

BU|BeWell Dimension Implementation Guide

Diversity & Inclusion

BU|BeWell is our foundation for a transformative and holistic Butler experience. Through BU|BeWell, we foster a positive environment that helps students, faculty, and staff grow, learn, and be the best version of themselves.

Dimension definition: Diversity and Inclusion resources support the ability to understand one's own identity and background and how they differ from others. Additionally, these resources support an appreciation for engaging with experiences that expand one's understanding of diverse cultures and backgrounds.

How to implement the Diversity & Inclusion dimension into your work:

In courses

- 1) Review your [syllabus and course design for inclusive practices](#), become familiar with [Butler's Freedom of Expression and Inclusion Statement](#), ensure your [syllabus itself is accessible](#), and learn about how [classroom inclusivity](#) can positively influence learning, well-being, and belonging.
- 2) Ensure you are aware of required [Title IX](#) and [disability accommodation guidelines](#), as well as your role as [a mandatory reporter](#). Utilize the [Student Disability Support](#) and [Student Advocacy](#) offices as needed throughout the year.
- 3) Ask your college-based DEI Faculty Director for guidance and resources. If you aren't certain who your college's DEI Faculty Director is, please ask your Dean for more information. Or, request a training or resources from the [Center for Faculty Excellence](#).
- 4) Explore Butler's [curated list of inclusion resources](#) by faculty, for faculty.
- 5) Supplement your syllabi with events happening on campus through the [DEI Programs and Initiatives calendar](#).

In the workplace

- 1) Learn about [why inclusion matters](#) and how you can contribute to a workplace [where everyone feels welcome](#). For a deeper dive on supporting specific identities, explore [Butler's identity-based resources](#).
- 2) Explore Butler's [curated resources](#) on how we each contribute to making our working environments more inclusive, no matter what your role is at the university, or attend a [DEI training or workshop](#) on campus.

- 3) Read the monthly DEISA all-campus newsletter for new tips on intercultural engagement and Engaging in Learning section for the month.
- 4) Participate in any of the free, family-friendly [Heritage Month activities](#) on campus, which are open to the entire community - not only students.

In programs/events

- 1) Consider who has access to your programs, services, facilities, or events. Are people with mobility, auditory, and visual disabilities all able to participate? Are people with sensory processing, chronic health, or other ongoing issues able to participate?
 - a. If any of these groups are not able to access your offerings as they currently stand, think about ways to open up access to a wider range of people.
 - 2) Who is involved in planning your programs, services, facilities, or events? Are there voices that aren't at the table based on characteristics like age, racial identities, gender identities, sexual orientations, religious affiliations, etc.?
 - a. If any voices aren't present in your current planning processes, think of ways you can get input from a wider range of groups to ensure that all people feel welcome.
 - 3) If your event includes food, consider potential dietary restrictions and allergies among your attendees. Keep in mind [religious observances](#) and other days/times when attendees may not be able to be present. When ordering group or event clothing, offer sizes XXS-3XL.
 - 4) Seek out organizations, offices, or departments to co-sponsor your programs, bringing in participants who may not usually attend your events.
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- 1) Collect satisfaction/knowledge information from your audiences (students, employees, colleagues) before you implement any changes, then collect again after your changes have been implemented. Compare the before and after to see if your audience noticed the changes and how the changes affected their experiences. You can collect information via short surveys, focus groups, interviews, comment cards, etc. Pick a method that won't be a heavy lift for your audiences to complete or for you to analyze.
 - 2) Keep track of attendance, usage, foot traffic, number of meetings, assignments, etc. Use these to demonstrate the scope of the Butler community that has been involved with your work in this dimension.
 - 3) Create learning outcomes for programs, services, and courses that center this dimension of well-being, and assess to what degree your efforts have contributed to learning about the dimension.

4) For smaller groups, engage in writing impact statements, reflections, or focus groups that detail how the incorporation of this dimension has influenced their overall health, well-being, and/or experience at Butler.