



# INTER-GROUP DIALOGUE (IGD) UNIT ENGAGEMENT MODEL

IUPUI IGD Community of Practice

in partnership with

IUPUI Office of Diversity Equity and Inclusion

Every campus unit plays a significant role in creating a climate and dialogic opportunities for its constituencies to grapple with real world personal, professional, and societal differences. The IUPUI Inter-Group Dialogue Community of Practice embraces a value system steeped in five tenets:

- 1) **INTERPERSONAL AND CROSS-GROUP RELATIONS** (*recognizing our past and current differences*)
- 2) **DIALOGIC INTERACTIONS** (*active, transformative connections, explorations through dialogue, not debate*)
- 3) **COGNITIVE LEARNING** (*through shared, intimate, and meaningful time for exploration of identity, difference, and inequality and with affective involvement of oneself and others in shared critical dialogue*)
- 4) **RELATIONSHIP FORMATION** (*connect with each other and get to know each other better*)
- 5) **INTERPERSONAL COMMUNICATION** (*listening, speaking honestly and openly, encouraging shared meaning, improving interpersonal communication*)

Through emphasis on these tenets, we are able to accomplish these outcomes:

- *Support the formation of dialogue building relationships across differences and establish related guidelines*
- *Explore meaning, increase awareness, promote understanding*
- *Support and challenge risk-taking*
- *Acknowledge contributions and celebrate collective efforts with action*

The IGD Unit Engagement model proposes four outcomes that units can use to provide for their constituency and support the foundation upon which School Diversity Plans are formulate.

## IGD Unit Engagement Model Overview

The IGD Unit Engagement model incorporates IGD values and principles to engage the planning groups in creating, developing, and assessing diversity plans. This model includes several short meetings:

- I. Kick-off planning meeting with relevant partners engaged in the unit diversity planning process
- II. Overview of IGD values, principles, and 4-stage model
  - a. Stage 1: Group Beginnings: Forming & Building Relationships
  - b. Stage 2: Exploring Differences & Commonalities of Experiences
  - c. Stage 3: Exploring & Dialoguing About Issues of Equity, Fairness & Inclusion (“Hot Topics”)
  - d. Stage 4: Action Planning & Alliance Building
- III. Unit ‘diversity plan’ mini-dialogue – working toward understanding commonalities and differences, examining the nature and impact of social inequalities, and exploring ways of working together toward greater equality and justice, and using that to inform the actions in the diversity plans.
- IV. University plan implementation and review process planning – work toward a recursive, sustainable plan for regular review, measuring the impacts of diversity plan actions, and revision as needed.

**CONTACT IGD COMMUNITY OF PRACTICE TODAY:** <http://www.engr.iupui.edu/sites/intergroup-dialogue/>