



January 2020

Office of Equity and Inclusion

Moving towards ACTION on your commitment to Diversity, Equity, and Inclusion

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MINNESOTA STATE



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During Our Time Together

- Common language
- Personal Commitment
 - Individual Growth and Development
 - “Walking alongside vs. Welcoming in”
- Teams as action-oriented units
- Organizational Development and Change
- So what?



Common Language & Key Definitions

“First, we shape our language, then our language shapes us.”



Key Definitions

Diversity:

It encompasses acceptance and respect. It is the understanding that everyone is unique, and our individual differences need to be recognized. These can be along the dimensions of race, ethnicity, gender identity, gender expression, sexual orientation, socio-economic status, age, physical/mental ability, religious beliefs, political beliefs, or other ideologies.

Key Definitions

Inclusion:

The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Key Definitions

Equity:

The proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes, while equality refers to equal treatment.

When individuals or groups are situated differently, equal treatment may be insufficient or even detrimental to equitable outcomes. To achieve equity an individual's race, sex, color, creed, religion, age, national origin, disability, marital status, status with regards to public assistance, sexual orientation, gender identity, or gender expression do not determine their educational, economic, social, or political opportunities.



What brought here today?



Equity 2030



<https://www.minnstate.edu/Equity2030/index3.html>

Personal Commitment

“Ways to walk...the equity talk”



What role do I play in the equity and inclusion space?

- Start at the beginning
 - Building common language and a starting point for understanding the issues.
- Commit to equity and inclusive excellence.
- Explore ways to build your personal toolkit.

Personal toolkit

- Assessment:
 - Intercultural Development Inventory
www.idiinventory.com
- Professional Development
 - Education
 - Skill development and application
- Actively engage in inclusion
 - Diversity in representation
 - Different perspectives



Learn and adapt

- Adapt your commitment to reflect the learning.
- Recognize your position.
- Hold yourself accountable to the commitment.



Cognitive Dissonance

- Mental conflict that exists when beliefs or assumptions are contradicted by *new information*.
- We strive for consistency between ATTITUDES and BEHAVIORS.
- **ATTITUDE CHANGE**

(Festinger, 1957)



It's a JOURNEY



We work in teams

- More diverse teams = more effective teams.



- *Higher employee engagement*
 - *Better reputation*
 - *Better problem-solving*
 - *Increased innovation*
- Diversity in teams requires leadership
 - Inclusive leadership
 - Intentional engagement

Teams as action-oriented units

- Team assessments.
- Recognize and incentivize equity and inclusion work.
 - Awards and recognition
 - Grants
 - Remember “Commitment without currency is counterfeit” (Williams, 2013).
- “Working alongside vs. Welcoming IN”

HOW to Welcome IN

- Mutual respect
- Invite the other IN = Cultural humility
- Cultural humility:
 - Awareness of being in the position to “invite” someone in.
 - Requires assessment and acknowledgement of others’ work, contribution, and sometimes, reparation work.
- Make space for another individual.
- Orientation and onboarding to the WORK



HOW HAVE YOU WELCOMED SOMEONE IN?

...conversely, behaviors or practices you observe that are not welcoming



Organizational Change

- Broad organizational action

STRATEGIC FRAMEWORK

Allies

Advocates

Champions

- Elevating diverse perspectives (*Diversity*)
- Fostering an inclusive environment (*Inclusion*)
- Embracing an equity-centered approach (*Equity*)



