

Advancing Diversity & Inclusion Through Targeted Support

SEC Academic Leadership Development Program
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- Diversity Matters
- Diversity in Higher Ed
- Diversity Support
- Diversity Leadership

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Diversity Matters

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body. Blackface photo sends the opposite message

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A History of Diversity

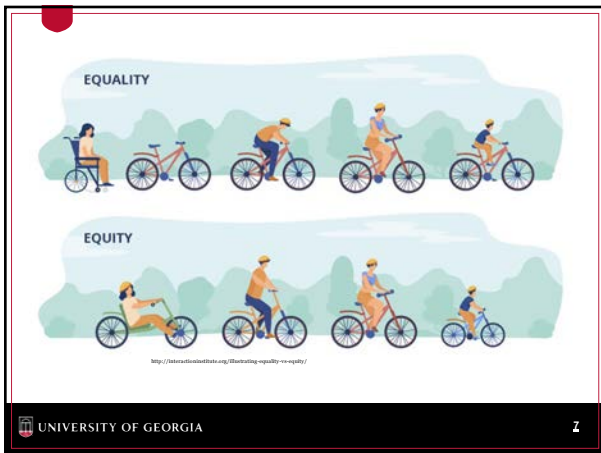
- Legal Battles for Access 1950s-1960s
- Federal Compliance and Affirmative Action 1970s
- Multiculturalism 1980s
- Assimilation 1990s
- Inclusion 2000s
- Belonging 2020s

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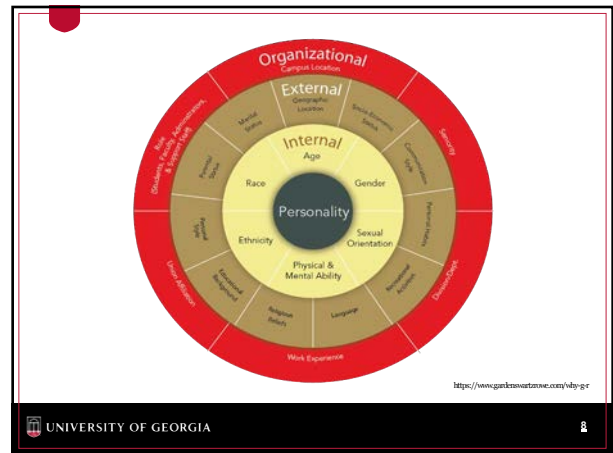
Shared Definitions

- DIVERSITY**
is the representation of various identities and differences
- EQUITY**
focuses on fair treatment, equal opportunity and equal access to resources
- INCLUSION**
is the active engagement of the contributions and participation of all people
- DIVERSITY ASKS: WHO IS IN THE ROOM?**
- EQUITY ASKS: WHO IS TRYING TO GET IN THE ROOM BUT CAN'T?**
- INCLUSION ASKS: WHO HAS EVERYONE'S IDEAS BEEN HEARD?**

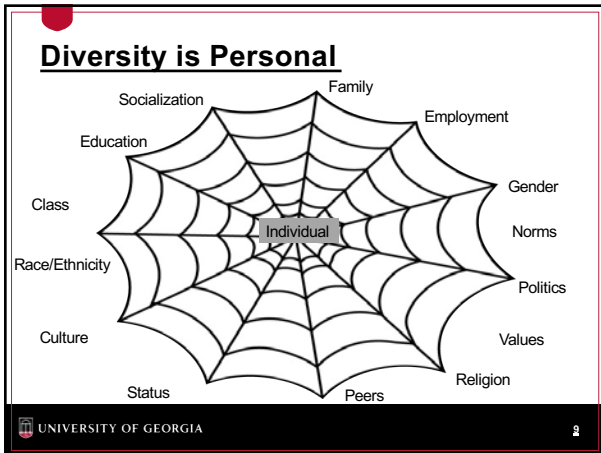
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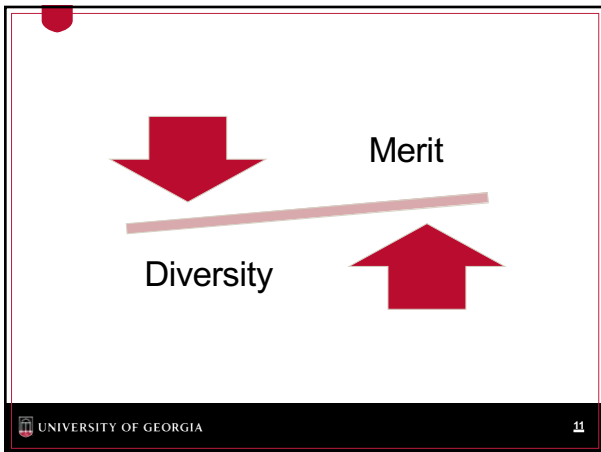
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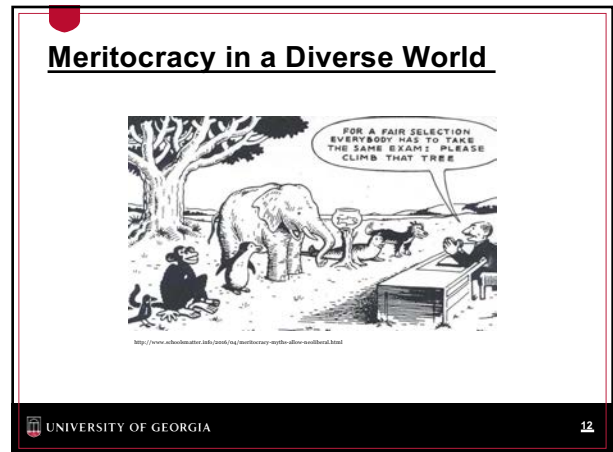
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The Myth of Meritocracy

