

## 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 works toward excellence in organizational functioning (e.g., teaching, scholarship, administration) and community engagement through active learning, uncovering inequities, 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 will offer opportunities that support MCE faculty and staff to increase their DEI knowledge and awareness toward more effective application and implementation of IE initiatives. Based on Azjen's Theory of Planned Behavior (1991), IEC believes that people's attitudes are formed after careful consideration of available information. Thus, more than a short-term project, IEC will embed the evolving principles of DEI and community engagement to improve our practices at the faculty and staff levels through:

- a. **accountability:** evaluate the work of IEC, review faculty and staff climate around DEI issues, elicit feedback from the MCE community regarding continuous improvement;
- b. **programming:** offer professional development and service opportunities that are responsive to and engage all faculty and staff around issues of DEI, and curate resources regarding issues of equity for faculty and staff within MCE.

### Vision

The vision of the Inclusive Excellence Committee (IEC) is to make IE a habit that is implemented and practiced consistently throughout MCE.

## 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 "Welcome Packets" for interviews; draft IEC programming and event updates for Dean's newsletter;

**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 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 1 hour C&C session per Fall, Winter, and Spring quarters;

**Assessment & Evaluation Subcommittee** – create/update and enact the assessment plan, including disseminating an annual DEI climate survey; summarize 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!*