



CHSS Inclusive Excellence Plan

NOVEMBER 1, 2022

CHSS DEI Team

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Co-Leader of CHSS Inclusive Excellence Plan

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CHSS Equity Advisor

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Associate Professor of Communication

Associate Chair, Department of Communication

Interim CHSS Director of Faculty Diversity

Cesar Rebellon (he/him/his)

Professor of Criminology, Law, and Society

CHSS Equity Advisor

CHSS IE Advisory Council

IE Advisory Council Charge

The charge of this council is to actively contribute to CHSS IE planning by:

- Reviewing and providing feedback on written documents related to IE.

- Representing respective constituents' views and feedback at advisory council meetings.

- Providing recommendations on CHSS IE efforts as they develop.

IE Advisory Council Members

- Sarah Holland
- Stacey Remick-Simkins
- Cher Chen
- Isidore Dorpenyo
- Gabi Tayac
- Holly Mason
- Austin Deray
- Aziza Bayou
- Afra Ahmad
- Colleen Sweet
- Michael Davis
- Anu Aneja
- Charles Chavis

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Chat Prompt

Please place your name and department in the chat

IE Plan Progress to Date



CHSS Vision

- CHSS is committed to being a **courageous leader**

- CHSS will serve as an **exemplar**

- We will **collaborate** within the college and with stakeholders across the university to make inclusive excellence the responsibility of all individuals and units

- CHSS and Mason are places where students, staff, and faculty of all backgrounds **feel welcome, safe, and thrive.**