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    graph LR
      IQ[IQ Score] -- Determines --> Length[Length of Stay in Education]
      Length -- Determines --> Social[Future Social Class]
  
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Educational Reality

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    graph LR
      Social[Social Class Background] -- Determines --> Length[Length of Stay in Education]
      Length -- Determines --> IQ[IQ Score]
  
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<https://en.wikipedia.org/wiki/Meritocracy#/media/File:Meritocracy.jpg>

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A New Framework

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Inclusive Excellence

A focus on student intellectual and social development.
 A purposeful development and utilization of organizational resources to enhance student learning.
 Attention to the cultural differences learners bring to the educational experience and that enhance the institution.
 A welcoming community that engages all of its diversity in the service of student and organizational learning.

Association of American Colleges and Universities

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Diversity Support

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Issues On Campus

- Representation
- Curriculum
- History
- Built Environment
- Climate and Culture
- Identity Revolution
- *Your Institution*

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Creating an Inclusive Culture

- Representation:** The Importance of presence.
- Culture:** The Importance of environment.
- Community:** The Importance of belonging.

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Diversity and Inclusive Excellence Plan

Priority #1	Priority #2	Priority #3
<p>Building an inclusive living/learning environment that supports access and success for diverse students</p>	<p>Recruiting and retaining a diverse workforce to advance our mission in the 21st century</p>	<p>Expanding partnerships and outreach to strengthen diverse communities</p>

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Student Engagement

Inclusive Excellence Priority #1

BUILDING AN INCLUSIVE LIVING/LEARNING ENVIRONMENT THAT SUPPORTS ACCESS AND SUCCESS FOR DIVERSE STUDENTS

<p>Goal 1.1</p> <p>INCREASE ENROLLMENT OF UNDERREPRESENTED STUDENTS OF UNDERGRADUATE AND GRADUATE LEVELS</p>	<p>Goal 1.2</p> <p>INCREASE NEED-BASED STUDENT SCHOLARSHIPS FOR UNDERGRADUATE AND GRADUATE EDUCATION</p>	<p>Goal 1.3</p> <p>EXPAND RESOURCES TO PROMOTE INCLUSIVE LEARNING ENVIRONMENTS</p>	<p>Goal 1.4</p> <p>EXPAND MENTORSHIP FOR UNDERREPRESENTED STUDENTS</p>
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Student Engagement

<p>Significantly expand the reach of the Road Dawgs Program</p>	<p>Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)</p>	<p>Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions</p>	<p>Seek at least an additional \$1 million in matching funds for Georgia Commitment Scholarships or other need-based initiatives</p>
<p>Develop diversity initiative for inclusion in first-year orientation and University Housing programs that encourages a more open and welcoming campus environment</p>	<p>Establish awareness program for faculty and staff to complete diversity certificate Program</p>	<p>Develop a marketing campaign to expand participation of underrepresented individuals in the university's mentorship program</p>	<p>Expand financial support for the university's mentorship program</p>

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Faculty and Staff Engagement

