

“As NC State continues to engage internationally, everyone in our community needs the awareness, the skills, and the experiences that enable us to effectively interact and work with anyone, anywhere. This is essential if we are to ‘Think and Do the Extraordinary.’”  
— Randy Woodson, Chancellor, NC State University

## **Inclusive Excellence and Strategic Practice in the Office for Institutional Equity and Diversity invites applications for NC State’s Platinum tier Intercultural Development Inventory (IDI) initiative.**

### **Why the IDI Initiative for NC State?**

Our community is committed to creating a culturally responsive environment where every member of the Wolfpack may thrive and flourish. As the University community embraces mandatory diversity, equity, and inclusion training, we understand that in order to create a culturally competent culture, our efforts must continue and be steeped in partnership and collaboration. Change is influenced by leaders. While the individual pursuit of cultural competence is necessary, the compilation of a team’s collective pursuit of cultural competence has the potential to have more significantly measured outcomes and impact. This is particularly true for group efforts in relation to diversity, equity, and inclusion.

### **How does the IDI work?**

The Intercultural Development Inventory (IDI) is a psychometric instrument that assesses intercultural competence – the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.

This 50-item questionnaire is available in 17 languages, it can be accessed online, and takes approximately 15-20 minutes to complete. After taking the assessment, the IDI generates 1) an Individual Profile Report that outlines the individual’s capacity to shift perspectives and appropriately adapt behaviors and 2) an Individual Development Plan (IDP) – a detailed blueprint for the individual to further develop their cultural competence.

For additional information on the IDI visit : <https://idiinventory.com/generalinformation/>

### **How will the IDI initiative operate at NC State?**

Interculturally competent behavior occurs at a level supported by the individual's or group's underlying orientation as assessed by the IDI. Training and leadership development efforts directed at building intercultural competence are more successful when they are based on the individual's or group's underlying developmental orientation as assessed by the IDI.

For additional information on the group utility of the IDI within higher education, please refer to this link: <https://idiinventory.com/casestudy/developing-intercultural-competence-higher-education/>

### **What might leadership teams use the IDI for?**

Teams may use the IDI for one or more of the following reasons:

- To measure the development of intercultural competence in a group over time;
- To use as a tool to develop, train and/or mentor faculty, staff or students;
- To solidify a unit's diversity, equity, and inclusion goals and objectives;
- and To use as an instructional tool in the classroom.

### **What is the timeline for the IDI @ NC State (Platinum) Initiative?**

The application period will be open between September 13th - October 4th, with anticipated notification of acceptance into the Platinum initiative by October 15th. If selected, each member of the leadership team will be expected to pay \$100 for the cost of the IDI instrument and materials.

The Memorandum of Understanding will happen between October 15th - October 31st with the selected leadership team.

- The IDI Assessment invitation and codes will be distributed on/by November 1, 2021.
- The IDI @ NC State Kickoff meeting will take place on November 9th.
- Spring engagement will be determined individually by each team and will comprise a minimum of four hours.

Each selected leadership team will engage with IDI programming between mid-October 2021 and late April 2022. During this time, each unit will be invited to complete the Intercultural Development Inventory; receive a group composite debrief and orientation; receive individual debriefs (by request); be provided with an Intercultural Development Plan for the leadership team, complete a post assessment; and participate in an end of year closure experience providing space for the participants to share feedback from a leadership perspective with the IDI Champion Team.

### **Who is eligible to participate in the Platinum IDI Experience?**

Throughout the 2021-22 academic year, up to five NC State leadership teams will be selected to participate in furthering their cultural competence through the Platinum IDI experience. Each selected team will complete the IDI, receive a group composite score, and commit furthering their teams' goals and objectives in relation to diversity, equity, and inclusion as well as their individual development of cultural competence. Each team is limited to no more than 15 individuals.

Administrative Contact Name

Administrative Contact Phone

Administrative Contact Email

If the team is selected, please provide days of the week by which the team may meet. A minimum of (2) two-hour blocks are required for the spring semester between January and early April.

Please provide a narrative statement that addresses the following:

- A brief description of the purpose and history of the unit.
- The organization's mission and purpose.
- The organization's stated and/or expressed goals and objectives regarding diversity, equity and inclusion.
  - Describe the extent to which the unit has attained the stated goals. Have the efforts been successful, continuous or stalled? What barriers exist to goal attainment? What evidence will be used to determine the attainment?
- The organization's historical and current activities and initiatives in relation to diversity, equity and inclusion.
- Describe any needs assessment the unit has completed in reference to diversity, equity and inclusion.
- Pronounced opportunities and challenges in relation to the development and deployment of cultural competence.
- The unit's capacity to engage in the Platinum experience (time, interest, commitment to implementation, readiness for the concepts under exploration).
- Closing statement that expresses the perceived impact of the unit's participation in the Platinum experience.

Additionally, please upload the following:

- An expressed letter of support from the highest-ranking employee in the unit to which the leadership team reports.
- A leadership team roster (each team may not exceed 15 participants).
- An organizational chart of the unit. Any supporting documentation relevant to the application.

Please combine all of these elements into one file to upload.

All questions should be directed to: [inclusive-excellence@ncsu.edu](mailto:inclusive-excellence@ncsu.edu).