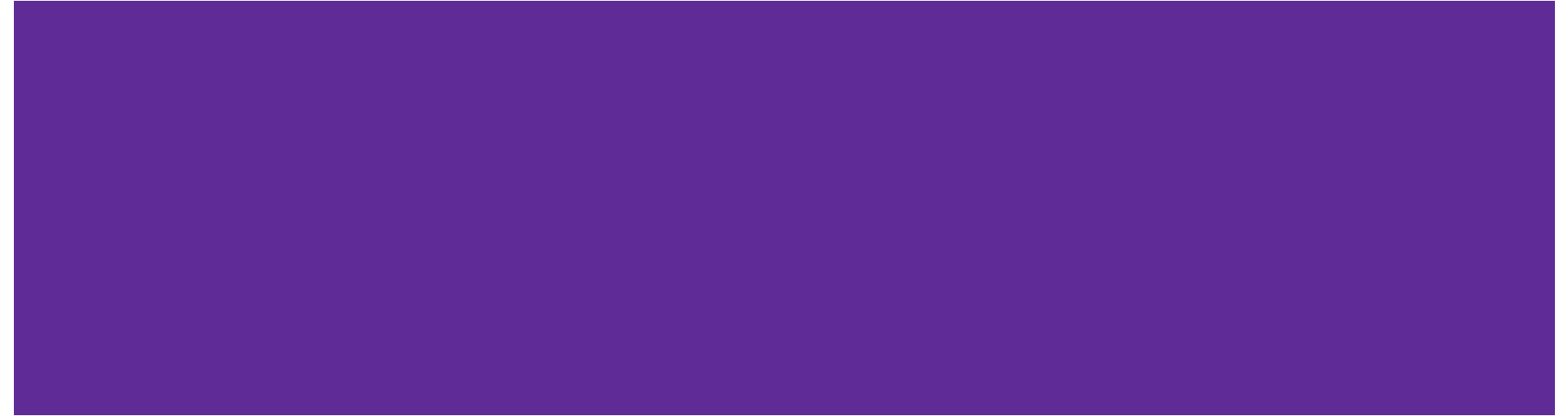


# Institutions:

Transforming our Organizations to Advance DEI



# Group Agreements

Be mindful

Stay engaged

Step Up, Step Back

Use 'I' statements

Consider impact vs. Intent

Be honest and vulnerable

Listen to understand

Avoid assuming the intent of others

Offer grace

Suspend blame, shame, guilt, fear,  
and denial

Confidentiality

Accept non-closure

# Transformation Begins with Acknowledgment

Activity:

On your own: Take a peek at the most recent [HECC snapshot](#) about your college.

What do you notice? What info do you have questions about?

Pair share: Takeaways? Comparisons? Concerns? Gaps? Opportunities? 10 minutes

# More Data to Inform

HECC Reports [Educator Equity Report 2020](#)

HECC Reports [Disparities in Higher Education 2016](#)

How has the 2016 data about faculty/administrator diversity changed five years later?

Group Discussion: Why is DEI an imperative given state trends, demographic shifts, a community needs?

# Where does institutional data live?

Can you easily find/access data, disaggregated by race/gender/other identities?

Is that data shared widely with your board, staff, faculty, and the public?

Scavenger Hunt Activity: On your college's website, find:

Student demographic data/Enrollment Trends

Latest (2010) Census data about the place(s) your college is located

Student completion/transfer data disaggregated by race/gender/other identities

# We Cannot Change What We Don't Acknowledge

How do we ensure our organizations (Boards, President's Cabinets, Leadership teams, faculty, staff) are working from a place of understanding the current conditions to make transformation possible?

How does data transparency impact the potential for change?

[ACCT Equity Action Agenda](#)

# Assessing Institutional Culture and Climate

Do you have a pulse on institutional culture?

What about climate? What metrics are you using and who are you engaging? Are you including the student experience?

Group Discussion: If you could express your desired institutional culture in one word what would it be?