Inclusive Excellence Priority #2

RECRUITING AND RETAINING A DIVERSE WORKFORCE TO ADVANCE OUR MISSION IN THE 21ST CENTURY

<p>Goal 2.1</p> <p>INCREASE THE NUMBER OF UNDERREPRESENTED FACULTY, STAFF, POSTDOCTORAL FELLOWS, GRADUATE ASSISTANTS, AND STUDENT WORKERS</p>	<p>Goal 2.2</p> <p>EXPAND COMMUNITY BUILDING PROGRAMS AND ACTIVITIES FOR FACULTY, STAFF, GRADUATE ASSISTANTS, AND POSTDOCTORAL FELLOWS, WITH A PARTICULAR FOCUS ON UNDERREPRESENTED POPULATIONS</p>	<p>Goal 2.3</p> <p>EXPAND SUPPORT AND RECOGNITION FOR FACULTY AND STAFF DIVERSITY AND INCLUSION EFFORTS</p>
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Faculty and Staff Engagement

<p>Develop university-wide training program for search committees and unit heads</p>	<p>National Center for Faculty Development and Diversity</p>	<p>Add diversity statement to position postings</p>
<p>Establish additional university-wide social events to occur on a regular basis</p>	<p>Implement faculty diversity awards</p>	<p>Develop campus-wide expectations for ensuring diverse search committees</p>

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Community Engagement

Inclusive Excellence Priority #3

EXPANDING PARTNERSHIPS AND OUTREACH TO STRENGTHEN DIVERSE COMMUNITIES

<p>Goal 3.1</p> <p>INCREASE INSTITUTIONAL VISIBILITY IN THE EDUCATIONAL PIPELINE OF UNDERSERVED COMMUNITIES</p>	<p>Goal 3.2</p> <p>BUILD AWARENESS OF PARTNERSHIPS AND OUTREACH WITH DIVERSE COMMUNITIES</p>	<p>Goal 3.3</p> <p>EXPAND EXPERIENTIAL LEARNING OPPORTUNITIES FOR STUDENTS IN RURAL GEORGIA AND OTHER UNDERSERVED AREAS</p>	<p>Goal 3.4</p> <p>IMPROVE AND EXPAND COMMUNICATIONS WITH COMMUNITY PARTNERS REGARDING THE UNIVERSITY'S DIVERSITY AND INCLUSIVE EXCELLENCE COMMITMENT</p>
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Community Engagement

Significantly expand the reach of the Road Dawgs Program	Enhance central website and marketing strategy to highlight community partnerships and activities	Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)
Establish experiential learning scholarship for experiential learning in rural Georgia	Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions	Build and deploy diversity communications module for university communicators

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Diversity Leadership

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SHARED EQUITY LEADERSHIP

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Old Diversity Leadership Paradigm

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New Diversity Leadership Paradigm

Belief Drives Behavior

- Vocal and visible commitment
- Actions and words

Context is Everything

- Culture and history
- Socio-political realities

Bring Others Along

- Inclusion
- Diversity education

Measure Because it Matters

- Intentionality
- Accountability

https://www.investments.com/three-principles-for-inclusive-leadership-202488

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Effective DEI Leadership

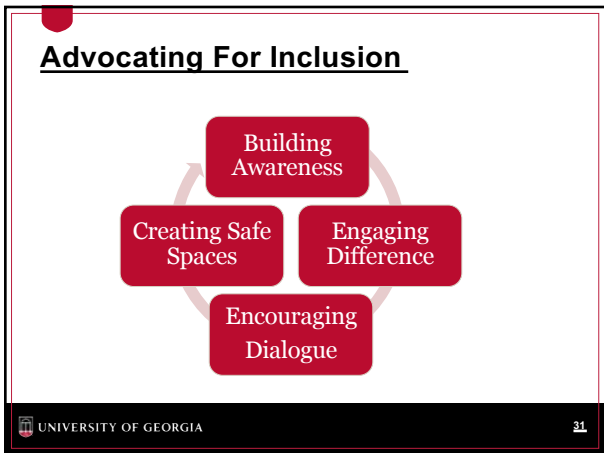
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- Foster a Sense of Belonging
- Engage in Empathetic Leadership
- Model Commitment, not Compliance
- Inclusion is Intentional and Ongoing
- Maximize Connection and Minimize Fear
- Forget "fit" and Focus on Helping Others Thrive

https://www.comptel.com/2022/04/diversity-and-inclusion-5-best-practices-for-changing-your-culture/

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Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.

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