Diversity and Inclusion in Higher Education

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Under the auspices of the USF Institute on Black Life, USF Black Employee Steering Committee, and the USF Black Faculty & Staff Association
Community Agreements

• Be a learner and take risks

• Keep the focus on diversity and inclusion

• Listen to your colleagues...HEAR them

• Use “I” statements

• Assume positive intent and take responsibility for impact

• Expect and accept a lack of closure
Some common concerns of our “new” normal

- “abnormal” levels of fear and/or concern
- Impact on social/emotional growth
- Being “overwhelmed”
- Teams, Teams, Zoom and more Teams
- Physical and emotional space
- A Different World...family time, personal time, work time, flexibility
Identity: Who are we? Who are you?

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Mother, Wife Educator, Critical Scholar, Family member, Christian, African American Woman & Friend, etc...
Daughter, wife, Aunt, runner, woman, friend, student, multiracial, college football fanatic, etc..
Intersecting identities

- This model represents a few of the possible identities that can intersect...it is not meant to be the only representation of one’s identities.

- What are some other identities?
INCLUSION
Thoughts, ideas and perspectives of all individuals matter

BELONGING
An org that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

EQUITY
Constantly and consistently recognizing and redistributing power

DIVERSITY
Multiple identities represented in an organization

Over saturation of similarity, homogeneous culture, and simplified points of view

The dominant group or ideology is deferred to for decision making, opportunities and promotions

Culture assimilation results in disengagement and low retention
Diversity is any dimension that can be used to differentiate groups and people from one another. Diversity is difference in racial and ethnic, socioeconomic, geographic, and academic/professional backgrounds. People with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience

- Diversity - the "mix"
- Diversity provides a richer experience
Inclusion

- **Inclusion** puts the concept and practice of diversity into action, it is a state of being valued, respected and supported. It’s about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential. Inclusion should be reflected in an organization’s culture, policies, practices and relationships that are in place to support a diverse environment. It should permeate all levels.

- Inclusion----making the “mix” work
- Inclusion increases retention and facilitates teamwork
What is the difference between diversity and inclusion?

- Diversity is simply a representation of many different types of people (gender, race, ability, religion, etc.)

- Diversity often focuses on the differences and is referred to as "the mix."

- Inclusion is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed.

- Inclusion is the act of "making the mix work."

- Diversity is what you have. Inclusion is what you do.
  - Simply having a diverse group, team, workforce, classroom, etc., is not enough.
  - *Everyone should feel safe and encouraged to fully participate and share and be on equal and equitable footing as everyone else.*

Source: Tiffany Jana @ TMI Consulting
Equality vs. Equity vs. Social Justice

• **Equality**
  • Providing the same resources, policies, and practices, regardless of difference; limited; *individually the same*

• **Equity**
  • Providing resources, policies, and practices based on varying needs; limited; *individual differences*

• **Social Justice**
  • A process of providing resources, policies, and practices based on varying needs and working towards eliminating the causes of the disparities; unlimited; *structural differences*
Equality vs. Equity vs. Social Justice
What area or area(s) might you focus on as we move into Spring semester?
Why Does Diversity Matter in Higher Education

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Why Does Diversity Matter in Higher Education

1. Diversity expands worldliness.
2. Diversity enhances social development.
3. Diversity prepares students for future career success.
4. Diversity prepares students for work in a global society.
5. Diversity increases our knowledge base.
6. Diversity promotes creative thinking.
8. Diversity enriches multiple perspectives

Source: Aaron Thompson, professor of sociology at Eastern Kentucky University and coauthor (with Joe Cuseo) Diversity and the College Experience
Higher Education Example...

FACULTY EXAMPLE:
The university has made a decision to conduct a cluster hiring of faculty who focus on race and ethnicity research (see Washington University-St. Louis).

STUDENT EXAMPLE:
The university expanded the Guaranteed Admissions Pathway program to 17 HS in the Tampa Bay area who receive Title 1 funding for low-income students.

Pick an Example:
• How does this diversify the institution?
• What would inclusion look like for these new hires or newly admitted students?
• What does equity look like for these new hires or newly admitted students?
• Why would it be important to ensure these new hires or newly admitted students feel a sense of belonging?
Closing Reflection

• What are you taking away from today?
• Where was your growing edge today?
• What is one action you could put into place upon return to school/organization tomorrow?

I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

- Maya Angelou
Evaluation

Link to the Diversity and Inclusion Evaluation Form

https://usf.az1.qualtrics.com/jfe/form/SV_b3Yzleylrg1WmWh
Selected References


