

INCLUSIVE EXCELLENCE

OFFICE OF INSTITUTIONAL DIVERSITY

State of Diversity at Bridgewater State College 2009 AN INTEGRATED APPROACH

HISTORICAL CONTEXT

Bridgewater State College has a long history of demonstrated commitment toward creating an inclusive and welcoming academic environment, well before diversity became in vogue. For more than 20 years, Bridgewater has celebrated achievements of African Americans, Cape Verdean, and Latino/Hispanics through the Massachusetts Hall of Black of Achievement (HOBA) as well as the life and legacy of Rev. Dr. Martin Luther King Jr.

Through the years, Bridgewater has stayed true to its core value of providing both equal access and an inclusive learning environment for residents in Southeastern Massachusetts. In 2003, President Mohler-Faria commissioned the President's Taskforce on Affirmative Action and Diversity. The charge of this cross-divisional group was to look in the mirror at the state of diversity at Bridgewater State College, reflecting on students, staff, faculty and alumni.

Of the many outcomes of the taskforce's recommendations, none were more significant than the college including diversity as one of its strategic priorities (enhancing campus participation in our diverse and global society) as outlined in the "BSC 2011: Bridgewater State College Strategic Plan for Quality and Growth."

DIVERSITY COUNCIL

The Diversity Council was formed in 2006 and began to lay the foundation for Bridgewater's existing diversity efforts. Working diligently, the council developed the Diversity Resource Guide and engaged in dialogue around the definition of diversity for our campus, which states:

"Through a campus-wide commitment to civility, respect and equality, and the promotion of academic excellence,



Bridgewater State College's Boyden Hall

Bridgewater can be an environment that values the participation of all its members – faculty, staff, students, alumni, administrators and community supporters."

INSTITUTIONAL DIVERSITY

In 2007, Bridgewater State College became first of the nine Massachusetts State Colleges to create an Office of Institutional Diversity and a GLBTA Pride Center.

In partnership with the Office of Institutional Diversity, the Diversity Council established a diversity plan, with five broad strategic goals:

- Create and sustain resources for faculty, staff and administrators to broaden their ability to teach and advise students from diverse social locations;
- Offer excellence in education that prepares students in our global society, and attracts, retains and graduates increasing numbers of students from diverse social locations and historically underrepresented populations;
- Attract and retain greater numbers of individuals from underrepresented populations into faculty, staff and administrative positions;
- Create and sustain a welcoming, supportive and inclusive campus environment;
- Develop and strengthen partnerships with external constituents with regards to diversity in the region, the Commonwealth of Massachusetts, the nation and the world.

(Continued, Page 5)




The Massachusetts Hall of Black Achievement celebrates student achievers from the Massachusetts State College system at its annual Heritage Celebration. From Bridgewater State College (back, from left), Ashley M. Gienza, Tikola Russell, Arielis De La Rosa and Malcolm Shanks III; (front, from left), Aslin C. Alvarez-Toro, Carissa J. Souza and Jose Soto.

PRESENT INITIATIVES

Bridgewater State College's diversity efforts preceded the introduction of the Inclusive Excellence (IE) framework. Therefore, the college adapted the model to fit its unique needs. The adaptation represents the efforts of the Diversity Council, Project Compass and existing efforts throughout the campus. This chart includes the four main IE areas and the goals from the Diversity Council's strategic plan.

IE Focus Area: Access and Equity (Students)		
GOAL	INITITIVE/PROGRAM	DESCRIPTION
To offer excellence in education that prepares students in our global society, and attract, retain and graduate increasing numbers of students from diverse social locations and historically underrepresented populations.	PORTFOLIOS OF EXCELLENCE	Integrated and intentional co-curricular advising for first-year students to work with POE staff/faculty and peer mentors.
	LINKS MENTORING PROGRAM	Linking Individuals to Networks, Knowledge and Scholarship is a mentoring and retention program for first-year students of color.
	PRE-COLLEGE AND BRIDGE PROGRAMS	Upward Bound - provides fundamental support to participants in their preparation for college entrance. FAM for Change - the mission of the FAM (Friends and Mentors) for Change is to improve academic achievement, social competence, and avoidance of high-risk behavior by providing influential relationships.

