D I V E S :

Group Agreements

The community co-constructed and agreed upon these values to help create an inclusive environment for innovative and equitable engagement
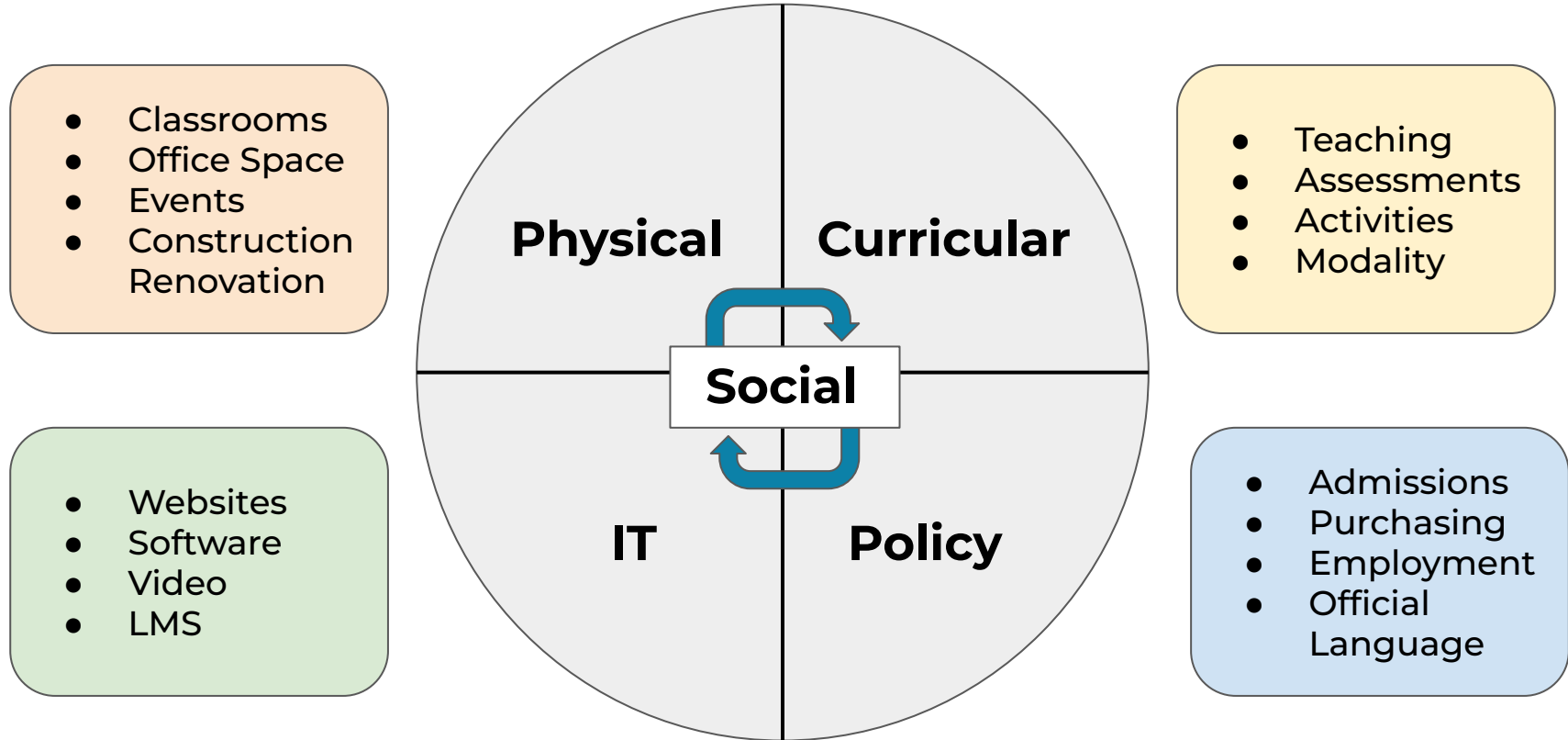
Diversity
Inclusion
Values
Equity
Social Justice

- **Respect** each other as **equals.**
- Respect the **confidentiality** of what is shared in this space.
- **Honor everyone** by creating time and space for their contributions.
- **Stay curious** about each other and the individual paths that brought us together.
- By **pacing ourselves** we create time for **listening, thinking** and **reflection**.
- Practice **self-awareness**. Be generous with each other and mindful of your **impact** on others, regardless of your **intent**.
- Our conversations together may be complex, challenging, and difficult. **Expect and accept non-closure.**
- In the spirit of learning, growth and cultivating shared values, **commit when possible, to re-engage** at a later opportunity.
- **Recognize that no one knows everything, but together we know a lot.**

