 739 people across campus and over 1120 hours of direct engagement to foster opportunities for dialogue engagement and inclusivity activities since August 2017. We have engaged in an early launch of the [Certificate](https://igd.iupui.edu/igd_certificate/index.html) to establish application, processes with registrar, and financial aid, and we met with all four school units to move advising processes along. We completed the offering of the certificate through both Purdue and IU. We also are in active engagement as collaborators with one group working to continue the momentum by submitting a new proposal.

**Brief description of remaining tasks:** We continue to be creative and collaborative with our final projects to meet our 50 activity goal and be ready to showcase our work for the 50th anniversary.

**Challenges:** Many university processes which feature dialogue as a key feature take time. Finding the time to craft, implement, assess, and establish engagement opportunities for sustainability has been difficult with our current roles. We are recognizing these types of service activities are not always welcomed or peer evaluated and acknowledge. We are making great in-roads nonetheless and anticipate a huge change within a year.