IE Focus Area: Access and Equity (Faculty, Staff and Administrators)		
GOAL	INITITIVE/PROGRAM	DESCRIPTION
To attract and retain greater numbers of individuals from underrepresented populations into faculty, staff and administrative positions.	SEARCH COMMITTEE DEVELOPMENT	<p>Work with Affirmative Action to determine areas of greatest need and establish hiring/retention goals through a campus Affirmative Action Plan.</p> <p>Study persistence of faculty/staff of color at the college and conduct exit interviews for departing faculty and staff.</p>
		<p><i>Patricia Connolly, coordinator of disability resources (from left), Pamela Spillane, learning disability specialist, and William T. Lewis Sr., director of the Office of Institutional Diversity at a college event.</i></p>

IE Focus Area: Campus Climate (Internal)

GOAL	INITITIVE/PROGRAM	DESCRIPTION
<p>To create and sustain a welcoming, supportive and inclusive campus environment.</p>	<p>CAMPUS-WIDE DIALOGUE AND DISCUSSIONS ON CREATING AN INCLUSIVE CAMPUS ENVIRONMENT</p>	<p>BSC Creed Taskforce - a creed is a basic statement of values and beliefs that students, and the entire campus community agree to abide by.</p> <p>Academic and non-academic departmental annual review on diversity - to highlight and celebrate each department's commitment to diversity, each department will be asked to provide an annual review of diversity efforts.</p> <p>Center for Multicultural Affairs - CMA's primary mission is to promote inclusion and student success by providing programs and services that assist and support underrepresented students and enrich the academic, cultural and social experience of all students.</p> <p>GLBTA Pride Center - the Gay, Lesbian, Bisexual, Transgender, and Allies (GLBTA) Pride Center has a dual mission: to support the learning and development of GLBTA students and their cohorts, and to foster a campus climate of inclusion and equality.</p> <p>Office of Affirmative Action - the Office of Affirmative Action, Equal Opportunity and Disability Compliance is both an administrative unit of and a resource center for the college community.</p> <p>Afro-American Alumni Association - assists and supports students of color attending Bridgewater State College.</p> <p>Disability Resources - committed to ensuring all individuals equal access to college programs and services.</p> <p>Celebrations and recognitions - efforts to celebrate the accomplishments of faculty, staff and students regarding diversity and inclusion include:</p> <ul style="list-style-type: none"> • Hall of Black Achievement • MLK Celebration • Kente Cloth Celebration • Rainbow Luncheon • Faculty and Staff Diversity Reception • Barney Frank Equality Scholarship



Bridgewater State College students at the GLBTA Pride Center.



The portrait of Dr. Ronald E. McNair, NASA astronaut, is unveiled upon his induction into the Massachusetts Hall of Black Achievement and is flanked by his widow, Ms. Cheryl McNair and Dr. Dana Mohler-Faria, president of Bridgewater State College.

IE Focus Area: Campus Climate (External)

GOAL	INITITIVE/PROGRAM	DESCRIPTION
<p>To develop and strengthen partnerships with external constituents with regards to diversity in the region, the commonwealth, the nation and the world.</p>	<p>STRENGTHEN INTERNAL PARTNERSHIPS</p>	<p>Increase corporate and foundation presence on the Diversity Council initiative; increase engagement of external communities with the diversity and inclusion initiative.</p>
	<p>CORPORATE, COMMUNITY AND CAMPUS LEARNING EXCHANGES</p>	<p>Identify potential sources of funding; facilitate exchanges between corporate, private and foundation resources, and Bridgewater State College with regards to diversity and inclusion.</p>
	<p>OUTREACH AND FEEDBACK</p>	<p>Increase the feedback mechanisms and opportunities for community members from a range of constituencies to the Diversity Council regarding the diversity and inclusion initiatives at Bridgewater.</p>

IE Focus Area: Diversity in the Curriculum

GOAL	INITITIVE/PROGRAM
To have presence and participate in general education diversity requirements and electives which explore issues of power, social justice, equity, multiculturalism and diversity.	<ul style="list-style-type: none"> • Asian Studies Program • Canadian Studies Program • Latin American and Caribbean Studies Program • Women and Gender Studies • U.S. Ethnic Studies • LGBT Minor Studies Program

IE Focus Area: Learning and Development (Faculty)