What is it currently?

# Reading:

[Tema Okun](#)(2021)

Take 18 minutes to read on your own, starting with characteristics on pg 6.

We will get back into groups for a reflection.

Does any of this resonate with what you have seen in your own organization?

We are all products of our environment and upbringing. Does any of this show up in your leadership?



# Institutional Culture as a reflection of Dominant Culture (not the full list)

Fear

Progress is Bigger/More

Perfectionism

Quantity over Quality

One Right Way

Worship of the Written Word

Paternalism

Individualism/I'm the Only One

Objectivity

Denialism/Defensiveness

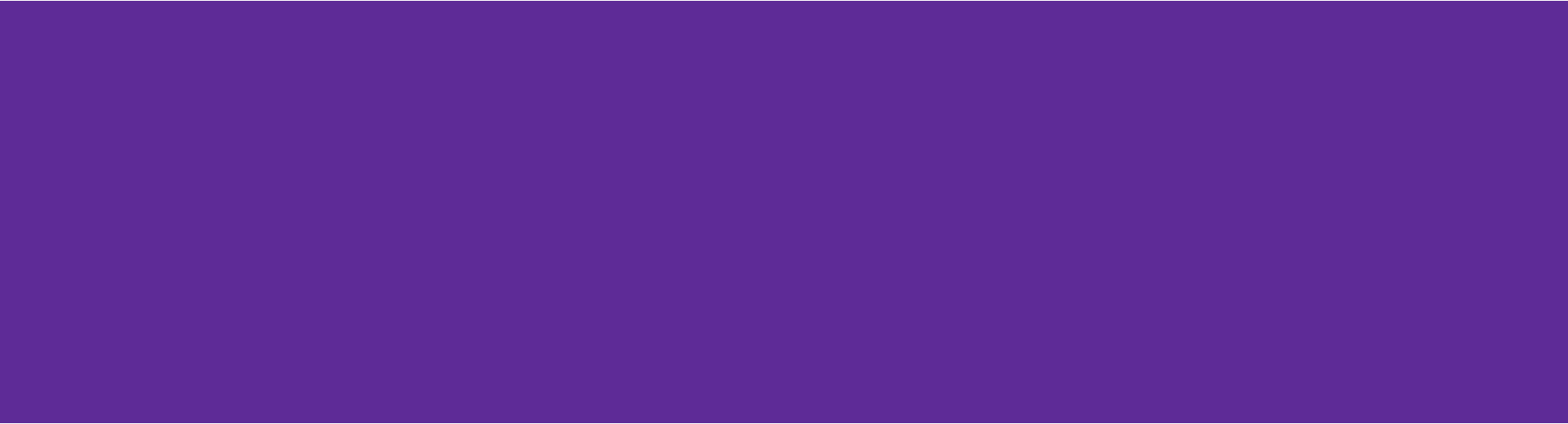
Qualified

Fear of Open Conflict

Either/or and the Binary

Power Hoarding

**How do we divorce ourselves and our institutions from the dominant culture?**



# Showing up as the antidotes:

As individuals in leadership roles, we can influence and shift institutional culture.

Please review the antidotes shared in the [Tema Okun work](#), and determine how you will make some shifts in how you show up as the antidote.

Pair share this with your accountability partner.

# Assessing Institutional Mission, Vision, Values

Does your college's stated mission, vision, & values collectively include DEI?

Please review these statements and discuss in pairs. 5 minutes

Group Discussion: The challenges of tying work to DEI if the MVV does not include DEI

# Strategic Planning

- Embedding DEI into your strategic plan
- Integrating plans
- Create an equitycentered comprehensive plan
- Using baseline data for determining proposed outcomes
- Board, Executive, and campus alignment

# For Next Time:

Interrupting:

Microaggressions/Macroaggressions

Institutional Oppression/Institutional Exclusion

Institutionalizing DEI:

Challenging the status Quo

Using CRT to move the needle