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.
<table>
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<tr>
<th>How do you currently support diversity in the units you lead?</th>
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<tr>
<td>What new actions might you take to support diversity in the units you lead?</td>
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