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 FACULTY?
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)
- Conduct equity audits across all departments and work units to identify and remove barriers to inclusion and access (1.2.2)
- Develop clear and transparent procedures to support the community concern process (1.2.4)
- Revise permanent faculty hiring mechanisms to reflect the college’s IDE priorities (2.2.2)
- Implement standardized exit, stay, and candidate experience interview processes (2.2.3)
- Examine disparities in curriculum structure that hinder student progression through major/minor requirements (3.1.8)
- Review the Institutional Learning Outcomes and the Graduation Requirements to ensure that they reflect the values of inclusion, diversity, and equity (4.1.1)
- Review current approaches to faculty mentoring and faculty development (4.1.3)
- Explore the creation of a Center for Race, Gender, Indigeneity, and Social Justice (4.1.6)
- Undertake a broad review of how faculty work is accounted for to ensure equity-minded workloads (4.3.2)
- Include commitment to IDE principles, expectations, and experiences as part of the faculty hiring, review, and promotion process (4.3.3)

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