



## **Coaches for Campus Collaboration and Inclusion A college-based project the DWC Group**

On many academic campuses around the country, demographic changes are forcing administrators, faculty, and students to wrestle with the difficult questions of what set of behaviors should be expected to create a campus environment where students and staff from all backgrounds feel fully included and invited to manifest their highest talents. At some institutions, such concerns appear as overt conflicts among students as well as between students and administrators about policies related to diversity and inclusion. At other places, many campus stakeholders maintain a nagging sense that their colleges could simply be doing a better job of integrating the mandate for societal inclusion with the pursuit of its research, teaching, and community service objectives.

For many years, The DWC Group has helped colleges, universities, and a wide variety of institutions embrace the challenge of creating organizational and community settings that work for everyone. In doing so, the company offers a wide array of services that campus administrators have used to integrate the agendas of excellence and inclusion. From its many years of experience, The DWC Group has found that each college/university is unique, and needs a set of solutions that are customized to its particular situation. As it designs these solutions, the group calls upon a portfolio of processes that it has honed. These include:

### **Electronic Assessment Surveys**

Through experiences with several campus and non-college-based projects, The DWC Group has become proficient in creating, deploying, and analyzing electronic surveys that allow a variety of campus stakeholders to give candid assessments of the specific dynamics that are related to the level of tangible and perceived inclusion by various sub-populations.

### **Focus groups, Large Scale Assessments, and Interactive Town Meetings**

In many cases, campus leaders recognize the value of using in-person meetings to get a clear and nuanced picture of the level of inclusion on campus. The DWC Group uses innovative high- and low- tech mechanisms to ensure that such meetings not only enhance the process of clarifying the challenges around inclusion, but also serve important steps in the process of creating an atmosphere of dialogue that is critical to the construction of solutions.

### **Trainings on Diversity, Inclusion, and/or Cultural Competence**

In many cases, campus leadership realizes that student, faculty, or administration stakeholders need basic or advanced training on key concepts related to inclusion, such as diversity, unconscious bias, institutionalized advantage, or cultural competence. Members of the DWC Group are nationally renowned experts in these fields, and have provided such trainings in the U.S. and abroad.

### **Strategic Planning Meetings and Retreats**

Once campus leadership has a clear assessment of the primary challenges to achieving greater diversity and inclusion, it is often important for them to have a setting where they can create an action plan that emerges from relevant data, their own different perspectives on diversity, and visions of excellence that have been articulated by top campus executives. The DWC Group can craft meetings or retreats for top management teams that result in practical strategies for moving the inclusion agenda forward.

### **Creating Campus Wide Dialogue Models**

To convey a message to students and other stakeholders about the importance of inclusion to university excellence, some campus leaders have decided to create campus-wide initiatives focused on creating opportunities for facilitated face to face dialogues where students, staff, and/or faculty can have authentic dialogue about inclusion. The DWC Group has experience in creating dialogue models that specifically fit a campus's unique situation, facilitating, those dialogues, and training local facilitators to effectively manage such sessions.

