

Division-Wide Approaches for DEI Professional Development

Nicole Bartolozzi

University Innovation Alliance Fellow
and

Jen Leptien

Director of Learning Communities

Check
In:



NCORE-ISCORE Mission

The NCORE-ISCORE Project supports Iowa State University's diversity efforts. The project provides positive interactions and dialogue regarding race, ethnicity, and multicultural relations through local and national initiatives including participation in two conferences: NCORE (National Conference on Race & Ethnicity) and ISCORE (Iowa State Conference on Race & Ethnicity).

Land Acknowledgement

We would like to begin this event with a land acknowledgment. Iowa State University is located on the ancestral lands and territory of the Baxoje (bah-kho-dzhe), or Ioway Nation. The United States obtained the land from the Meskwaki and Sauk nations in the Treaty of 1842. We wish to recognize our obligations to this land and to the people who took care of it, as well as to the 17,000 Native people who live in Iowa today.



Nicole M. Bartolozzi

A servant leader with a passion for student success, Nicole M. Bartolozzi has spent her career in higher education committed to making a difference. Before being named the UIA Fellow for Iowa State University, she was the assistant director for the Hixson Opportunity Awards and National Student Exchange Program at Iowa State where she facilitated workshops with campus partners and focused on leadership and curriculum development for peer mentors and first-year students.

Nicole's dedication to service and advocacy extends to her roles as co-chair of the Diversity, Equity and Inclusion Committee for the Division of Student Affairs at Iowa State and President of the Greek Alumni Alliance, her work in the community serving on boards for Back 2 School Iowa, Investing In My Future, the University Committee on Fraternities and Sororities, and as an active member of Delta Sigma Theta Sorority, Inc. at the local, regional, and national levels.

Prior to this position, she served as the program coordinator for Academic Coaching and Outreach and as the graduate assistant for the Hixson Opportunity Awards and National Student Exchange Program, Iowa State Parents' Association, and Office of Multicultural Affairs Academic Program for Excellence at Iowa State University. In addition to her work at Iowa State, Nicole is the owner of Last Minute Productions, a graphic design firm in Ames, and a proud aunt to seven wonderful nieces and nephews.

Nicole holds a bachelor's degree in accounting and finance and a master's degree in Higher Education - Student Affairs with an emphasis on leadership and learning from Iowa State University. As an educator, she is inspired by the quote, "I want to inspire people. I want someone to look at me and say, 'Because of you, I didn't give up.'"



Jen Leptien (she/her/hers)

Jen is the Director of Learning Communities at Iowa State University. She provides administrative leadership to over ninety learning community options at ISU. Jen is a Certified CliftonStrengths Coach since 2017 and became an Intercultural Development Inventory Qualified Administrator in 2022.

Jen has a B.S. in Child and Family Services, a M.F.C.S. with specialization in Gerontology, and a PhD in Human Development and Family Studies all at Iowa State University.

Learning Outcome

Attendees will be able to identify two or more DEI professional development opportunities offered to staff within the Division of Student Affairs.

Co-Curricular Learning Domain

Justice, Equity, and Inclusion - Cultural Competency

- Having an awareness about one's own cultural identity and views about difference and having the ability to build on the various cultural and community norms of peers and community members.
- It is the ability to understand differences while celebrating the variations in our communities

