



professional community to share their questions, concerns and skills in order to create and model an inclusive community.

Partners: IDC/Mellon Grant Leaders/Admin and Support Staff Assemblies

Focus question: How do we structure employee recruitment, retention and professional development so that all faculty and staff share the work of, and reap the benefits from, creating an inclusive community?

Partners: Saint Benedict's Parochial City of Saint Joseph (mayor's office and police), City of Saint Cloud, CSDC

Focus question: How do we ensure the local environment around CSB supports inclusion?

# CSB INCLUSION ECO-SYSTEM

Built on our history and mission of dwelling in community, our goal is to create an ecosystem to encourage, support and build inclusion at the College of Saint Benedict. Inclusion efforts are designed to support diversity along the following dimensions:

- Economic
- Racial and Ethnic
- Geographic
- Religious
- Ability
- Sexual orientation and gender identity
- Perspective and thought

## Policies

Goal: To conduct reviewing CSB practices to de inclusion, obst those barriers

Partners: CSB

Focus question: multiple persp conversations; programs and educational ex

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## *Curriculum and Co-Curriculum*

Goal: To ensure our community is culturally competent and striving towards inclusive excellence.

Partners: IDC, IISS, Mellon Grant Leaders, FYE and CCVC planning teams, cohort programming, College Possible

Focus question: What do we need to focus on in the curriculum and co-curriculum in order to support inclusive excellence?



## *Professional Development*

Goal: To provide activities, programming and expectations that enable all members of our professional community to share their questions, concerns and skills in order to create and model an inclusive community.

Partners: IDC/Mellon Grant Leaders/Admin and Support Staff Assemblies

Focus question: How do we structure employee recruitment, retention and professional development so that all faculty and staff share the work of, and reap the benefits from, creating an inclusive community?

## *Local and Regional Community*

Goal: To partner with our monastic community and key off-campus leaders to (1) engage a conversation about inclusion, (2) articulate how CSB can support and benefit from inclusion activity in the community, (3) create an environment for students, faculty and staff to be active and engaged community members.

Partners: Saint Benedict's Monastery, City of Saint Joseph (mayor's office and police), City of Saint Cloud, GSDC

Focus question: How do we ensure the local environment around CSB supports inclusion?

## *Policies, Programs and Practices*

Goal: To conduct an inclusion audit by reviewing CSB policies, programs and practices to determine where we support inclusion, obstruct inclusion and eliminate those barriers to inclusion.

Partners: CSB Cabinet/IDC

Focus questions: How do we involve multiple perspectives in these conversations? How do our policies, programs and practices support high impact educational experiences for all?

Access to information about CSB

Access to enrollment

Access to financial aid

Access to experiential learning

# Access to information about CSB

Access to enrollment





Access to financial aid



Access to experiential learning



Access to preferred opportunities,  
housing, classes, etc. and traditions

Access  
housing

Access to post-graduation  
networks



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