

Phase 1: Learn

The work of Phase 1 will enable us to leverage and extend the work of individual and group inclusivity development begun with the 2016-17 Mellon grants.

Phase 2: Practice

The work of Phase 2 will reflect the outcomes and experiences of Phase 1. In Phase 2, we will begin to unearth and systematically address our underlying assumptions about inclusion and community.

Phase 3: Teach and Share

Gains from Phase 2 will require structural implementation in Phase 3.

Our goal of transformative community inclusion reflects a number of broad objectives. We will:

1. Move beyond the work of individual awareness of inclusion and programmatic modification to the systemic and dispositional work of shifting our primary cultural paradigm to that of being a transformationally inclusive community.
2. Analyze and begin to dismantle the systemic components of our communal life that reify dynamics of inclusion and exclusion. Correspondingly, we structurally embed modes of transformative inclusion into our systems and organizational culture.
3. Empower students, faculty, staff and community partners to co-create mutually respectful partnerships, activities and structures in pursuit of a just, equitable, and sustainable future for our region.
4. Disseminate our learning to others in higher education who seek systemic transformation and lasting substantive change as it relates to inclusion.

We ultimately will demonstrate measurable progress toward transformative inclusion.

Becoming Community Team



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Keep Talking

Take part in ongoing campus conversations. Look for interviews, focus groups and consider joining a Dialogue Group.

Keep Learning

Read with us. Hit up the library for some resources on how to be inclusive.

We're In This Together

Faculty, HR, Student Development, the Presidents and many more are working together to keep moving us forward.

We Need You

Show up. Speak up. Show out.

For more information visit:

www.csbsju.edu/becoming-community

Contact us at:

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Vision

The Becoming Community Initiative, funded through a \$600,000 grant from the Mellon Foundation, aims to create transformative inclusion among faculty, staff, monastics, students, alumni, and community partners at the College of Saint Benedict (CSB) and Saint John's University (SJU).

At the heart of this work is the idea that inclusion requires a transformative, instead of a merely additive, process wherein our community is necessarily reformed and enriched through deep engagement among all members. Thus, true inclusion is not an end goal, but an ongoing process as we engage continually in becoming an inclusive community.

We aim to provide the members of our community with the tools to create space for all to be heard and for all to thrive. We seek to create a place where more people can feel authentic, recognized, accepted, and wanted.

Our guiding principles include a commitment to our pursuit of transformative inclusion and a multi-level approach to multicultural organizational change (Pope, Reynolds, & Mueller, 2014).

The project involves a cycle of learning, practicing, teaching, and sharing, to ensure that we embed inclusion deeply and widely on campus and share what we learn with others.

Becoming Community Initiatives

Becoming Community initiatives are organized around seven distinct themes: Programming, Structural Change Implementation, Resource Development, Empowerment, Assessment, Organization, and Marketing and Communication.

Programming

- Becoming Community Professional Development Workshop Series & Certificate Program for Faculty & Staff
- Book Discussion Groups on Inclusive Pedagogy & Practice
- Interdepartmental Collaborations Featuring Campus Speakers, Events, Displays, and Outreach on Inclusion
- Trainings from Local and National Experts on Diversity and Inclusion in Higher Education
- Dialogue Groups

Structural Change Implementation

- Collaborative Institutional-Level Change Work with Campus Partners
- Search Advocate Training Improving Inclusion in the Hiring Process
- Establish Mentoring Programs
- Multi-Level Change Assessment and Data-Informed Action Planning

Resource Development

- Becoming Community Website: <https://www.csbsju.edu/becoming-community>
- Videos, Podcasts, Resources, Publications, and Dialogue Group Training Materials

Empowerment

- Mellon Inclusion Research Initiative
- Becoming Community Professional Development and Travel Fund
- Becoming Community Inclusion Research, Practice, and Implementation Initiative

Assessment

- Evaluation from Applied Research Center at the University of Wisconsin-Stout
- Comprehensive Quantitative and Qualitative Campus Climate Assessment

Organization

- Campus Partners Committee
- Community Partners Outreach
- Networking with Regional and National Leaders

Marketing and Communication

- Communication Plan to Share the Vision of Transformative Inclusion

Impact

According to Libby Smith at Applied Research Center, the Becoming Community Initiative is creating a broad “web of impact” on individual, group, and institutional levels at the College of Saint Benedict and Saint John's University.

The Becoming Community initiative encourages critical thought about the concept of “community” and the practices involved in ongoing community formation.

A truly inclusive community is in a state of perpetual becoming; it is community which is created, recreated, and co-created.