A COMMUNITY PLAN FOR INCLUSION, DIVERSITY & EQUITY

The Community Plan for Inclusion, Diversity & Equity (IDE) has five broad goals:

1. Increased capacity for the institution to do IDE work
2. Increased representation and retention of students, staff, and faculty from historically under-represented backgrounds
3. Increased support and access for all to the opportunities Carleton offers
4. Integration of IDE principles in the curriculum and cocurriculum, with opportunities for engagement
5. Commitment to measurable and accountable progress in the areas of recruitment, retention, achievement, thriving/belonging, and cultural competence

WHAT DOES THIS MEAN FOR ALUMNI?
The plan calls on the college to take the following actions:

Develop an IDE office led by a chief diversity officer at the vice president level (1.1.1)
Revise Carleton’s mission statement to include robust language that articulates the college’s commitment to IDE (1.2.1)
Conduct equity audits across all departments and work units to identify and remove barriers to inclusion and access (1.2.2)
Set and achieve goals for the diversity of the college’s alumni leadership groups, including but not limited to Alumni Council, Board of Trustees, and Parents Advisory Council, paying special attention to recruiting members from diverse socioeconomic and identity backgrounds (1.2.5)
Communicate the goals and objectives of the IDE plan broadly and in an ongoing manner (1.3.3)
Reexamine the packaging of financial aid (2.1.1)
Create a fund targeting the recruitment of and robust financial aid for Indigenous students (2.1.4)
Ensure the Office of International Student Life is properly staffed and resourced (2.4.2)
Create a comprehensive support model for students to help them access and utilize support throughout their time at Carleton (3.1.2)
Create dedicated spaces for Black and Indigenous students on campus (3.2.2)
Reexamine student employment to ensure equity in pay/position opportunities (3.2.3)
Create a fund for student leaders to gather on campus and to participate in conferences on other campuses (4.2.3)
Create more options to recognize student work in the area of IDE (4.3.1)

View the full Community Plan for Inclusion, Diversity & Equity at www.carleton.edu/inclusion