CHSS IE Plan Overall Goals



Curriculum, Recruitment, and Student Success



Staff and Faculty Training and Development



Research

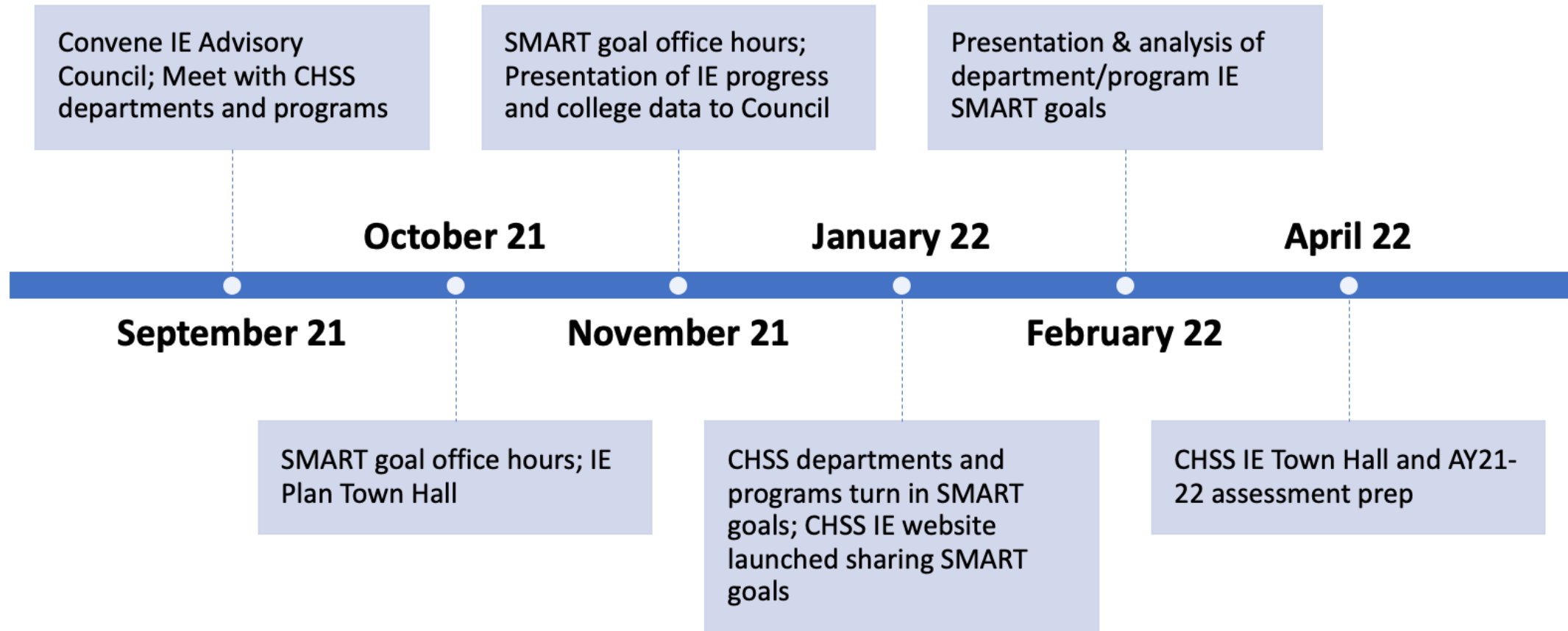


Faculty and Staff Recruitment, Retention, and Engagement



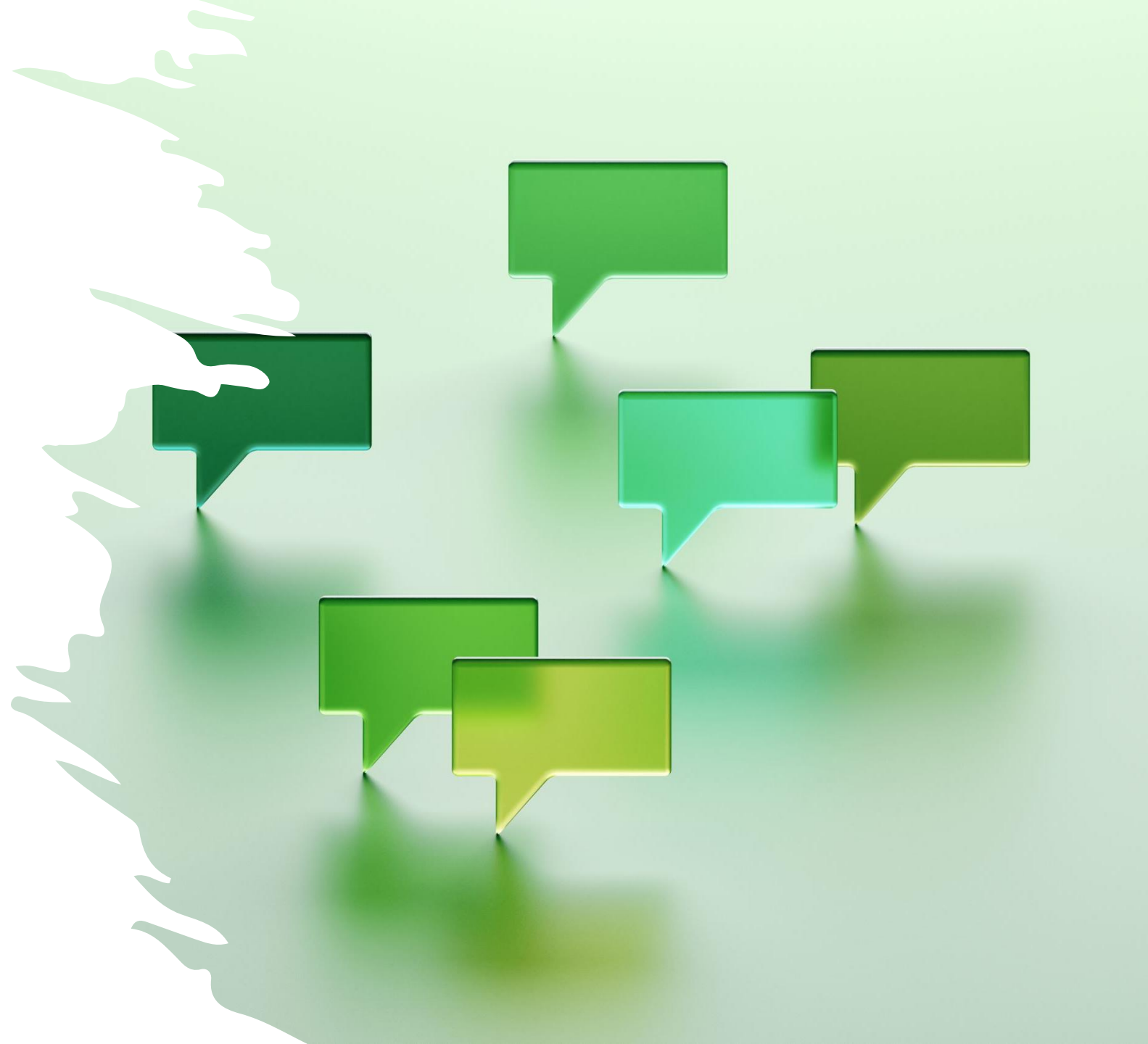
Campus and Community Engagement

IE Plan Progress



Chat Prompt

- In the past academic year, did you notice any DEI effort/SMART goal implementation in your academic unit? If yes, what were they?



