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)

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