

Name and Contact Information:

Contact Person: [Bonnie Oppenheimer](#)

Email Address: bloppenheimer@muw.edu Phone Number: 6623297376

Other Contributor(s): [Click here to enter text.](#)

Email Address(es): [Click here to enter text.](#)

Title of Proposed QEP:

[What a great IDEA! Inclusion, Diversity, Equity, and Access](#)

What a great IDEA! Inclusion, Diversity, Equity and Access

This is a transformative topic identified through our ongoing, comprehensive planning and evaluation processes. It has broad-based support of institutional constituencies, such as the IDEA Book Club, the Diversity Programs in The Office of Student Life, and the DEI Committee. The focus will be on improving specific student learning outcomes and/or student success for all our students. Additional resources for peer mentors in the Student Success Center will provide an opportunity to make an impact on The W's students in terms of their knowledge, skills, behaviors, and/or values about inclusion, diversity, equity, and access.

Overview of QEP concept

To demonstrate how this proposal topic is related to our current Strategic Priorities, I offer the Diversity, Equity & Inclusion Priority for 2021:

“The W is on a mission to create a welcoming, diverse, equitable, and inclusive campus climate for all. As the university strives to reach the highest levels of academic excellence, it is also essential that the university foster an environment where all members of the campus community can flourish. Diversity recognizes the value of varied perspectives, which helps drive innovative solutions to an ever-changing world.”

Describe the Proposed QEP Design

The stated goals from The W's website on Priorities could be wrapped into the QEP:

“GOAL: CREATE AN INCLUSIVE AND EQUITABLE CAMPUS CLIMATE REFLECTIVE OF THE GROWING DIVERSITY IN OUR COMMUNITIES, STATE, AND NATION;

GOAL: COMMUNICATE MISSION AND OR VISION STATEMENT ON INCLUSIVE VALUES;

GOAL: CONNECT INTERNAL AND EXTERNAL CONSTITUENCIES TO OPPORTUNITIES AT THE UNIVERSITY;

GOAL: CAPTURE, PROMOTE, AND ENHANCE OVERALL CURRICULUM AND PROGRAMMING THAT ENHANCES MULTICULTURAL AWARENESS AND UNDERSTANDING;

Student Learning Outcomes

- I would need help demonstrating clearly defined learning outcomes and/or student success measures that lead to observable results. I believe The W's website has a good set of steps that the QEP could follow, but I'm not convinced any of these lead to observable results:

- “We will work to create an environment in which all campus community members, including those who are underrepresented, are welcomed and supported, and differing perspectives and contributions are sought out and valued.

- Conduct first university-wide climate survey.

- Develop toolkit for conducting search committees.

- Develop central diversity, equity and inclusion education and training resources for faculty, staff, and students designed to develop skills and behaviors that ultimately will enhance our campus climate.”

- “Diversity crosses all aspects of the university community. We will communicate and promote widely to all key stakeholders, The W's commitment to diversity, equity and inclusion to ensure all know they are welcomed here.

- Create tab off homepage showcasing diversity efforts.

- Create diversity video from the president.

- Include diversity statement on publications.”

- “We will work to create opportunities for the campus community to gain awareness of cultural differences, to be open to diverse perspectives, and to have the ability to interact effectively with people different from themselves.

- Promote academic and cultural programming, internally and externally.

- Promote Common Read Initiative (CRI), internally and externally.

- Cross reference themes and education in the classroom and/or programming, where appropriate.”

Congruency with University Mission and Strategic Plan

Since The W has made Diversity, Equity & Inclusion a priority for 2021, institutional support for “What a great IDEA!” has already begun. The Priorities came from a committee review processes. Still from The W website: “In understanding the needs of the campus community, we will work to connect communities to one another to create a sense of belonging, trust, and credibility for all groups, including internal and external stakeholders of The W family.”

The W has already made these three part of their priorities:

“Promote affinity groups on campus.

Educate vendors about bidding opportunities.

Connect students with alumni.”

Current State of the Issue

There is an overwhelming amount of research information about IDEA. Simply choosing a suitable research article for the Common Reading Initiative will help.

The United Way of Central Iowa has published a 21-Day Equity Challenge, with podcasts, videos, research articles, opinion pieces, and lots of information, day after day. Journal questions and a discussion guide are included.

Assessment Plan

I have no clear plan for assessment of observable results that will evaluate the extent to which the goals of the plan are attained. Many of the items included with the United Way of Central Iowa 21-Day Equity Challenge are self-assessments. Perhaps those could be used.

Estimated Budget

Aside from the blanket assumption that the institution will commit the necessary resources to insure a successful implementation of “What a great IDEA!” I have no budget for what this QEP would cost or how the money should be allocated to develop, implement, and sustain my QEP. I don’t know what human resource planning would need to take place. I have no timeline and I am not willing to discuss assignment of responsibilities unless this QEP is chosen to move to the next round.

References

<https://www.muw.edu/priorities/diversity> accessed 1/31/22

United Way of Central Iowa 21-Day Equity Challenge

Historical Foundations of Race from the National Museum of African American History and Culture.

Systemic Racism Explained from act.tv
Seeing White podcast: Season 2, Episode 2 *How Race was Made*
Cognitive Biases: What They Are and How They Affect You
Let's Talk Bias from PBS Learning Media
Project Implicit's Hidden Bias tests
Americans don't see me, or Ahmaud Arbery, running down the road—they see their fear by Ibram X Kendi
What is Privilege on BuzzFeed
Hello Privilege. It's Me, Chelsea The View Netflix documentary
Self-assessment by BuzzFeed
Cultural Competence Continuum from Bill Deans
Cultural Competence Self-Assessment from the Greater Vancouver Island Multicultural Society
Cultural Competence or Cultural Humility? Moving Beyond the Debate by Ella Greene-Moton and Meredith Minkler
Intercultural Development Inventory
One Economy Report
How America Created its Shameful Wealth Gap
Prosperity Now
Center for American Progress
And that's just through Day 6 of the 21-Day Challenge.

AMTE Community Circle: Anti-Racist Teaching Practices in Mathematics Education