



Office of Diversity,
Equity, and Inclusion

Inclusive Excellence Town Hall

Wednesday, November 29, 2023



Who's Who in ODEI



COLLEGE OF THE
Holy Cross

Office of Diversity,
Equity, and Inclusion



Dr. Tita Feraud-King
(she/her/hers)

Director of Diversity, Equity, and
Inclusion for Faculty & Staff

Dr. Tomicka Wagstaff
(she/her/hers)

Vice Provost and Associate
Vice President for Diversity,
Equity, and Inclusion

Jerrel A. Burgo
(he/him/his)

Director of Student
Inclusion and Belonging



Cullen Mulrooney
(he/him/his)

Associate Director for
Diversity Education



Jessica Rose Martinez
(she/her/hers)

Fellow



Amina V.O. Bristol
(she/her/hers)

Assistant Director of
Student Inclusion
and Belonging



Zae Valera
(she/her/hers)

Assistant Director of
Student Inclusion
and Belonging

Office of Diversity, Equity and Inclusion



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COLLEGE OF THE
Holy Cross

Inclusive Excellence Plan



OUR STRATEGIC VISION FOR A HOPE-FILLED FUTURE

Our highest mission is to accompany the young in the creation of a hope-filled future. What gives us hope?

We know that future generations of Holy Cross graduates will be at the forefront of inquiry and understanding, solving the world's complex problems not as individual actors, but rather in community, for and with others.





ACCESS & SUCCESS

Achieve a more diverse and culturally representative undergraduate student body, faculty, and staff. This includes providing financial aid and scholarships, guidance and counseling, academic and career support, mentoring, and resources to ensure that all students, faculty, and staff have the same opportunity to succeed including access for all to high impact career internships and research. Our goal is to have a campus that is accessible and equitable and that is representative of the rich diversity in our communities.

Student Key Indicators

1. Financial Aid & Scholarship
2. Enrollment
3. Retention
4. Graduation

Faculty Key Indicators

1. Promotion
2. Retention
3. Tenure
4. Faculty Demographics compared to labor market (Recruitment)

Staff Key Indicators

1. Promotion
2. Retention
3. Staff Demographics compared to labor market (Recruitment)



CLIMATE & INTERGROUP RELATIONS

Holy Cross is committed to creating an atmosphere that will lead to the retention of diverse faculty and staff, increase graduation rates for diverse students, and identify and eliminate biases and practices that hinder the retention of diverse faculty, staff, and students. This includes increasing awareness and understanding of different social identities and their intersections, as well as providing a safe, supportive, and respectful environment for all members of the college community. We will do this by addressing systemic inequities, identifying and responding to microaggressions, and engaging in dialogue and education around diversity, equity, and inclusion.

All Groups Key Indicators

1. Evidence of safety and respect
2. Evidence of support and belonging
3. Evidence of a welcoming environment
4. Incidents of bias and our organizational response and resolution
5. Evidence of student utilization of wellbeing based support services



EDUCATION & SCHOLARSHIP

We will lead our campus and our community in Inclusive Excellence training, development, curriculum design, teaching, scholarship, and intergroup dialogue. With a focus of increased investment for research activity for faculty and students and other co-curricular activities. Our goal is to equip and prepare our campus community to be visionary in an increasingly diverse and complex world.

All Groups Key Indicators

1. Number of students participating in DEIJ, intersectional, and community engaged courses, programs, and service learning activities
2. Number of faculty participating in faculty development programs promoting DEIJ, intersectional, and community in pedagogy, curriculum design, and scholarship
3. Number of staff participating in development programs and opportunities promoting intersectional DEIJ principles



COMMUNITY & PARTNERSHIPS

Our goal is to prioritize collaboration and partnership with various stakeholders, including local organizations, businesses, and governmental entities. The College will strive to build trust and understanding between campus and the community by engaging stakeholders in campus activities, hosting events, and participating in community-wide initiatives. Through these efforts, the College will strive to foster a sense of inclusion and mutual respect between the campus and its surrounding communities where everyone's well-being is supported through respectful, authentic, and engaged relationships with each other.

