

Why use the Coop Di Leu AREA Instrument for Transformation?

- 1) The Coop Di Leu AREA is modeled after the Association of American Colleges and Universities (AAC&U) effort to measure the degrees of learning – Valid Assessment of Learning in Undergraduate Education (VALUE).
- 2) AREA is a result of ongoing efforts by Coop Di Leu to assert institutional transformative IQ into climate research activity.
- 3) AREA measures four essential components of institutional life and infrastructure called Institutional Pillars for Transformation (IPT). Each measure contributes to “cause and effect” analyses used to determine where diversity-related thoughts and behaviors impact climate circumstances.
- 4) A rubric for each IPT is used to ultimately assess an institution in four ways:
 - a. Knowledge of its primary culture and the physical environment through which it operates,
 - b. Intentional and practical engagement in transformative thinking and activity,
 - c. Social responsibility of leaders throughout the institution, and
 - d. Integrative and applied learning from diversity professionals and diverse populations.

Where does AREA fit into the processes of climate research?

As climate studies traditionally measure WHERE constituents are on a continuum of satisfaction with institution components, AREA addresses WHY constituents are where data reveal they find themselves. Thus, the Coop Di Leu rationale for its approach to climate research is:

First, understanding the *why* (cause) associated with constituent responses to past climate inquiry will help align their experiences with the most challenging aspects of campus and institutional functionality. Next, after constituents explain their history, the best insight into what should be asked about their futures can be decided. Thus, the AREA is a pre-inquiry effort that changes the traditional focus of climate research away from artificial satisfaction indicators to shared diversity-related opportunities and learning. This effort will also increase understanding of the institution’s mission for diversity, equity, and inclusion.

In sum, Coop Di Leu engages in ways that alter paradigms and shifts institutions from cyclical climate research to strategic inquiry. The results can be measured on individual and institutional levels. The AREA is the instrument that sets transformative practices into motion.