

24-25 President’s Council on Inclusive Excellence – Our Forester Future Workstream Charge

The 2023-2028 Strategic Framework amplifies points of distinction in *less-capital intensive* ways and emphasizes *operational excellence and efficiency* to proactively and strategically rise above the headwinds and demographic trends to position Lake Forest College for sustained success.

Our Vision: The Lake Forest College community provides a distinctly transformational experience that empowers our students to realize their greatest potential and fosters inclusive excellence for those who live, learn and work as Foresters.


President’s Council on Inclusive Excellence Description: The President’s Council on Inclusive Excellence will play a pivotal role in advising and reporting to the President and College Council on matters pertaining to diversity, equity, inclusion, and belonging in every aspect of campus through the Forester Future Framework. In many respects, the Council on Inclusive Excellence can be thought of as a type of workstream of Our Forester Future. This group will undoubtedly drive meaningful change and ensure that diversity, equity, inclusion, and belonging are an integral part of Our Forester Future.

Executive Champions: Jill Baren, Tara Natarajan

24-24 President’s Council on Inclusive Excellence Roster:

President	Jill Baren
Provost	Tara Natarajan
1. Teaching Faculty	Chen, Shiwei
2. Teaching Faculty	Emiru, Tilahun
3. Teaching Faculty	Johnston, Chloe
4. Teaching Faculty	Oxman, Evan
5. Teaching Faculty	Sadri, Ahmad
6. Teaching Faculty	Swyers, Holly
7. CAC	Deja McClellan
8. Accessibility Services	Kirsten Schramm
9. Admissions	Louis Lopez
10. Athletics	Kelsey Carter
11. Facilities Management	Frances Williams
12. Gates Center	Lex Epps
13. Student	Andrew Kame
14. Student	Yugi Salonga
15. Student	Dejanae Harges
16. Student	Belen Carrion
17. Student	Maia Albarrak
18. Student	Pearl Kongolo

Suggested Resources

- <https://www.interfaithamerica.org/sectors/higher-education/>
- <https://parrhesia.uchicago.edu/>
- **Readings**
 - Allen, Danielle Dec 10, 2023, Chronicle, “We’ve lost our way on campus. Here’s how we can find our way back.”
 - Brest and Levine NYT August 30, 2024, “DEI is not working on college campuses. We need a new approach.”
 - Eboo Patel, Inside Higher Ed, November 9, 2023, “Why campuses need centers for Pluralism”
 -  [DEIB Inventory Final Report.pdf](#)

President’s Council on Inclusive Excellence - Expected Meeting Frequency:

- Once a month 60-90 minutes throughout the academic year. First meeting to occur in October and last meeting to occur in April; The Council will decide whether to meet in December.
- Between meetings, Council members will work individually and in small groups between meetings to advance Council priorities

President's Council on Inclusive Excellence - Mission, Goals and Vision:

- Align with College Mission Statement
- Focus on community values
- Establish a culture of shared pursuits and mutual respect
- Understanding sources of diversity as being myriad
- Consider broad frameworks such as Pluralism* that wholly encompass Diversity, Equity, Inclusion and Belonging.
- Practical Steps
 - Identify issues that impact our campus culture
 - As the representative group of faculty, staff and students, model and create pragmatic solutions that cultivate openness of views, dialogue, and discourse that continually promotes respect, and inclusion as our indelible and unequivocal value.
 - Cultivate Skills for Difficult Conversations and Viewpoint Diversity
 - Educate, provide tools, skills, and knowledge of restorative practices to resolve conflicts and community building.
 - Create series of discussion circles on topics by holding mutual respect and human dignity as core values: Example of a topic: Academic freedom and Inclusion.
 - Every instance of discussion would be modeled by the President's council, which is a group that is diverse and plural.
 - Develop a set of community values by the end of the academic year 2024-25.
 - Draw upon educational resources (see below) and data provided by the College to inform the work of the Council
 - Use prior reports, scholarly works, speakers, and consultants to inform the work
 - Use a value based decision-making process in the work
- Development of common practices and expectations across campus constituencies helping to improve dialogue and community understanding.
- Developing a community values statement together with Senior Leadership that helps frame the kind of environment we hope to create within the college, in the ways that we live, learn, and work together.
- Intentionally planning 1-2 Campus Speaker/ programming events which facilitate a pluralistic approach to campus engagement, would set a model for doing this sort of integrated community-wide work and enhances the transformational student experience.
- Understanding the outcomes of high-quality inclusion activities that will help us to intentionally expand and enhance effective efforts across a broader section of the campus community, increases collaboration and drives forward our efforts to be a community of inclusion.