EXPLORING DIVERSITY IMPROVES LEADERSHIP

February 5, 2020
WHAT IS THE IDEAL COLLEGE ENVIRONMENT FOR DIVERSITY?
DIVERSITY

• Intellectual – think

• Emotional – feel

• Personal - live

• Social - interact

• Financial - resources

• Professional - vocation
ENRICHMENT STRATEGIES

• Diversity workshops
• Equity and inclusion models
• Cultural competence
• Dismantling systems

• Initiatives/Programs
• Recruitment/retention
• Multicultural environment
• Strategic Planning
TRAFFIC
IDENTITY/CATEGORIES
INTERSECTIONALITY - Identity Categories

- Race
- Ethnicity
- Age
- Socioeconomic status
- Education
- Sexual orientation
- Gender and Gender Expression/identity
- Politics
- Language
- Citizenship
- Ability
- Profession
- Look
THE UNITED STATES OF NORTH AMERICA

America is fifty countries all in one.
HOW DOES DIVERSITY HELP CULTIVATE THE COLLEGE ENVIRONMENT?
IS DIVERSITY HARD?

WHY IS DIVERSITY HARD?
• Most people think they can address diversity in an organization, without changing the structure

• Many people don’t “understand” diversity, they “value” it

• Many are afraid to admit that they don’t know or struggle with understanding diversity

• Diversity is often put on the shoulders of those that don’t have power or they don’t control resources

• Organizations will use the excuse that resources are not available for this initiative
• The people with the passion, knowledge, and creativity don’t have the power. The people with the power don’t have the passion and the knowledge

• Allies with resources are unsure what to do

• When diversity work is done, if it is not administered with care, awareness, and sincerity, it can cause others to be paralyzed and separate from one another
PERCEPTION
Write down first thought

What’s Right/Wrong with this picture?

Was the designer being racist?
Developer
Jeremy Scott
Said he designed these shoes after his childhood, favorite monster
To address diversity we need to be able to diagnose the problem properly

- Prejudice
- Social Distance
- Cultural Distance
- Psychological distance
- Discrimination
- Ignorance
- Stupidity
- Majority vs. minority
- Intent vs. Intact
- Paranoia
- Classism
- Combination?
• What diversity challenges have you had?

• What is it that you think is unique in your environment that is an opportunity and/or a challenge? Be specific.

• Would you mind telling us about a time a diversity issue came up and how you handled it? (One you’re proud of and you didn’t handle well)
Organizations unconsciously perpetuate accretive and replicative growth

• Accretive/Additive growth - an extension of the existing boundaries - accumulation of sameness - getting larger without changing basic form

• Replicative growth – Likeness influencing other things to take on the qualities of the initiator

• Mutual growth – the equilateral sharing or joining of unlike entities - combining of new and different information, ideas and cultures
NO ONE HAS A MONOPOLY ON...

• Inequality

• Diversity

• Equity
WHY DO DIVERSITY PROGRAMS FAIL

• No accountability

• The common model is to hire someone and make it their job to do the work, that the institution needs to be doing

• The leaders are a part of the discussion(s) but not a part of the actions or the movement

ANOTHER MAJOR REASON DIVERSITY PROGRAMS FAILS

• The “Diagnosis” determines the “treatment”

• The “Why” determines the “How”
Justification for Diversity

• Diversity in the workplace is important for employees because it manifests itself in building a great reputation for the company, leading to increased profitability and opportunities for workers.

