

Leading to Promote Diversity & Inclusion

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Who Should Lead Diversity & Inclusion Efforts?

“Nothing is more important than active, visible leadership from the top”

AND

“Diversity and inclusion are everyone’s responsibility”

CASE STUDY 1:
Classroom Diversity

Case Study 1: Questions

- What are the immediate issues that need to be addressed?
- What information do you need? Who can provide it?
- Who do you need to consult?
- What other conversations (perhaps not involving you) need to occur?
- What are the longer term issues and how can they be addressed?

CASE STUDY 2:

Aggression Among Faculty Peers

Case Study 2: Questions

- What are the key issues that need to be addressed?
- What is the outcome you hope to achieve, and who do you need to work with to achieve it?
- What do you do in your meeting with the associate professor?
- What do you do to follow up on that meeting?

CASE STUDY 3:

Hiring an Associate Professor

Case Study 3: Questions

- Name some of the major dysfunctions occurring on this committee.
- What role did the committee chair play in allowing those dysfunctions to occur?
- What, if anything, could a department chair or dean have done BEFORE the search to minimize this kind of dysfunction?
- What, if anything, could a department chair or dean do DURING the search process (including during on-campus interviews) to minimize this kind of dysfunction?
- What, if anything, could a department chair or dean do AFTER the selection of a final candidate for hire to minimize the influence of bias in the process?

Top 10 Tips for Academic Leaders to Promote Diversity & Inclusion

- Learn about outstanding diverse scholars in your unit
- Learn from the local experts about diversity issues
- Review data on equity
- Study work/life issues
- Make diversity and inclusion issues visible
- Increase the visibility of outstanding diverse scholars
- Support committees and task forces
- Ask hard questions and take tough stands
- Incorporate diversity and equity in strategic planning
- Be receptive when presented with diversity-related issues

What next?

Leadership for diversity & inclusion means
being *proactive*

AND

We each need to nurture *OUR OWN* growth
and learning with respect to
diversity and inclusion

*How do you currently support diversity
in the units you lead?*

*What new actions might you take to
support diversity in the units you lead?*