The Culture Wheel

GREATER COMMUNITY
KNOWLEDGE & STORIES
LANGUAGE
VALUES
TRADITIONS & RITUALS
FOOD & DRINK
THE ARTS
TOOLS & OBJECTS
TECHNIQUES & SKILLS

As the US population has increasingly transformed to represent a wider variety of cultures and racial, ethnic, disability, religious, gender, and sexual orientation groups, **so have our universities.**

What is coaching's role in welcoming or enhancing a sense of value and agency on campus?

Who is Centered in Campus Environments?

- Classrooms
- Office Space
- Events
- Construction Renovation

- Teaching
- Assessments
- Activities
- Modality

Physical

Curricular

Social

IT

Policy

- Websites
- Software
- Video
- LMS

- Admissions
- Purchasing
- Employment
- Official Language

Informed by Dr. Amanda Kraus, AHEAD President & UA

UNIVERSAL DESIGN

Universal Design: A set of strategies that contribute to experiences that are usable by all people to the greatest extent possible without the need for individual adjustment.

Universal Design places any problems with access as a flaw of the **environment** or **design** not the individual people being affected.
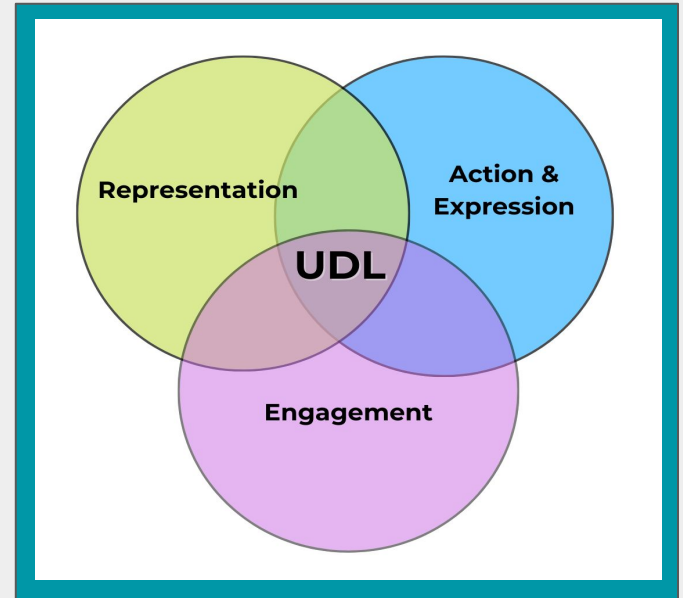
UNIVERSAL DESIGN of LEARNING

Universal Design of Learning: An approach to the creation of learning experiences that incorporates multiple means of:

1. engaging with content and people
2. representing information
3. expressing skills and knowledge

In order to give all students the opportunity to succeed.
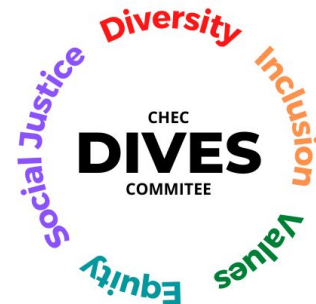
Universal Design
/UDL

- Person-centered

- Inclusive by design

- Facilitates access to opportunity

- Reduces barriers; provides appropropriate accommodation and support

- Strategy/framework, not a specific curriculum or action. Flexible.

Coaching
Higher Ed

- Person-centered

- Inclusive by design

- Facilitates access to opportunity

- Reduces barriers; provides appropropriate accommodation and support

- Strategy/framework, not a specific curriculum or action. Flexible.

STATEMENT of INTENT

Higher education coaching creates a unique space that provides all students, regardless of their background, with a personalized, enriched experience that deepens their self-efficacy and sense of community.

Universal Design and coaching best practices present a naturally complementary relationship, working together to reimagine and normalize diversity, inclusion, values, equity, and social justice for all students and all experiences on campus.

The CHEC DIVES committee intends to build a shared common language around coaching through the lens of universal design that will allow robust learning, deeper conversation, and intentional action to create positive outcomes for students, faculty and staff.

What Would It Take?

	Diversity	Inclusion	Values	Equity	Social Justice
Universal Design					

What is coaching's role in welcoming or enhancing a sense of value and agency on campus?

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