- Where did the idea "inclusive excellence" come from? (AAC&U - report?) - http://diversityplan.colorado.edu/resources/mei.pdf
- Where can I get more information about this project? Visit http://diversityplan.colorado.edu/
- Who can help my unit with our inclusive excellence plan? ODECE can help by facilitating discussions about inclusive excellence in your department. Emeritus Consulting can help through virtual office hours.
- Are students supposed to be involved in drafting my department's inclusive excellence plan? Yes. Everyone involved in your department or program should be consulted in drafting the inclusive excellence plan, including students, faculty, and staff.
- Are non-tenure track faculty supposed to be involved in drafting my department's inclusive excellence plan? Yes. Everyone involved in your department or program should be consulted in drafting the inclusive excellence plan, including students, faculty, and staff.
- What is the purpose of writing the inclusive excellence plan? CU Boulder's goal in writing these plans is to create a more inclusive culture on campus. To hold ourselves accountable to inclusive excellence, we need to first articulate what excellence is and how we make it inclusive in our departments and programs. By having the conversations necessary to draft the plan, we have the chance to articulate our value systems, goals, and plan for implementation of an inclusive excellence.
- What is the timeline for this project? The first draft of the inclusive excellence plan should be completed by each unit by mid-March. Implementation should begin in August 2016. Revision of the plan can and should take place between March and August 2016. See the full timeline at http://diversityplan.colorado.edu/timeline.
- What should my department's inclusive excellence plan include? First, it should state the philosophy or values of the department or program related to excellence, inclusion, and inclusive excellence. This philosophy might address the questions: What does excellence mean to us? How do we achieve excellence? How do we make excellence inclusive? Second, it should address associated values and behaviors. This section might address how the department or program puts its philosophy of inclusive excellence into action through its core values and actions.
- How long should my department's inclusive excellence plan be? It should be only about two pages, as it will not detail everything, but articulate the philosophy, values, and action plan of the department at a broad scale.
Where should my department or program start? Begin by asking, “How do we define excellence?” and “How do we make excellence inclusive?” As in a program review, make a plan to reach many different constituents in your department or program (students, faculty, staff). Think about your short, intermediate, and long-term goals for inclusive excellence.

Should my department’s inclusive excellence plan list what we are already doing to foster diversity or what we want to do? The plan should outline all values and behaviors or actions that support the definition and goals of achieving inclusive excellence in your department or unit. This can include activities you are already doing to foster excellence, inclusion, and inclusive excellence, as well as activities you would like to do to accomplish your goals.

Is the inclusive excellence plan similar to the Diversity Plan my department already has? In some ways, the inclusive excellence plan might be similar to existing diversity plans. However, the inclusive excellence plan focuses on articulating the values of excellence, inclusion, and inclusive excellence in your department or program. After it defines those, it should state the associated values and behaviors to accomplish the goals of inclusive excellence.

What factors should my department consider with regards to “inclusion”? Inclusion can be defined as the desire to discover and embrace points of view other than our own, and engage with those to reassess our understanding of our place in the world. Many traditional categories of diversity will be useful to think about when defining inclusion, such as: race, ethnicity, national origin, gender identity or expression, sexual orientation, age, disability, religion, veteran status, political affiliation or philosophy, and learning styles. Digital accessibility and inclusive design are important factors in inclusion, for example. However, you might find social divisions or barriers relevant to your own field or department, which you can also include in your definition and your plan. See more examples here http://diversityplan.colorado.edu/resources.

What are we going to do with the inclusive excellence plans? Plans will be drafted at each level of university administration, including units and colleges, culminating in a campus-wide plan for inclusive excellence. The plans drafted by the colleges should reflect, to some extent, the plans written by their constituent departments and programs. Likewise, the campus plan should reflect the values expressed in the plans of the many units on campus. The plans will also be used in program review to assess whether the department or program is accomplishing the goals it has set for itself.

Once my department has written its inclusive excellence plan, what do we do with it? ??? post to diversityplan.colorado.edu (?). Share it with other departments? Keep editing it; it should be an evolving document that changes as necessary with changes in the department or program.

BFA DIVERSITY COMMITTEE, Spring 2016

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