

### Charge of the I.D.E.A. Council

The I.D.E.A. Council (formerly the President's Diversity Commission) is charged with advising the Chief Diversity Officer and the Office of Diversity & Inclusion. The Council will advocate for the enhancement of the College's efforts to institutionalize an inclusive learning and working environment.

Initiatives currently being overseen by the council include:

- **Inclusion Action Plan (IAP)**  
The IAP is a three-year plan that will have four action areas: Access & Equity, Campus Climate, Diversity in Curriculum & Co-Curriculum and Organizational Learning. Distribution of the draft plan for a 30-day comment period will begin in August 2015.
- **Intercultural Development Inventory**  
The IDI is a survey that is privately taken regarding one's life experiences and is designed to provide feedback on both perceived and actual levels of intercultural competence. The IDI also provides a plan useful for skill building. Training for qualified administrators will begin in the spring of 2015 with a rollout of the IDI in the fall of 2015. This program will be ongoing.
- **Campus Climate Study**  
Comprehensive survey, completed approximately every 5 years, of faculty, staff & students to ascertain their perceptions of what it feels like to live, learn and work at Gettysburg College. Development begins this semester (spring 2015). Implementation to occur in spring 2016.