13th Annual Undergraduate Experiences Symposium
All Together Now!—Collaborating for Student Success

Inclusive Excellence and Student Success

Brenda J. Allen, Ph.D.
@BrendaJayAllen
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Inclusive Excellence

...a change-oriented planning process that actively connects diversity and inclusion to institutional excellence, rather than viewing the term as an oxymoron.

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“It is designed to help colleges and universities integrate diversity, equity, and educational quality efforts into their missions and institutional operations.”

https://www.aacu.org/making-excellence-inclusive
Challenges in Higher Ed

Focus on tactics
Tend to react
Relegate responsibility
Conflate diversity w/race
Pursue diversity by numbers
Overlook variance in buy-in
How to address challenges

Focus on tactics → Strategize
React → Be proactive
Relegate → Share responsibility
Conflates → Clarify
Count → Contextualize
Overlook → Address
Inclusive Excellence

Connects excellence & inclusion
Centers diversity
Calls for dual focus on diversity
(1. compositional and 2. learning environment)
Focuses on power dynamics
Attends to students’ experience
Basic Principles of IE

Focus on student intellectual & social development
Development of organizational resources
Attention to cultural differences
Welcoming community
Four Dimensions of IE

Access & Success
Campus Climate & Intergroup Relations
Education & Scholarship
Institutional Infrastructure
Levels for Enacting IE

Senior leadership & accountability
Vision and buy in
Building capacity
Leveraging resources
Thank you!