GOAL	INITITIVE/PROGRAM	DESCRIPTION
To create and sustain resources for faculty, staff and administrators to broaden ability to teach and advise students from diverse social locations.	DIVERSITY AND INCLUSION RESEARCH INSTITUTE	DIRI is a faculty-run initiative dedicated to offering professional development opportunities to Bridgewater campus members focused on enhancing research, scholarship, creative endeavors and other practices in higher education that are informed by culturally inclusive principles.
	TEACHING FOR INCLUSIVE EXCELLENCE	Facilitators offer monthly discipline-specific programming for full and part-time faculty on culturally inclusive pedagogies.
	FACULTY ADVISING COORDINATORS	Coordinate discipline-wide advising for students in Project Compass.
	DEVELOPMENT OPPORTUNITIES FOCUSED ON DIVERSITY AND INCLUSION	Programming focused on culturally inclusive teaching and learning includes: workshops, seminars, panel discussions and guest speaker events.
	REWARD AND RECOGNITION	In an effort to normalize diversity and inclusion efforts, culturally inclusive and engaged pedagogies, research and scholarship can be used as a criterion for reappointment, tenure, promotion and PTR materials.



Nanette Baines, assistant director of the Office of Admission at Bridgewater, sings at the Heritage Celebration.

ACCOMPLISHMENTS

- Received \$400,000 from Nellie Mae Educational Foundation to support the retention and graduation of our students of color, first-generation students and low-income students
- Enhanced Annual Faculty and Staff Diversity Reception
- In partnership with TERI, host Upward Bound Summer Program on campus
- Established Student Diversity Council
- Established the BSC Creed Taskforce
- Established Universal Bathroom Policy on campus
- Increased cross-divisional collaboration
- Established diversity as part of the college's strategic direction
- Established campus-wide book discussion series
- Established the Teaching for Inclusive Excellence facilitators (TIE)
- Established the Diversity and Inclusion Research Institute
- Creation of the Portfolio of Excellence (POE) program

The Inclusive Excellence framework focuses institutional resources on four main areas:

- Access and Equity • Diversity in the Curriculum
- Learning and Development • Campus Climate

ACCESS AND EQUITY		
OBJECTIVES		
Goals	Strategies	Measures
Baseline	Target	Equity



(From Page 1)

PROJECT COMPASS

Bridgewater was one of six New England colleges/universities to receive \$100,000 Project Compass grant from the Nellie Mae Education Foundation in fall 2008 to study the factors that prevented retention, graduation rates and academic success of students of color, first-generation and low-income students. The Project Compass Community of Practice is composed of faculty, student affairs, academic affairs and the president's office.

INCLUSIVE EXCELLENCE FRAMEWORK

The college approaches diversity through the Inclusive Excellence Framework. The concept of Inclusive Excellence (IE) (promoted by the American Association of Colleges and Universities) offers a national definition of diversity and inclusion while linking the definition to evaluation and assessment.

Inclusive Excellence has the following features:

- Melds inclusiveness and excellence.
- Shifts the college away from conceptualizing diversity as a numerical representation (numbers only) of diverse faculty, staff and students.
- Shifts the responsibility for diversity on the campus to everyone as opposed to one unit or department shouldering the responsibility of diversity.
- Employs a broad and inclusive definition of diversity that includes disability, gender identity, sexual orientation, race/ethnicity, disability, religion, nationality, age and other important social dimensions that are part of a college community.
- Focuses on transformation of the institution into a vibrant community that embeds diversity throughout the institution in multiple areas.

SAVE THE DATES

23rd Annual

Martin Luther King Jr. Celebration and Breakfast

Monday, January 18, 2010

22nd Annual Heritage Celebration

Hall of Black Achievement at Bridgewater State College

Saturday, February 27, 2010

For more information, call 508.531.1429



Dr. William T. Lewis Sr. (from left), director of the Office of Diversity, meets and greets Randy Redroad, director of the film "Doe Boy," along with Dr. Benjamin Carson, assistant professor of English.



Lisa Forest, coordinator GLBTA Pride Center, meets John Amaechi, openly gay retired NBA Basketball player, after he speaks at an event sponsored by the GLBTA Pride Center.

*An eventful and
exciting year!*



Students from the Center for Multicultural Affairs attend the Ebony Fashion Show at the Venus de Milo in Swansea.



Enjoying their time at a faculty and staff diversity reception are Pamela Hayes-Bohanan, associate librarian, Reference Desk, Maxwell Library, and her husband Dr. James Hayes-Bohanan, associate professor of geography.



Cambridge Mayor E. Denise Simmons with her assistant, Rosaleah Brown, speaks at the GLBTA Pride Center's Rainbow Lunch.



Dr. Joel Litvin, professor of communication studies, at a Faculty Development Day.