Committee Activities



**DIVISION-WIDE
DIVERSITY AND
INCLUSION REPORT**



**SPRING DIVISION-WIDE
INFORMATIONAL
MEETING**



LEARNING EXPERIENCES



**DEI RESOURCES
PROJECT**

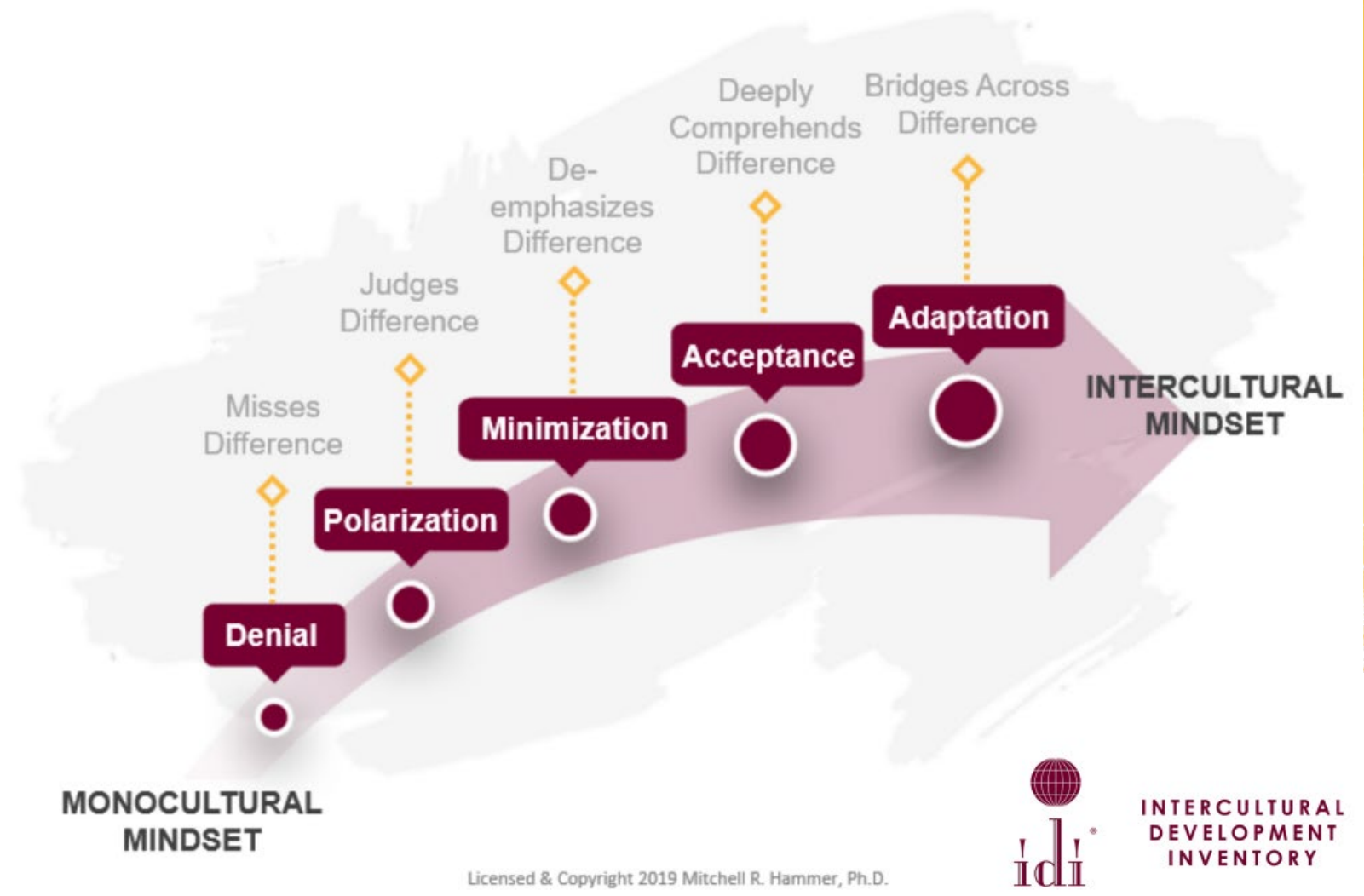


**COMMITTEE BOOK
CIRCLE**

What is the Intercultural Development Inventory?

- The Intercultural Development Inventory[®] (IDI[®]) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.
- Intercultural competence has been identified as a critical capability in a number of studies focusing on overseas effectiveness of international sojourners, international business adaptation and job performance, international student adjustment, international transfer of technology and information, international study abroad, and inter-ethnic relations within nations.

Intercultural Development Inventory Continuum



The Intercultural Development Journey within the Division of Student Affairs

- Learning Goal: Recognition of where individuals are on the intercultural development continuum
- Implement departmental and individual plans for building cultural competence

IDI Phase One: Beginning the Process

- All full-time Division of Student Affairs staff were invited to participate in the IDI over winter break (December 2020-January 2021)
- Members of the Division were invited to attend a Division-wide debrief of our results in January 2021

IDI Phase Two: The Restart

- Revised plan began May of 2021
- 13 members of the Division were trained to be Qualified Administrators of the IDI between summer and fall 2021
- 22 departmental debriefs offered
- 70+ individual debriefs have been provided to Division staff by request

IDI Phase Three: Journey Continues

- 200 new full-time employees invited to take IDI in January 2023
- Division-Wide information session offered on the topic “Moving beyond Minimization”
- Another round of individual debriefs offered for 2023-2024

Opportunities for Departments/Individuals with IDI

- The Intercultural Development Inventory can be purchased for any department or individual interested in taking the assessment.
- In order to get results individuals must conduct a debrief with a Qualified Administrator (QA).
- QA's can provide departmental debriefs, but individual results are only given through individual debrief sessions.
- Debriefs provide you with your individual results as well as an intercultural development plan
- Student IDI assessments and debriefs are available as well for your student leaders

Current Projects



Continuing the IDI journey



Resource development



Ask Me Anything panels



Book circle

Current Committee Membership

AVP Lead:

Sharron Evans

Membership:

Nicole Bartolozzi (co-chair), Rachel Boenigk, Jordan Brooks (co-chair), Rita Case, Vivian Cook, Katy Cran, Kurt Earnest, Susan Harper, Brianna Laughlin, Jen Leptien (co-chair), Kevin Merrill, Terrasa Mouw-Grewell, Matt Pistilli, Leticia Ribeiro, Sam Sheldon, Alison St. Germain, Michelle Talbott, Megan Van Heiden, and Jamie Wingert

Committee Commitment

- The Division of Student Affairs Diversity & Inclusion Committee welcomes any interested Division staff members to join us.
- We meet on the 4th Wednesday of the month from 1:00 – 1:45 p.m. as a full committee; project working groups meet as needed.



THOMAS L. HILL
ISCORE
IOWA STATE CONFERENCE
ON RACE AND ETHNICITY

