**Plan for the 2020-2021 Cohort. Version 3.0 28 Mar 21**

* + - 1. Equity Talk
				1. Virtual Opening Retreat May 2021

Introduce the thread on intercultural competence: why and how.

* + - * 1. June to November 2021

Fellows complete the IDI and associated counseling.

Fellows:

View videos by Rev. Dr. Nunes and Dr. Gort on the LECNA Fellows website.

1. Read “From Equity Talk To Equity Walk”, McNair, Tia Brown, Estella Mara Bensimon, and Lindsey Malcolm-Piqueux, Jossey-Bass, 2020.
2. Seeing White podcasts <https://www.sceneonradio.org/seeing-white/>.
	* + 1. Equity Walk—Engaging Person-to-Person.
				1. In-Person Retreat November 2021

Fellows relate their 1 or 2 takeaways from the IDI, the videos, and the readings.

Review of next steps—how engage at a personal level across difference.

Ideas/questions posed by Dr. Gort, Rev. Dr. Nunes and Dr. Feagin

Fellows develop their personal level engagement plan—we started with self, now move to others.

* + - * 1. November 2021 to January 2022

Fellows engage with folks on their campus and local community. Seek out people of different ethnic and cultural backgrounds for conversation.

* + - 1. Equity Walk—Engaging Community.
				1. Mid-year Virtual Retreat January 2022

Speaker: Dr. Joe Faegin

Introduce strategies for engaging in difference at the campus level. What are some key issues and indicators? Examples—campus programs in diversity and inclusion which might include committees and use of the IDI; level of engagement across the campus (administration, faculty and students) and how it occurs; and processes to engage in conversation.

Examples from within LECNA: Augustana and maybe Augsburg program—DEI certification process.

* + - * 1. January to May 2022

Fellows continue to engage with difference at a personal level and begin to engage their community.

* + - 1. Closing Retreat May 2022
				1. Fellows ILM and VLP reports incorporate the results of their intercultural work.

“Harvard scholar Diana Eck makes a useful distinction between diversity and pluralism. Diversity, she emphasizes, is simply the fact of people with different identities, backgrounds, and worldviews living in close quarters. The term, as she uses it, suggests nothing about how these individuals and communities relate to one another. Pluralism, in Eck’s definition, is the energetic engagement of difference toward positive ends. Diversity, in other words, is simply a demographic fact; pluralism is a hard-won achievement. That is the goal the United States has set for itself. Our motto, after all, is E pluribus unum – ‘out of many, one.’ In the words of [American political theorist] Michael Walzer, the challenge is, ‘How are we, in the United States, to embrace differences and maintain a common life?’ I define pluralism as an ethic that has three parts: respect for different identities, relationships between diverse communities, and a commitment to the common good.”

 --- From the 2018 book, Out of Many Faiths: Religious Diversity and the American Promise, by Eboo Patel