



Carleton

# 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 STUDENTS?

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)**

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)**

Develop a comprehensive support model for students to help them access and utilize support throughout their time at Carleton **(3.1.2)**

Increase coordination between Student Financial Services and the Business Office **(3.1.7)**

Assess student-facing campus support offices, such as SHAC, Office of Accessibility Resources, and GSC **(3.2.1)**

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)**

Strengthen the Africana studies program, including the possibility of its conversion to a department **(4.1.4)**

Explore the creation of a center for Race, Gender, Indigeneity, and Social Justice **(4.1.6)**

Create a fund for student leaders to gather on campus and to participate in conferences on other campuses **(4.2.3)**

Create more options for recognizing student work in the area of IDE **(4.3.1)**