

PRESIDENT'S COMMISSION ON INCLUSIVITY'S
GUIDANCE ON INCLUSIVITY EDUCATION & ACTIONS

This document is intended to provide goal-setting guidance for any member of the Dickinson community aiming to advance the college's mission of institutionalizing inclusivity through an event, informational session, training, classroom education, or other forums.

		Learning Outcomes	Intercultural Competency Skills	Inclusive Behaviors
1. INTRODUCTORY LEVEL	1A	Acknowledge Dickinson's commitment to diversity and inclusion in our community and the wider world.		
	1B	Understand how identity categories intersect and influence our actions, beliefs and relationships. Identity categories include, but are not limited to, race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, and sexual orientation.	Self-awareness Recognize difference	<ul style="list-style-type: none"> • Understand how culture shapes our perceptions of ourselves and others; • Recognize differences between people as stemming from differing cultural backgrounds and experiences; • Develop a greater understanding about our own worldviews and how they influence actions
	1C	Recognize that agent (dominant group) and target (marginalized group) identities are contextual and impact how we perceive others and our own experiences.	Recognize difference Empathy	<ul style="list-style-type: none"> • Acknowledge that we all belong to multiple cultures that influence our actions, beliefs, and interactions
	1D	Identify both the important benefits and complex challenges of living in a culturally diverse and increasingly globalized world.	Recognize difference Flexibility in thought and behavior	<ul style="list-style-type: none"> • Foster an openness to learn about and better understand the worldview of others; • Value cultural influences because they challenge our thinking and enrich our community
	1E	Define and identify implicit bias and microaggressions.	Empathy Self-awareness	<ul style="list-style-type: none"> • Provide opportunities to raise awareness, increase critical analysis and develop socially responsible action

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2. INTERMEDIATE LEVEL	2A	Question silent assumptions, expectations, and implications of social practices related to diversity and inclusion.	Flexibility in thought and behavior Curiosity	<ul style="list-style-type: none"> Engage in practices that build a more culturally inclusive and interconnected community; Take risks in our learning by developing greater openness to learn more about ourselves and those in our community
	2B	Analyze connections between individual experiences and larger structural circumstances that shape constraints and possibilities such as positionality, power and privilege.	Flexibility in thought and behavior Recognize difference	<ul style="list-style-type: none"> Consider how we are positioned in relation to others; Recognize differences based on worldview
	2C	Develop skills to engage in respectful and civil dialogue with others who have different perspectives.	Tolerance for ambiguity Active listening Curiosity	<ul style="list-style-type: none"> Participate in civil interactions with others across difference; Establish a foundation for greater civility in all interactions
	2D	Create and maintain inclusive classrooms, workspaces, and environments where full participation is possible.	Curiosity Active listening Patience	<ul style="list-style-type: none"> Achieve excellence in learning, teaching, student development, institutional functioning and engagement in global and local communities
3. ADVANCED LEVEL	3A	Effectively and confidently facilitate conversations with students, colleagues, peers, and others on issues related to diversity and inclusion.	Self-awareness Recognize difference Empathy Tolerance for ambiguity Flexibility in thought and behavior Patience Curiosity Active Listening	<ul style="list-style-type: none"> Seek out opportunities for greater openness to other ideas and behaviors, to other cultures
	3B	Challenge systems and structures of oppression, power and marginalization.		<ul style="list-style-type: none"> Provide opportunities to raise awareness, increase critical analysis and develop socially responsible action
	3C	Employ bystander intervention strategies when you observe bias incidents.		<ul style="list-style-type: none"> Revise my worldview and take action to promote equity on and off campus
	3D	Advocate for an inclusive environment.		<ul style="list-style-type: none"> Implement learning through actions and practice