

Charting the Future Workgroup Report

CTF Workgroup: Equity and Diversity (CTF 1.3.4: Faculty & Staff professional development for cultural competency and culturally relevant pedagogy.

Part A. Workgroup Recommendations

Recommendation #1: Identify common definitions of individual and organizational cultural competence AND identify and implement best practices for ongoing cultural competence assessment.

Action Steps					
	Action	Responsible Party	Timeframe for Completion	Ease of Implementation	Resources Needed
#1	Convene workgroup develop common definitions	Equity & Diversity	Fall 2016		Personnel time
#2	Adopt common language around definitions and best practices for professional development, both for the individual and the organization	Equity & Diversity, Campus Leadership	Early Win (< 6 months)	Easy	Personnel time, literature review, conference/symposium?
#3	Determine scope and frequency of cultural competence assessments (individually and organizationally)	Multi-Institutional	Medium Term (6-18 months)	Moderate	IDI, possible consultant for assessment & development
#4	Utilize course data from the dashboard	Multi-Institutional	Early Win (< 6 months)	Moderate	IR capacity

Recommendation #2: Identify and document expectations for diversity & equity professional development and competency in position descriptions and performance evaluations.

Action Steps					
	Action	Responsible Party	Timeframe for Completion	Ease of Implementation	Resources Needed
#1	Leadership develop and clearly articulate their personal commitment to diversity & equity	Equity & Diversity- HR, Campus Leadership	Early Win (< 6 months)	Easy	
#2	Develop language regarding a common set of expectations for cultural competencies; incorporate into all position descriptions and professional development plans	Equity & Diversity- HR	Medium Term (6-18 months)	Easy	
#3	Explore opportunities for requiring equity and diversity professional development plans across bargaining units	Equity & Diversity- HR	Long Term (>18 months)	Difficult	
#4	Align performance reviews with position description expectations around cultural competence	Equity & Diversity- HR and Campus Leadership	Medium Term (6-18 months)	Moderate	

Recommendation #3: Implement and support high-quality models for cultural competence and culturally relevant pedagogy development (i.e.: Seeking Education Equity Diversity, Center for Anti-Racist Education, Institute for Culturally Relevant Pedagogy)

Action Steps					
	Action	Responsible Party	Timeframe for Completion	Ease of Implementation	Resources Needed
#1	Create a repository (SharePoint) of resources and information on programming models being used across the system	Equity & Diversity	Early Win (< 6 months)	Easy	
#2	Offer webinars for CHROs, CDOs, faculty development leaders, and others on SEED, CARE, ICRP cohort models	Multi-Institutional	Medium Term (6-18 months)	Easy	
#3	Deliver an on-line course on Culturally Relevant Pedagogy for faculty development staff across the system	Equity & Diversity	Medium Term (6-18 months)	Easy	
Part B. Workgroup Additional Recommendations					
#1	Establish clear communication for commitment and expectations for diversity & equity professional development, communicated at all levels of the organization, and often.				
#2	Provide training to existing Policy committee to review policies through a diversity/equity lens.				