Advancing Diversity & Inclusion Through Targeted Support
SEC Academic Leadership Development Program
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Diversity Matters

A History of Diversity

Shared Definitions
Diversity is Personal

- Socialization
- Family
- Education
- Class
- Race/Ethnicity
- Culture
- Status
- Peers
- Religion
- Gender
- Norms
- Politics
- Values

Meritocracy in a Diverse World
The Myth of Meritocracy

Educational Reality

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.

Issues On Campus

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

Creating an Inclusive Culture

- Representation: The Importance of presence.
- Culture: The Importance of environment.
- Community: The Importance of belonging.
Diversity and Inclusive Excellence Plan

**Priority #1**
Building an inclusive living/learning environment that supports access and success for diverse students

**Priority #2**
Recruiting and retaining a diverse workforce to advance our mission in the 21st century

**Priority #3**
Expanding partnerships and outreach to strengthen diverse communities

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Student Engagement

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

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Faculty and Staff Engagement

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

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Community Engagement

- Expand partnerships and attract diverse faculty to the university
- Develop programs that support diverse student populations
- Develop programs that support diverse faculty populations
- Develop programs that support diverse staff populations
- Support and recruit diverse candidates for faculty and staff positions
- Establish additional university-wide social events to occur on a regular basis
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 programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions
- Build and deploy diversity communications module for university communicators

Diversity Leadership

Establish experiential learning scholarship for experiential learning in rural Georgia

Old Diversity Leadership Paradigm

- Values
- Personal Journey
- Organization
- Action

New Diversity Leadership Paradigm

Belief Drives Behavior
- Vision and choice
- Traditional conditioning
- Actions and results

Measure Because It Matters
- Inclusivity
- Accountability

Bring Others Along
- Influence
- Diversity education

Context Is Everything
- Follow the habit
- Shape the habit

Effective DEI Leadership

- 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
Advocating For Inclusion

Building Awareness
Creating Safe Spaces
Engaging Difference
Encouraging Dialogue

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

Thank You!