

Lewis & Clark College - Institutional Commitments Working Plan Document, Fall 2020

Objectives	Strategies	Initiatives	Metrics (in development)
<p>Build pathways to recruit and retain a diverse community with specific focus on members from historically underrepresented groups.</p>	<ul style="list-style-type: none"> •Expand recruitment of Black and other students of color. •Seek additional scholarship funds to help enhance the diversity of the campus. •Allocate additional institutional and philanthropic funds to these and other initiatives. 	<ul style="list-style-type: none"> • Expansion of outreach recruitment efforts. • Improve transfer pathways. • POSSE Foundation partnership. • Scholarship fundraising. 	<ul style="list-style-type: none"> • Increase BIPOC population of students, faculty and staff • Improve the rate of enrollment for BIPOC students. • Increase scholarship support for BIPOC students.
<p>Recognize, celebrate and support all facets of each individual's identity.</p>	<ul style="list-style-type: none"> •Address classrooms where students experience marginalization, microaggressions, or intolerance with dialogue and training for faculty and staff to ensure an equitable learning environment. •Work with faculty on a more inclusive curriculum that engages the experience of the diverse community of students. 	<ul style="list-style-type: none"> • New CAS General Education requirement "Culture, Power and Identity" • Inclusive Pedagogy workshops • Anti-racism and Implicit Bias trainings 	<ul style="list-style-type: none"> • Annual analysis of D, E, I-related courses (enrollments, student evaluations) • All faculty engage in professional development activities related to inclusive pedagogy • All search committee members must complete Inclusive Hiring training.
<p>Provide opportunities for all members of our community to engage in reflective inquiry and to grow in areas of inclusivity, respect, cultural curiosity and cultural humility.</p>	<ul style="list-style-type: none"> •Expand training for staff and faculty •Provide more opportunities for faculty to share research related to diversity, equity, and antiracist advocacy. •Increase campus events, workshops, speakers, and opportunities for engagement on issues related to equity, inclusion, and antiracism. 	<ul style="list-style-type: none"> • Campus-wide equity and anti-racism training. • Campus-wide DEI Programming • Campus-climate study. 	<ul style="list-style-type: none"> • Training completed by all community members, Spring 2021 • Track offerings and attendance annually • Develop new study protocol by Summer 2021 for Fall 2021 administration.
<p>Develop external partnerships that support diversity, equity and inclusion.</p>	<ul style="list-style-type: none"> •Support initiatives in all three schools, including the law school's plans to partner with other law schools nationwide to establish a center and clinic on police accountability. •Provide incentive funding for faculty to partner with communities of color to address their areas of need through teaching and research projects in Portland and elsewhere. 	<ul style="list-style-type: none"> • Leverage NW5 Mellon grant to increase collaborations with community partners. • Formalize racial justice partnership grant program, supported by the Office of the President. 	<ul style="list-style-type: none"> • Track partnership and collaborations, report annually. • Track grant requests and assess grant program administration, report results annually. • Maintain annual funding level of at least \$25,000. Report grant recipients and impacts annually.

Success in achieving our goals and commitments will be measured primarily by impact on the student experience. As we develop criteria to hold ourselves accountable, we will utilize both qualitative and quantitative data to better understand the experiences of our Lewis & Clark community. We will work to identify outcomes and measures that inform the extent to which all our faculty, staff, and students are seen, heard, and valued, with a particular focus on our BIPOC populations. Although this document begins with commitments from executive-level leadership, this is a living document that will evolve with ongoing community reflection and input. To contribute suggestions or comments, please email: diversityinclusion@lclark.edu.