• If current trends continue, the population of the United States will rise to 438 million in 2050, and 82% of the increase will be due to immigrants arriving from 2005 to 2050 and their U.S.-born descendants, according to new projections developed by the Pew Research Center. Of the 117 million people added to the population during this period due to the effect of new immigration, 67 million will be the immigrants themselves and 50 million will be their U.S.-born children or grandchildren. Among the other key population projections: Nearly one in five Americans (19%) will be an immigrant in 2050, compared with one in eight (12%) in 2005. T - See more at: http://www.popline.org/node/199218#sthash.IVKExX4S.dpuf
Tips on Diversity

• Takes **Power & Influence** to enhance Diversity
• **Everyone** has to be involved
• Macro-vision with micro managing hurts diversity. You must trust those you work with
• As you think about diversity, don’t negate your policies/rules that govern how you operate. You must be willing to look at this as well.
• Mind your blind spots- what you don’t notice or willingly ignore, can hurt someone
• Diversity workshops must be tied to goals at all levels
• Remember, people are more than their jobs. At times they have more skills than what they were hired to do
• If the morale is low, you waste time and energy trying to get people to move. You waste resources as people leave
SUGGESTIONS FOR ACTIVITIES

• Give your employees opportunities to congregate - CAUCUS
• People connecting on identity group
• When you bring employees together (Psychic Turf) give them an opportunity to share with one another.
• You can caucus on work units, identity, jobs, positions,
• Let them talk about how it feels in their position through their identity lens
SUGGESTION FOR FACILITATING DISCUSSIONS

Non-Violent Communication Model

Observations

Feelings

Needs

Requests
COMMUNITY CONVERSATIONS

• Gathering together on regular basis to address all concerns from the community

• Bring faculty/staff together to talk about their challenges as well as successes

• Bring students together to talk about their challenges, and you can learn what they need
CONFIRMATION BIAS & ANALYSIS

When individuals have very strong emotional beliefs and are confronted with rational logical information that challenge, or contradict, their beliefs – their beliefs get stronger and more rigid.
THE PLATINUM RULE

The Golden Rule:
Do unto others as they would want done to them.
• Show the employees how they belong and strengthen them for when the challenges come
• Affirm them in their identity and their experience
• Do what you say you’re going to do—building trust
• Don’t make excuses for why you can’t support their advancement
• Let *them* tell you who *they* are
• Push them to do more and share opportunities with them as they develop
• Give them more responsibility, but don’t over extend it without thinking about their pay
• Don’t change the dynamics of the relationships without checking in
• Learn who they are through relationship and not by questioning
RECIROCITY

• WHAT YOU WANT IS WHAT YOU DO
• THE WAY YOU WANT PEOPLE TO BEHAVE YOU EXHIBIT
• YOU DON’T HOLD PEOPLE TO THE SAME STANDARD YOU HOLD YOURSELF TO.
### INTELLECTUALLY ABOUT DIVERSITY

<table>
<thead>
<tr>
<th>What do you know</th>
<th>What do you question</th>
<th>Why is this important to you?</th>
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</thead>
</table>

### EMOTIONALLY ABOUT DIVERSITY

<table>
<thead>
<tr>
<th>When do you resist?</th>
<th>When do you accept?</th>
<th>What is diversity to you?</th>
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</thead>
</table>

### PERSONALLY ABOUT DIVERSITY

<table>
<thead>
<tr>
<th>What have you experienced?</th>
<th>What have you created or dismantled as it relates to diversity</th>
<th>How are you diverse?</th>
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<tbody>
<tr>
<td><strong>SOCIALY ABOUT DIVERSITY</strong></td>
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<tr>
<td>Does diversity come up in your circles?</td>
<td>Do you bring it up or promote it?</td>
<td>What are the barriers and pathways to diversity</td>
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<td><strong>PROFESSIONALLY ABOUT DIVERSITY</strong></td>
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<tr>
<td>How does diversity help/hinder your professionally?</td>
<td>Who determines the importance of diversity?</td>
<td>How can you make diversity seamless in your work?</td>
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<td><strong>FINANCIALLY ABOUT DIVERSITY</strong></td>
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<tr>
<td>What historic financial obligation contributes to your diversity issue(s)?</td>
<td>What initiatives have you created that were devoid of equity and inclusion?</td>
<td>What financial aspects of diversity can you promote and build upon?</td>
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SUGGESTIONS