Organizational Change

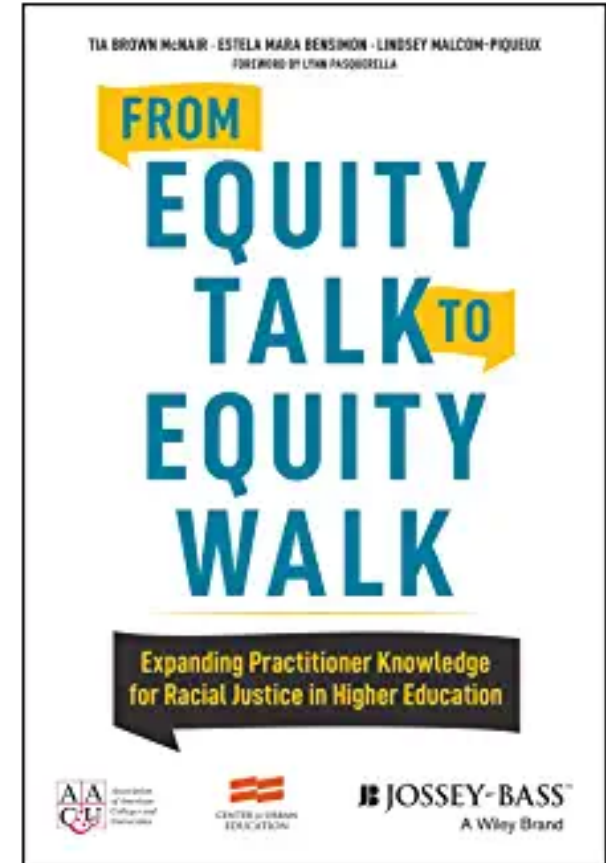
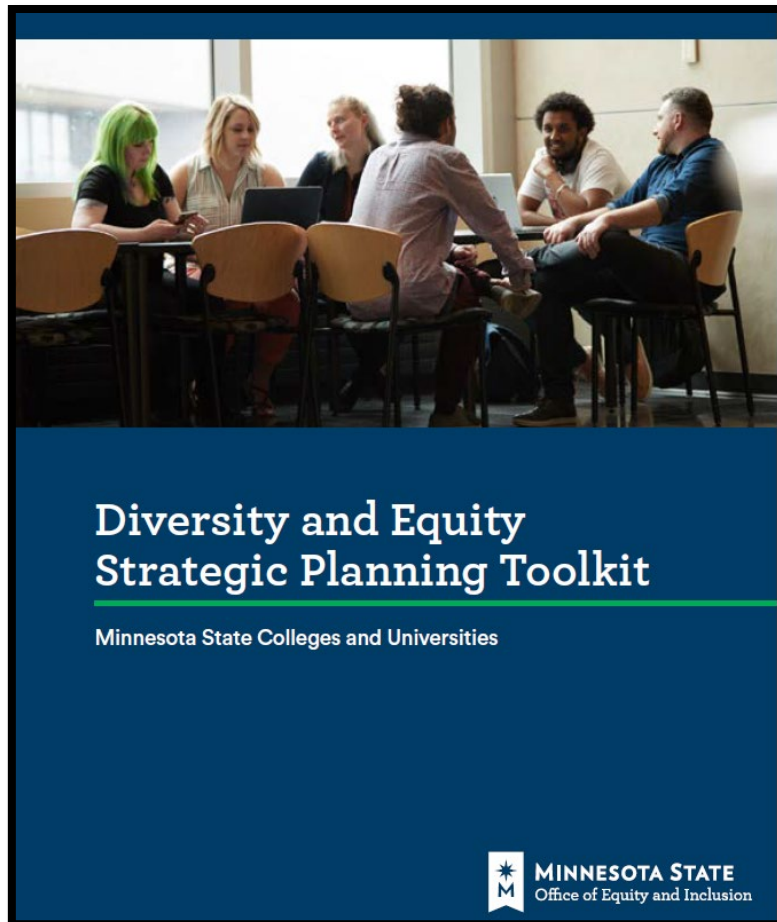
- Engage in planning/implementation/assessment of diversity, equity, and inclusion work.
- Promote and encourage accountability
 - Scorecards, dashboard, plan assessment.
 - Conduct climate assessments (*how are we doing?*)
- Take advantage of opportunities to demonstrate your commitment
 - Hiring a more diverse workforce
 - Take time to connect with an employee who may differ in their perspective/background.
 - Formal/informal mentoring.

Strategic Planning for Equity and Inclusion

- Stewards of the plan should have a good level of **cultural competence** and **sensitivity**.
- Equity plan must be **infused into broader** strategic plan.
- Establish an assessment and reporting mechanism to **monitor implementation and progress**.



Resources



**What actions do you hope
to take moving forward?**



Preparation will take you so far...



Watch your **thoughts**
For they become your **words**

Watch your **words**
For they become your **actions**

Watch your **actions**
For they become your **habits**

Watch your **habits**
For they become..._____

(Author, Unknown)



Reflections

Q & A



Spring 2020 Competency Series

- February 13th, 2020: 10:00-11:30 am

Building Inclusive Teams and Work Environments: Mitigating Bias

- March 24th, 2020: 1:00-2:30 pm

Equity-Minded Strategic Planning

- April 30th, 2020: 10:00-11:30 am

Building Inclusive Facilities

JOIN US!!!!!!





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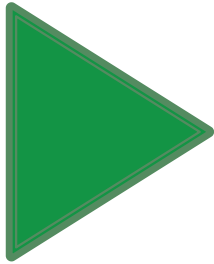
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5 Tips For Being An Ally



Leverage diversity committees

- These committees can serve as hubs of strategic thinking for the college/university leaders.
- They develop unique opportunities to create value.
- The enable dialogue.

