



FRAMING

In the ongoing pursuit for excellence, the College is committed to continuous improvement and capacity building for its individuals and organization. In a leadership role the College, is committed to providing the opportunity for collaboration across the University and to providing opportunities for capacity building for individuals and organizations.

GOAL

The goal of the conference is for Texas A&M University to **host the premier higher education conference on climate, inclusion and respect** that can promote cultural changes and capacity building within and across colleges on campus. Higher education is an environment with variables including rich culture, diversity, and identities.

CEHD CONFERENCE: A DIALOGUE ON CLIMATE INCLUSION AND RESPECT SPONSORED BY THE COMMITTEE ON DIVERSITY INITIATIVES (CoDI)

Rationale

All evidence supports the 2014 CEHD Conference: *A Dialogue on Climate, Inclusion and Respect*, sponsored by the CEHD Committee on Diversity Initiatives as a success. Based upon the success of the conference (see [Conference Summary](#)), and a continued need, the College has committed to hosting an annual conference that can provide an important platform for on-going improvement of dialogues and climate within and across colleges.

Context

The world is experiencing rapid changes, together with numerous challenges and conflicts, generating opportunities for collaboration related to university climate. The need and importance of promoting and sustaining dialogue related to climate, diversity, equity, inclusion, and respect have become more significant than ever before for an institution, like Texas A&M University, to be an international player in preparing and educating the new generation of leaders in the nation and around the world. The capacity building for individuals and organizations in the University is critical for ensuring the success of fulfilling our mission to climate, diversity and equity in an environment that can be a role model for others. The annual conference on climate, inclusion, and respect can serve as a campus-wide gathering place that demonstrates our commitment for promoting dialogues, collaborations within and across colleges, sharing best practices in conflict management, and scholarship development in improving climate and preparing future leaders.

Conference Goals

Higher education provides an ideal environment to lead discussions related to climate, inclusion and respect both to: (1) impact the current culture and changes of higher education nationally and internationally and (2) model inclusion and collaboration among faculty and staff, along with students as future leaders throughout their different vocations. This annual conference is intended to create the opportunity for collaboration among Texas A&M University Colleges and Divisions. Specific themes of the annual conference can be identified and selected from time to time based on the need and collaborative consultation within and across colleges.

Impact

- TAMU enhances its national and international presence as a leader in climate, inclusion and respect.
- TAMU colleges and divisions engage in workplace climate continuous improvement through an environment of collaboration and dialogue.
- Individual capacity building - grow in their use of effective communication, constructive engagement in meaningful conflicts, and learn more about climate and diversity.
- Organization capacity building - create opportunities for inclusion in the workplace, enhance an inclusive workplace environment where individuals can bring their full identity to work leading to improved retention for faculty, staff, and students.



Format

Pre conference session

An afternoon workshop will be held the day before the conference to help intact workgroups with the planning and implementation of climate, diversity, and equity initiatives. The evening prior to the Conference, a keynote speaker and a celebration of climate, inclusion and respect will occur.

- Facilitated preconference workshop for intact workgroups
- A nationally recognized speaker, in an area of climate, inclusion or respect will 'kick off' the Conference with a 45 minute talk/activity
- A reception will be held for conference participants creating the opportunity to: learn from the evening speaker, interact with colleagues and peers, create an climate and culture of dialogue, and collaboration

One-day Conference

- Speakers related to climate, inclusion and respect
- Opportunities for engagement and dialogue
- Poster sessions - showcase faculty, student, staff, and community research and projects related to climate, diversity, equity, and inclusion

Next Steps

- Share White Paper with CEHD Dean's Council for reading and adoption
- Share White Paper with VPD
- Share White Paper with DOC
- Create Conference Committee – led by ODDI, sponsored by CoDI, involving the College faculty, staff and students, and represented by other University faculty, staff, students, and administrators
- Create budget and opportunities for sponsorship
- Invite speakers
- Invite poster submissions
- Conference infrastructure – logistics, evaluation
- Market conference
- Conduct conference

Approved by Dean's Council, July 2014