Organizational Development & Diversity Equity and Inclusion
Inclusive Excellence Framework

Centers for Success

Organizational Development

JEDI
(justice, equity, diversity and inclusion)

Performance Management

Engagement and Development

Equitable Systems

Interrelated
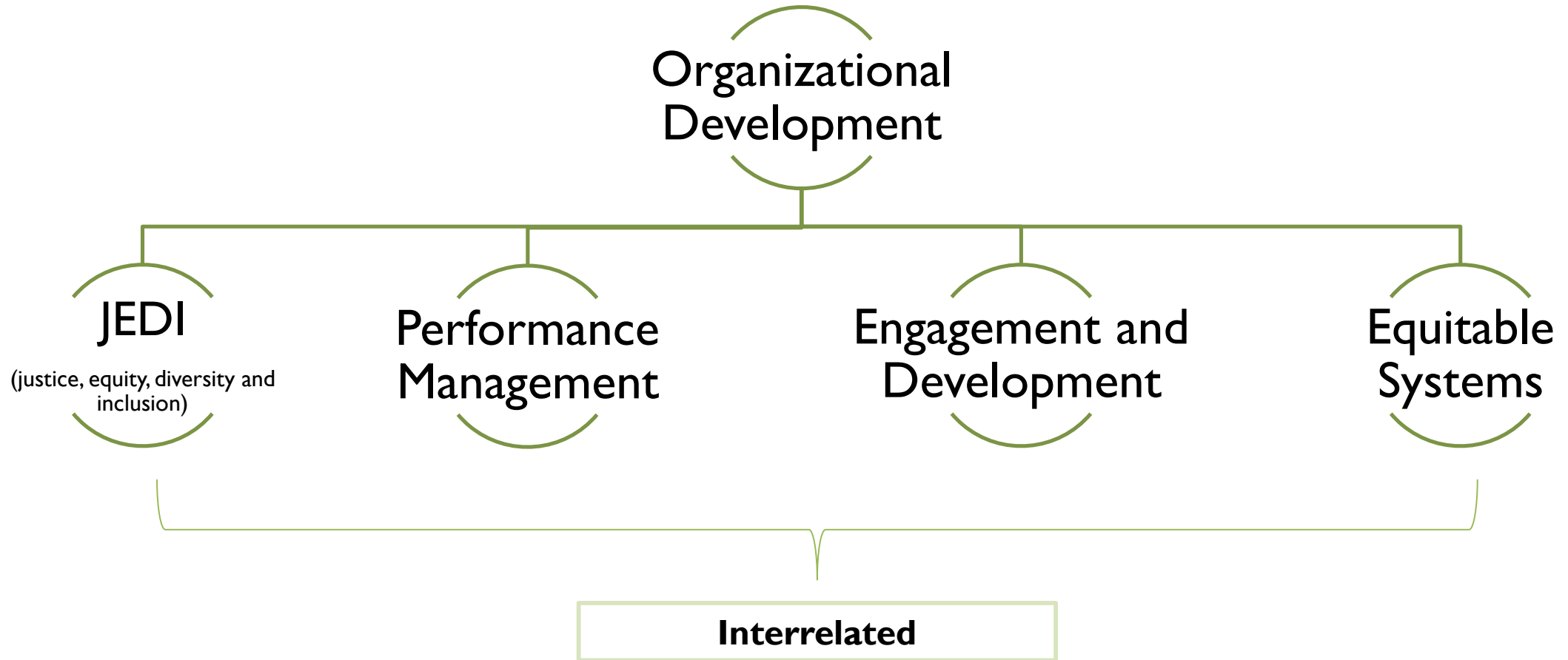
OD Centers for Success

1. **JEDI** (justice, equity, diversity and inclusion) – Execute plans and provide direction to help enhance processes and systems that will increase equitable outcomes and build inclusive environments college-wide

2. **Performance Management and Evaluation** – manage the process for establishing department goals, evaluations and development plans that will optimize employee performance

3. **Engagement and Development** – manages the infrastructure that enables colleagues to participate in professional development and activity to help boost engagement and retention

4. **Equitable Systems** – create processes and maintain continuous improvement on systems that enhance institutional equity

OD Centers for Success – Scope of Work

JEDI
- DEI Council activity
- Cultural Training (monthly)
- Diversity recruiting strategy
- Student belonging strategy
- Equity resource alignment
- Reporting and analytics
- Awards and Recognition
- ERG build out and maintain

Performance Management
- Performance management program
- Performance evaluation process
- Coaching and feedback support
- Reporting and analytics

Engagement and Development
- Climate survey and action planning
- LMS build out and management
- New hire orientation and onboarding
- Faculty training and development
- Reporting and analytics
- Event planning and coordination

Equitable Systems
- Bias incident reporting, tracking and response
- EEO reporting and analytics for recruiting strategy
- JEDI dashboard
- Policy review, updates and creation

Inclusive Excellence at CCRI

We are strengthened by the diversity of our community, and committed to building an inclusive culture that focuses on advancing equitable practices, to drive student success and employee engagement

JEDI-B: Building Inclusive Excellence at CCRI

Inclusive Excellence Framework is the structure used at CCRI for delivering trainings to the community

Building Cultural Competence

- ❖ **Cultural Competencies** - the ability to function effectively across cultures, to think and act appropriately, and to communicate and work with people from different cultural backgrounds

- ❖ **Cultural Humility** - a commitment to self-evaluation and self-critique of one's own beliefs and cultural identities, and the ability to learn about and from other cultures

- ❖ **Cultural Safety** - the act of creating spaces and advocating for anyone to think and act authentically within shared environments.

Leveraging Inclusive Practices

- ❖ **Inclusive Language** – using words and phrases that avoid biases, and expressions that discriminate against groups of people based on their identity

- ❖ **Inclusive Leadership** – being aware of own biases and actively seek out and consider different perspectives to inform decision-making and collaborate more effectively with others.

JEDI-B: Building Inclusive Excellence Training Outline

Activity	Duration	Description
Day 1 – JEDI-B Action Plan Overview	1 – hour	- Provide an overview of the action plan and its alignment to the strategic plan - Share how everyone can support the goals within the plan
Day 2 – Cultural Competence Training	2 – hours	- Provide training on Inclusive Excellence framework focusing on Cultural Competence: - Cultural Competencies - Cultural Humility - Cultural Safety
Day 3 – Inclusive Awareness and Practice Training	2 – hours	Provide sessions on inclusive language for building inclusive spaces, and inclusive leadership
Day 4 – Open Office Hours	All day by appointment	Colleagues and students will have an opportunity to meet with the OD team by appointment in (30) minute increments

Trainings will be provided 2x per semester, alternating campuses and by request

CONNECT WITH US!

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