

# **We are better together!**

## **An inclusive framework that leaves no one behind!**

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# Setting the Context

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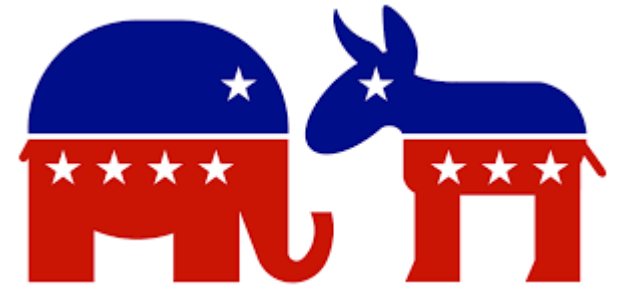
- The Situation
  - The Process
- Challenges and Successes
  - Outcomes

# THE SITUATION

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Well, What had happened was?

- Tense political environment
- Inability to hear each other
- Reality vs. Portrayal
- Lack of discussion around celebrating differences
- Them vs. Us attitudes





# CHALLENGES



- Bringing the “naysayers” on board
- Financial commitment for the work
- Short term vs. long term commitment (i.e., does it change with administration)
- Not knowing where to start or how to start
- How to measure outcomes and evaluate whether the process makes a difference



# SUCCESSSES

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- Able to minimize resistance through dialogue
- Engaged faculty through several meetings across each school and college
- Engaged student association and other students in the process
- Phased the processes in
- Set realistic goals



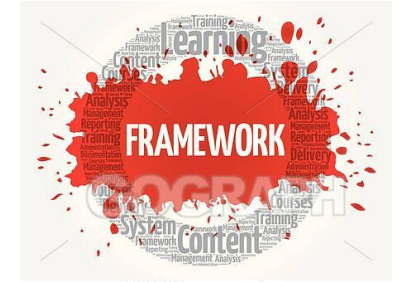
# OUTCOMES

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1. Over **93% of faculty and staff** went through the curriculum in one semester.
2. Over **25% of faculty and staff** signed up for engagement in book club and article discussions.
3. A plan was developed for **implementation for all students** to begin in September, 2021.
4. **Connected the curriculum to professional development and community linked projects** (i.e., community art, community events)
5. Set a **basic glossary** so that all began at the same level.



# BUILDING YOUR FRAMEWORK



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- ❖ Secure ownership from the top.
- ❖ Understand what your focus is and customize your approach.
- ❖ Mandatory vs. voluntary participation? (consequences of both)
- ❖ What partners do you need to secure on your “side” (i.e., faculty, students, community)
- ❖ Build an inclusive team! If not in your geographic area, use technology!!!
- ❖ Educate the team first! Then top leadership. (i.e., build a basic glossary)
- ❖ Determine how to start (large or small)





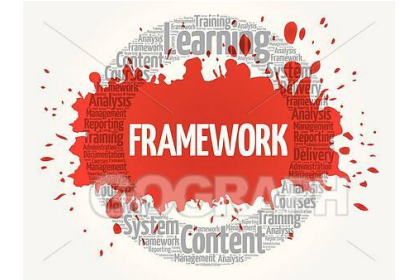
# BUILDING YOUR FRAMEWORK, continued



- ❖ Assign the leader for implementation.
- ❖ Draft an outline with the team of what you want to do – attaching costs to the framework.
- ❖ Get approval for the costs and determine best time to start.
- ❖ Utilize faculty to develop measurement outcomes for evaluation purposes.
- ❖ Phase in the process.
- ❖ Engage community in projects/initiatives related to the inclusive initiative.
- ❖ Be sure to modify the process as needed along the way.



# BUILDING YOUR FRAMEWORK, continued



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- ❖ Be realistic!
- ❖ Utilize experienced facilitators when needed.
- ❖ Set ground rules for discussion.
- ❖ Hold town halls to keep people informed of the process.
- ❖ Publish your steps along the way.
- ❖ Celebrate small milestones.



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**DO NOT LAUNCH UNTIL THE PLAN IS APPROVED AND READY TO GO!**

# GOOD LUCK AND STICK WITH IT!!

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