All Groups Key Indicators

1. Quality of community partnerships
2. Increased participation of MWBE in the Holy Cross Supplier Program
3. Contributions to economic and social wellbeing of our region
4. Level of engagement of alumni with the College and community



INFRASTRUCTURE & INVESTMENT

We will create and sustain an institutional infrastructure that effectively supports progress in achieving the Inclusive Excellence goals outlined in the Holy Cross strategic plan by facilitating diversity, inclusion, transparency, and accountability. We will evaluate and revise changes in policies and protocols that will facilitate reports of bias and discrimination, improve clarity, provide transparency, promote fairness, and enhance accountability. This objective will also strive to create a culture of investment in the success of all students, faculty, and staff by creating a Center for Inclusive Excellence in Teaching and Learning providing resources, support, and mentorship. This objective is fundamental to the Jesuit mission of creating a more equitable and just world.

All Groups Key Indicators

1. Community-wide access to data that supports DEIJ goals
2. Evidence that organizational interventions are equity-informed and supported by data
3. Integration of systems that enable students, faculty, and staff to do their best work
4. Establish and commit to a Center for Teaching and Inclusive Excellence

Upcoming Spring Programming



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Office of Diversity,
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- January
 - Grad School 101
 - International Education Week
 - February
 - BIPOC Affinity Circles
 - Black History Month speaker: Reginald Dwayne Betts
February 26, 6 p.m., PAC
 - March
 - Women's Herstory Month
 - Your Perfect Fit
 - Salon Talk
 - Students of Color in STEM
 - April
 - Financial Literacy Workshop
 - Women of Color Panel (Co-Education Weekend)
 - Tri-Alpha Induction Ceremony
 - Pride Month programming
 - May
 - Asian Pacific Islander Desi American (APIDA) Heritage Month
 - Alumni networking event
 - Lavender Graduation
 - Mosaic Graduation
-
- Ongoing
 - Odyssey Engagement
 - Community Awareness for First-generation Experiences (CAFE)
 - SPECTRUM
 - Men of Color Initiative



- Join the Mentor Program
- Become a Multicultural Peer Educator (MPE)
- Participate in first-generation student initiatives
- Welcome first-year students as an Odyssey Mentor
- Attend events, programs, and workshops
- Follow us on Instagram
- Visit us in Smith Hall, room 224 and the Carey Lounge

DEI for Faculty & Staff

- Consultation
- Recruitment
- Assessment
- Education/Training/Development
- Connecting to Students
- Affinity spaces/creating connections for marginalized faculty and staff



- Justice Equity Belonging & Inclusion (JEBI) Certificate Program
- JEBI Learning Group
- DEI Mission Reading Group: “Life in the Crossroads: Mission and DEI in Jesuit Higher Education”
- DEI Mission Intensive Reading Group
- Faculty & Staff Inclusive Hiring Training
- HR Program Trainings: LINKED Training & Manager’s Training
- Request us to do Department workshops, Guest Lectures
- Consultations
- Affinity Spaces: Sister2Sister Events & OutFront Events
- Follow us on Instagram
- Visit us in Smith Hall, room 224 and the Carey Lounge

Sister2Sister & ProspHER Vision Board Event



Office of Diversity,
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A decorative graphic on the left side of the event card featuring several white and light pink roses with green leaves.

NOVEMBER 2023 **30** THURSDAY
4:30-5:45 PM

Carey Lounge
(Smith Hall 2nd floor)

Thank you!



COLLEGE OF THE
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Office of Diversity,
Equity, and Inclusion

Connect with us!

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 @holycross_odei

(508) 793-2758

<https://www.holycross.edu/campus-life/diversity-and-inclusion>

Smith Hall 224 & the Carey Lounge