CHSS IE Plan Next Steps



**Reflection from LAUs
on the first 2 SMART
goals**



**Promoting the work of
our college**

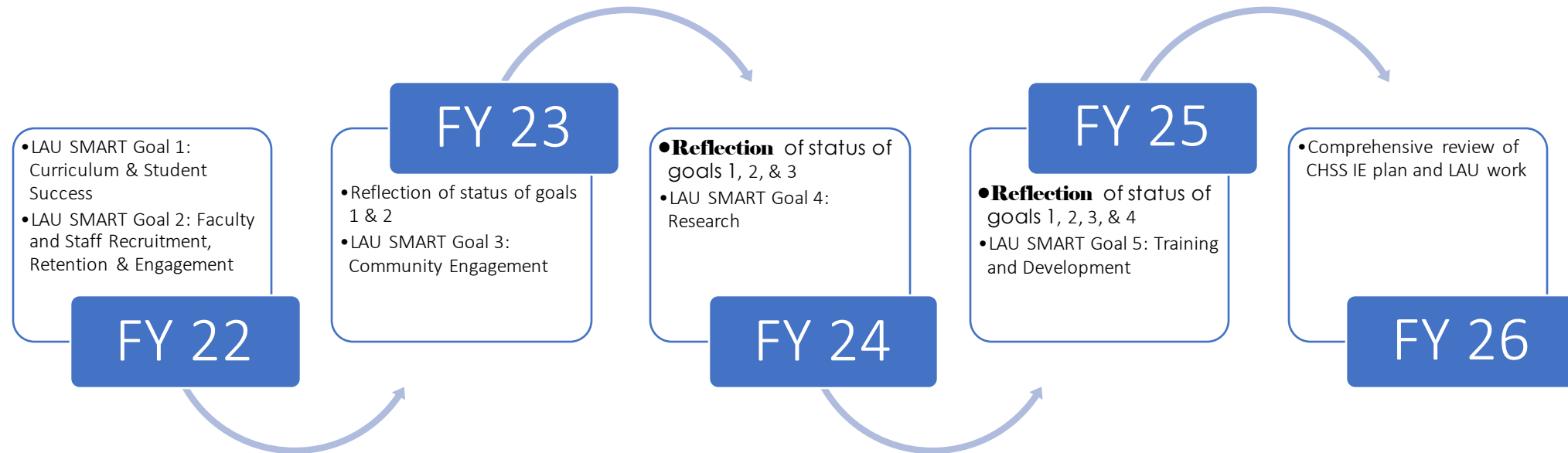


**Defining community
engagement (Goal 3)**



**Creating more
resources on
community engagement**

CHSS IE Plan "Big Picture" Timeline



Community Engagement

- ARIE Initiative
- Mason QEP
- CHSS IE Plan

ARIE ANTI-RACISM and INCLUSIVE EXCELLENCE

To create **social change** and build systems of equality in Mason's culture

Mason will become a **national exemplar** of anti-racism and inclusive excellence



Develop and implement effective systems, practices and traditions that **eradicate racism** and bigotry at Mason

ARIE will be foundational in **every** program, process, policy, and procedure at Mason!



QEP QUALITY ENHANCEMENT PLAN

"Transformative Education through Anti-Racist Community Engagement"

Specifically focuses on improving **student learning/student success**



Expand students' **understanding** of anti-racism through community and civic engagement

Increase **opportunities** for students to participate in anti-racist community engaged courses and research

Civic engaged learning will be a part of **every** undergraduate degree program no matter the major or career interest!

CECIL

Community Engagement & Civic Learning

Definition and Purpose

- The Carnegie Foundation defines community engagement as: collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.
- The Carnegie Foundation describes the purpose of community engagement as: the partnership of college and university knowledge and resources with those of the public and private sectors to enrich scholarship, research, and creative activity; enhance curriculum, teaching, and learning; prepare educated, engaged citizens; strengthen democratic values and civic responsibility; address critical societal issues; and contribute to the public good.



Chat Prompt

What is your definition of community engagement? Or, is there an organization with a definition that you recommend?

Community Engagement Activities

- Alumni Relations
- Student Internships
- Applied Research
- Proactive Recruitment
- Cultivated Partnerships
- Others...

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Chat Prompt

List a few community engagement activities.

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CHSS Diversity Network: Community Engagement in CHSS

CHSS Diversity Network Program Purpose

Specialized programming and support for faculty and postdocs:

- *to build community and successfully navigate life in your department/program, teaching, research and writing, tenure and promotion, service and community engagement, and more*
- *to fast-track faculty and postdocs in their career milestones and path toward thriving*
- *to make friends, potential collaborators, peer mentors, and quite simply, have fun!*

Reminders and Upcoming Due Dates

- Staff and Administrative Faculty Council nominations
- Send SMART goals update - due by November 15
- CHSS IE Curriculum Development Grants - due in November and April
- Send content and information for the DEI site to the DEI Team



Q&A