

Inclusive Excellence Committee (IEC)

Note: Information provided below, as well as additional information, can be found on the [IEC Portfolio page](#). Select content on this page is accessible to DU community members only.

What is Inclusive Excellence?

Inclusive Excellence (IE) is the practice of addressing diversity, equity and equity-mindedness, and inclusion (DEI) to ensure the well-being of a democratic culture. It is an active process through which MCE continually incorporates IE into organizational functions (e.g., teaching, scholarship, administration) and community engagement through active learning, uncovering inequities, and identifying inclusive practices to create sustained systemic change (Association of American Colleges and Universities, n.d.).

What is the Inclusive Excellence Committee?

The Inclusive Excellence Committee (IEC) is a service-based organization that is part of the Morgridge College of Education. We are focused on promoting and creating equity across all units and divisions within the college, as well as the greater DU community. We're comprised of several subcommittees, and host monthly meetings, as well as several quarterly events such as "Lunch and Learns" and "Chomp and Chats."

Mission

IEC believes that in order to improve our collegial community engagement at the faculty and staff levels, we must focus on programming that is responsive to and engages all faculty and staff around issues of DEI. This is based on two empirically-supported frameworks:

- a. Azjen's Theory of Planned Behavior (1991), which states that people's actions and attitudes are formed after careful consideration of available information; and,
- b. Grapin and colleagues' (2015) multilevel framework for recruitment and retention, which notes that if institutions truly value and prioritize collegiality between and retention of faculty and staff, then it is essential they intentionally implement strategies to increase feelings of connectedness among individuals.

Consequently, IEC will serve as facilitators to intentionally increase DEI knowledge and awareness and community building within MCE in order to support application and implementation of IE initiatives by faculty and staff. IEC facilitated activities include, but are not limited to: offering professional development, providing community gatherings, coordinating service opportunities, evaluating the work of the IEC, eliciting feedback from the MCE community regarding programming and community building.

Vision

To continuously improve MCE community engagement and personal knowledge as it relates to IE.

Getting Involved

All faculty and staff in the Morgridge College of Education are invited to join the IEC. Interested faculty and staff members can complete the [Inclusive Excellence Committee Membership Interest Survey](#). This will add your information to our membership and distribution lists. It will also allow you to indicate interest in our subcommittees:

Communications Subcommittee – organize IEC member representation for interviews; create and/or update "Reference Page" for interviews; draft IEC programming and event updates for Dean's newsletter; assist other sub-committees with messaging ad-hoc;

Social Subcommittee – organize community gatherings; schedule one community service activity per Fall, Winter, and Spring quarters;

Lunch & Learn Subcommittee – organize formal professional development opportunities related to matters of DEI; schedule one 90 minute L&L per Fall, Winter, and Spring quarters;

Chomp & Chat Subcommittee – organize informal community engagement activities to build relationships and intentional culture through a lens of DEI; plan one 60 minute C&C per Fall, Winter, and Spring quarters;

Assessment & Evaluation Subcommittee – create/update IEC programming surveys; disseminate surveys to MCE faculty and staff once per Fall, Winter, and Spring quarters; summarize and report collected data to inform the work of IEC and future programming based on the needs of the MCE community.

Learn More

To learn more, please download and review our bylaws, found on the [IEC Portfolio page](#).

Contact Us

We'd love to hear from you. Please direct any communications or inquiries to the IEC Leadership Subcommittee via our [contact survey](#).

Thank you for your interest in the MCE Inclusive Excellence Committee!