

EXPLORING DIVERSITY IMPROVES LEADERSHIP

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**WHAT IS THE
IDEAL
COLLEGE
ENVIRONMENT
FOR
DIVERSITY?**

DIVERSITY

- Intellectual – think

- Social - interact

- Emotional – feel

- Financial - resources

- Personal - live

- Professional - vocation

ENRICHMENT

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

STRATEGIES

- 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.ponline.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

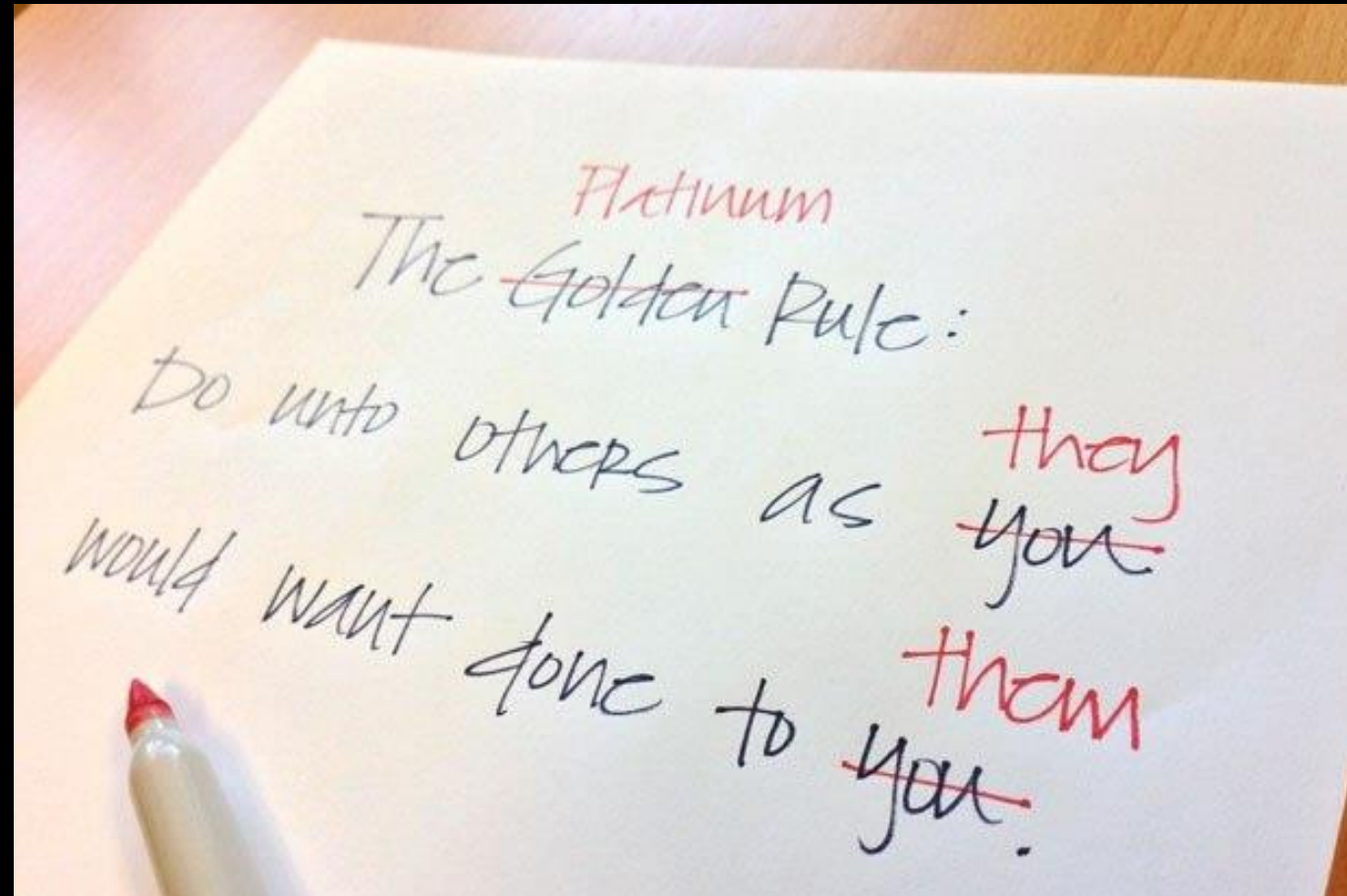
COMMUNITY CONVERSATIONS

- 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



- **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**

RECIPROCITY

- 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	
What do you know	What do you question	Why is this important to you?
	EMOTIONALLY ABOUT DIVERSITY	
When do you resist?	When do you accept?	What is diversity to you?
	PERSONALLY ABOUT DIVERSITY	
What have you experienced?	What have you created or dismantled as it relates to diversity	How are you diverse?

	SOCIALLY ABOUT DIVERSITY	
Does diversity come up in your circles?	Do you bring it up or promote it?	What are the barriers and pathways to diversity
	PROFESSIONALLY ABOUT DIVERSITY	
How does diversity help/hinder your professionally?	Who determines the importance of diversity?	How can you make diversity seamless in your work?
	FINANCIALLY ABOUT DIVERSITY	
What historic financial obligation contributes to your diversity issue(s)?	What initiatives have you created that were devoid of equity and inclusion?	What financial aspects of diversity can you promote and build upon?

SUGGESTIONS