Inclusive Excellence Committee
Areas of Focus

The scope of the Inclusive Excellence Committee's work focuses on advising, coordinating, and providing oversight on initiatives that promote inclusive excellence to the Dean, the Executive Advisory Committee, and the Community of the Whole, and the scope of work will include the following responsibility areas.

Community Engagement

PRIORITIES	GOAL STATEMENTS
Priority 1: Enhance community relations for recruitment, marketing and outreach to address public perception of DU	- GSSW will be distinguished as the social justice leader at the University of Denver through intentional investments in community partnerships
Priority 2: Make use of GSSW building space affordable and accessible to community members	- GSSW will publicize and provide affordable access to building spaces for all community members
Priority 3: Bring DU events and services to nontraditional, non-privileged audiences	- GSSW will be intentional in providing events, services, and resources that are visible and accessible to community members and organizations
Priority 4: Ensure that all events are inclusive and accessible	- Establish policies to ensure accessibility and accommodations at all DU conference and event spaces - Ensure that DU GSSW fosters/promotes DIMC community organizations and groups - Have DU GSSW and Community Disability Services Program (DSP) Liaison positions - Ensure that the DU GSSW Office of Field conducts a DIMC annual training - If a universal online media catalogue of events and programming is a possibility, we can ensure DIMC accessibility measures

Composition

PRIORITIES	GOAL STATEMENTS
Priority 1: Develop recruitment strategies to increase diversity in student population	- GSSW's student body will be representative of the United States in terms of demographics such as socioeconomics, race/ethnicity, and age, gender, and sexual orientation religion and disability status. - Assess recruitment materials and website to attract more diverse populations. - Establish equitable admission selection criteria and standards. - Resources and Assets for ground and online programs.
Priority 2: Increase scholarship funding	- Align scholarship goals with the GSSW strategic plan. - Examine student recruitment process to address more demographic detail - Revise merit aid structure in admissions process.
Priority 3. Develop accessible recruitment materials, forms, and processes	- Students, staff and faculty with disabilities will have an accessible (OCR compatible) process of admissions and hiring that removes unnecessary barriers.

Culture and Climate

PRIORITIES	GOAL STATEMENTS
Priority 1. Create formal structures of support and resources for underrepresented students	- Students across all GSSW programs will know how to access support and resources. - PhD students will have a clearly identified process/procedure for accessing support.
Priority 2. Plan more community events that foster connection and celebrate difference	- GSSW will hold quarterly community events that bring awareness, education and professional development on issues of inclusive excellence. - Community events will have accommodations, live streaming, or identified access points for students and community who are attending virtually.
Priority 3. Ensure that people of all abilities are considered in all aspects of community events, classrooms, activities, etc.	No Goals

Curriculum

PRIORITIES	GOAL STATEMENTS
Priority 1: Strategically include PPO content throughout curriculum, assignment in every course that draws from PPO content	- Update syllabus templates for Foundation and Concentration courses to include content related to 2015 EPAS Engage Diversity and Difference competency. - All teaching faculty at GSSW will have the skills to effectively teach content aligned with the 2015 EPAS "Engaging Diversity" competency. - All course syllabi will be UDL-compliant. - Propose new required PPO course for all PhD students; develop PPO competency addressed in all PhD courses.
Priority 2: Reword course evaluation questions to get useful student feedback	- Develop course evaluation questions to assess PPO content in MSW/PhD courses. - Work with DU university-wide effort to revamp course evaluations.
Priority 3. Provide instructional training on UDL course development for all faculty	No Goals

Systems (Operations, policies, procedures and structures)

PRIORITIES	GOAL STATEMENTS
Priority 1: Establish on-boarding process for faculty and staff with coordinated information	- Faculty, staff and student employees will feel supported and welcomed into the GSSW community and will know where to access resources.
Priority 2: Make GSSW's building, events, and practices more family friendly, especially for students and community members	- GSSW's buildings, events, and practices will be more family friendly - GSSW's policies and procedures will support use of virtual, universally accessible technology (UDL) and emphasize family friendly considerations in planning events.
Priority 3: Ensure that systems and processes accommodate for disabilities	- Administrative processes will be accessible to all GSSW students, staff, faculty, adjuncts, field instructors, etc.