

## Diversity, Equity, and Inclusion

As we create our future together through **North Park Next**, the University announces two important initiatives that will be introduced this month.

On-line education and training modules about Diversity, Equity, and Inclusion will go live for all students and employees beginning February 19, 2021.

Student topics will include creating a culture of respect; identity and selfhood; power, privilege, and oppression; and self-care.

Employee topics will focus on preventing harassment and discrimination; accommodating disabilities; inclusion in the modern workplace; and managing bias.

Also, this month North Park is introducing a higher education adaptation of the Six-Fold Framework from the Evangelical Covenant Church. This framework supports work in developing measurable goals, skills, and competencies with respect to interculturalism.

Through a series of FIKAs and student focus groups beginning this month, we will discuss and develop a rubric for measuring growth in interculturalism, and assessing areas that may need improvement – as it pertains to diversity, equity, inclusion, and student success.

You will be hearing more about this vital work in the coming days and weeks. In the meantime, here is a closer look at the initiatives and their schedules.

### **Diversity, Equity, and Inclusion Training**

The DEI education and training modules for **faculty and staff**, developed by our education technology partner **EverFi**, will be available on-line, according to the following schedule:

Between February 19 and March 13, 2021, faculty and staff will engage modules on Inclusion in the Modern Workplace (two hours); and Managing Bias (20 minutes).

Between March 22 and April 9, faculty and staff will engage modules on Preventing Harassment and Discrimination and Title IX (two hours); and Accommodating Disabilities (one hour).

The DEI training modules for **all students** will be online from February 19 to March 12, 2021.

## Six-Fold Framework

The Six-Fold Framework at North Park University centers on NPU's intercultural distinctive, serving students equitably and successfully, and advancing NPU's "Christian, city-centered, intercultural university of uncommon character and enduring excellence, where faith, learning, and service meet." The framework is informed by DEI research and best practices in higher education -- and it is adapted for our university setting from the [Six Fold Test](#) of the Evangelical Covenant Church's (ECC) Mosaic Commission.

Many thanks to the Vice President for Student Engagement, Andrea Nevels; Dean of the Faculty for North Park Theological Seminary, Dr. Michelle Clifton-Soderstrom; University Dean, Dr. Liza Ann Acosta; and Director of the Office of Diversity and Intercultural Life, Sharee Myricks for their collaborative efforts to adapt the process and bring it for further dialogue and implementation in our campus community.

The Six-Fold Framework uses six core metrics (called the Six Ps) to assess and improve diversity, equity inclusion and student success.

1. **Population:** Is the University increasing and supporting students, faculty, and staff from diverse populations?
2. **Participation:** Are we finding ways to engage life together through education, worship, events, service, and fellowship?
3. **Power:** Do the positions and structures of influence include the perspectives and gifts of diverse populations?
4. **Pacesetting:** With the range of perspectives, needs and gifts in our midst, what opportunities can the University strengthen and initiate?
5. **Purposeful Narrative:** How do the stories of all backgrounds become incorporated into our overarching history? How do all of these streams flow together into our blended story moving forward?
6. **Practicing Solidarity:** In what ways are we purposefully and measurably advancing the access and success of our intercultural student community?

FIKAs will be held on February 10, March 10, and April 7, 2021. During the spring semester, we will introduce the Six Ps in greater detail; finalize the framework and objectives; develop assessment metrics; and conduct DEI training. During each of the next three academic years we will implement and assess two of the Six Ps to advance this work.

A student focus group was held on February 5, and additional student focus groups are scheduled for February 19 and March 5, 2021.

Made in God's image and blessed to be pursuing mission and measurable improvement in all aspects of our university together, campus diversity, equity and inclusion are important components of **North Park Next**. These on-going initiatives represent a robust and valuable contribution to our ongoing life and our vital work on behalf of our students.

Thank you for joining together, in Christ -- and in this transformational work through **North Park Next**.

Mary K. Surridge

President