a great private university dedicated to the public good

DU values
excellence
innovation
engagement
integrity
inclusiveness

(from Chancellor’s website)

Inclusive Excellence
what?

Inclusive Excellence
• success = diversity
• diversity = broadly defined
• everyone’s responsibility (embedded)

from American Assc of Colleges & Universities, 2005+
Inclusive Excellence

Doing Bad → Not Doing Bad → Doing Good

(Multicultural Organizational Development Model – sjti.org)

exclusive
non-exclusive
inclusive

F
poor
fails to meet minimum expectations

C
average
meets minimum requirements; adequate

A+
excellent
exceeds minimum expectations

Inclusive Excellence

INCLUSIVE AND ACCURATE
efforts for positive
INTENT AND IMPACT
in our
WORDS AND ACTIONS

Proactive | Intentional | Consistent | Accountable
(vs reactive) (vs accidental) (vs occasional) (vs optional)

(without Inclusive Excellence)
an average private university
dedicated to some people’s good
Inclusive Excellence

how?

- our perception of the world around us
- our beliefs, expectations and values
- what and whom we notice/ignore
- what sense/meaning we make
- what value we place

→ drives whether/how we engage

be aware of our perceptions as our, not “the,” worldview

... and are based in our experiences & identities

- **BOTH as individuals**: likes & dislikes, personalities, strengths & weaknesses, lived experience
- **AND as group members**: specific academic program, generation, race/ethnicity, gender, sexual orientation, political affiliation, religion, ability, primary language community, etc
and affect our (value) judgments of ourselves and others

Inclusive Excellence

Inclusive AND Accurate efforts for positive Intent AND Impact in our Words AND Actions

Proactive | Intentional | Consistent | Accountable (vs reactive) (vs accidental) (vs occasional) (vs optional)

inclusive but not accurate
accurate but not inclusive

equal ≠ same

- recognize and engage the full range of diversity present in our communities
- "everyone has shoes" sounds fair, but isn’t useful unless “everyone has shoes that fit them”

engage the “messy middle”

essentializing ↔ “colorblind”

- reducing people to a single identity
- ignoring/erasing identities

inclusion can be simpler

Where are you from?

China?

Japan?

South Korea?

Cambodia?

Vietnam?

Idaho?

Aurora?
**think in pencil**

- use first impressions to prepare POSSIBLE approach/info
- ADAPT as needed
- BUT don’t let mental autocomplete/autocorrect undermine you!

**You will make mistakes; but that’s no excuse.**

(intent & impact)

1. Acknowledge promptly.
2. Apologize impact genuinely.
3. Make it right appropriately.
4. Move on constructively.
5. Learn from it meaningfully.

**challenge self and others**

- we always have more to learn

**make conversation ongoing**

- having “a” though/conversation that’s inclusive ≠ excellence
- share best practices and strategize better next times
  - make good use of the diversity of expertise around you!

**keep engaging**

- Center for Multicultural Excellence (du.edu/cme)
- Office of Teaching & Learning Excellence
- Disability Resources & LEP (Universal Design programs)
- Chaplain’s office (Religious & Spiritual Life)
- International House
- Grad Student Government
- ...plus local/regional/national opportunities!