

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 3:42:55 PM

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What is your affiliation with UW-Madison? For group submissions, please respond for main contact.

- Academic Staff

Describe the concept. If already in use here or elsewhere, please indicate this.

While the terms have changed throughout the years, "[Inter]cultural competence" has long been the core goal of study abroad and international programing. One tool that started as a way to measure individual and groups' starting points and growth on such programs is the Intercultural Development Inventory (IDI: <https://idiinventory.com>). Use of this tool has expanded beyond international education programing for use in government, non-profits and educational institutions dealing with the issues we face on our campus. The IDI could be a useful way for UW to test student/faculty/staff attitudes; develop from how they currently engage cultural differences to how they can more effectively engage diversity; and help us look for evidence-based patterns in what programs, activities, etc lead to the greatest gains in a more inclusive mindset.

The IDI is currently being used by many peer institutions: <https://idiinventory.com/products/who-uses-the-idi/> (in the CIC alone: Minnesota, Northwester, Ohio State, Purdue).

I'd like to propose that campus host a group training for ~10 staff/faculty, and then administer the IDI to ~1000 incoming first year students this year. The test could be re-administered during the students' subsequent years to gather data on how their mindset is changing, and if changes correlate to participation in any particular activities, courses, programs, etc. as part of their time at UW.

How would this affect cultural change on campus?

Cultural change would hopefully be affected in a few ways:

- For each individual who completes the assessment, the IDI creates a customized Intercultural Development Plan (IDP) that guides the person through a series of activities and self-reflections that developmentally build intercultural competence; these individuals would be changing their attitudes and therefore causing a cultural shift on campus
- by assessing a large group of students' baseline and growth, we can learn what programs, courses, activities systematically affect ones attitudes about "the other" (however defined). We can then "accentuate the positive and eliminate the negative" (Gershwins) by expanding programs/activities that contribute to a more inclusive environment and reduce or remove those that hinder it.

For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?

As noted, I would suggest offering a group training on campus for a handful of administrators, faculty, staff (several of us in the International Division are already interested), and then piloting it with incoming students, probably at SOAR.

What resources would be needed to implement your suggestion?

To implement the suggestion, we'd need buy-in, funding and time, as is the case for most things. IDI group training for 10 facilitators would be \$16,000 according to their website. They would be willing to do this on our campus, so no additional travel costs would be necessary for those being trained.

For the baseline test of 1000 students, it would cost \$11,000 (\$11/student, so numbers could be increased or decreased depending on funding available). Re-testing in subsequent years would cost the same.

If faculty/staff are also to be tested--and I would suggest a sample set should be--then the tests are \$15 per person.

If this proposal was developed in partnership with any other organizations, please list them below.

At this point I have not developed this idea with others. However, there are several of us in the International Division that are familiar with the tool and who support the idea.

Please use this space for any additional information about your proposal that you wish to share:

I recognize this is a "product" for purchase and there may be others out there that could be evaluated, but this is one that I am familiar with and have thought about using for students interning abroad through the International Internship Program.

Our students are enrolled in a very reflective course that requires them to examine their own "baggage," think about culture and how it is defined and categorized, and begin to think about how to adapt or at least understand the perspectives of others even if they don't agree with them. We have a lot of anecdotal evidence that our course has helped students not only talk the talk about embracing diversity, but walk it. We'd love to see if, empirically--through the IDI or another tool--participation in programs and courses like ours really does help students to be more inclusive, appreciative and understanding of people UNlike themselves. Thank you for considering this proposal (as well as for asking for campus input!)