2024 NCSDAA & NCACCIA
JOINT CONFERENCE

LEADING DEIB INITIATIVES:

Guiding Effective Changes As A Committee

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Equity is the
JOURNEY...
not the
DESTINATION

Creating a “Brave Space”

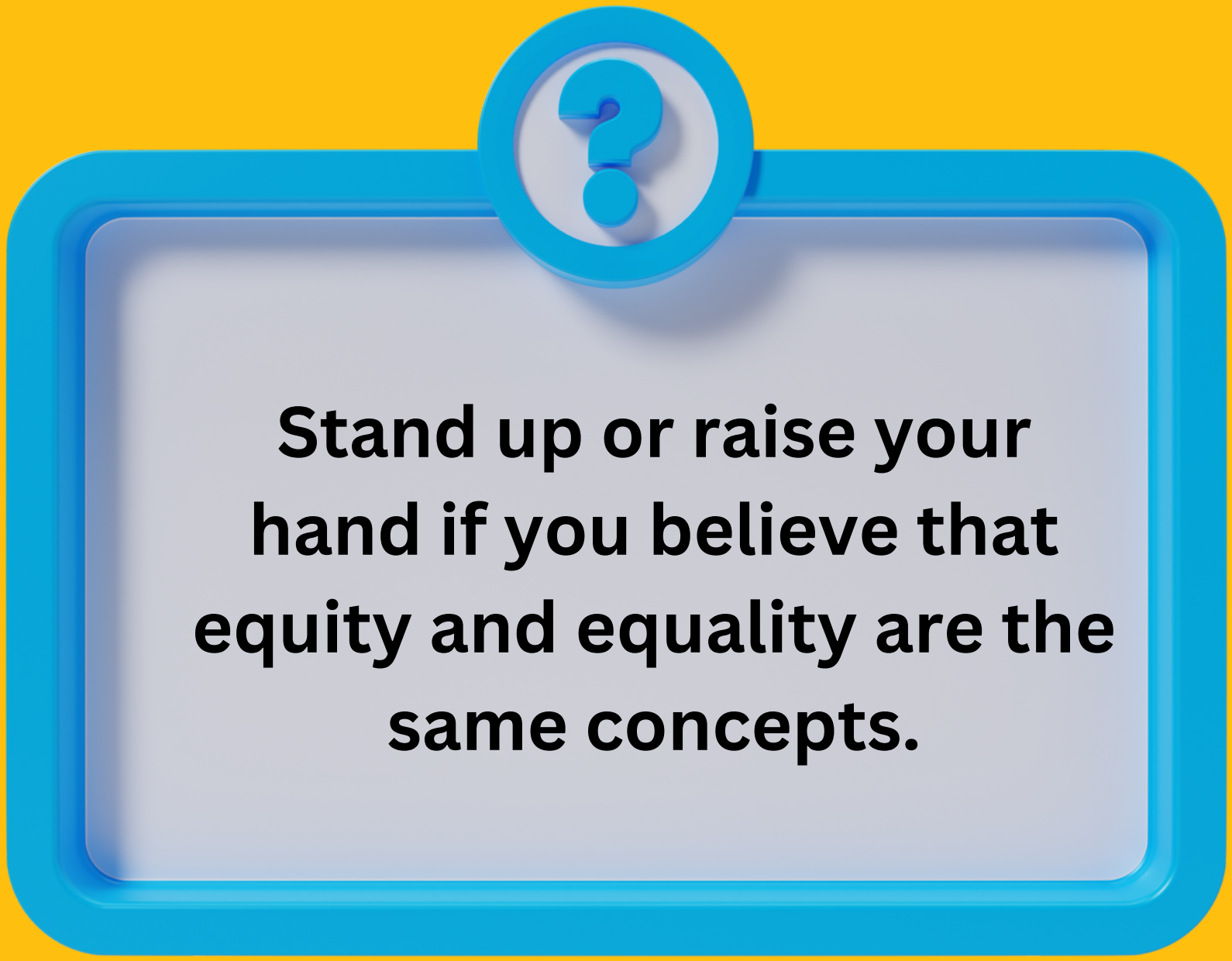
- Listen actively and avoid interrupting
- Speak from your own experiences and use “I” statements
- Respect confidentiality within the group
- Use inclusive language
- Engage in self-reflection about identity
- Explore opportunities for personal growth
- Learn new perspectives
- Plant seeds for the future you want to build together
- Not shame anyone based on their perspectives
- Not feel like we have to say the “right” thing (political correctness)

01 A brave space encourages participants to engage in candid and authentic conversations about sensitive topics. People feel more comfortable sharing their perspectives, experiences, and concerns.

02 A brave space fosters trust and psychological safety within a group. Participants are more likely to express themselves without fear of judgment or reprisal, which promotes healthy dialogue.

A brave space enhances understanding. Participants gain a deeper understanding of diverse viewpoints, experiences, and identities. This leads to increased empathy and the ability to see issues from different angles.

ENGAGEMENT TIME
Breaking The Ice
Stand Up/Sit Down
OR
Hands Up/Hands Down


Stand up or raise your hand if you believe that equity and equality are the same concepts.

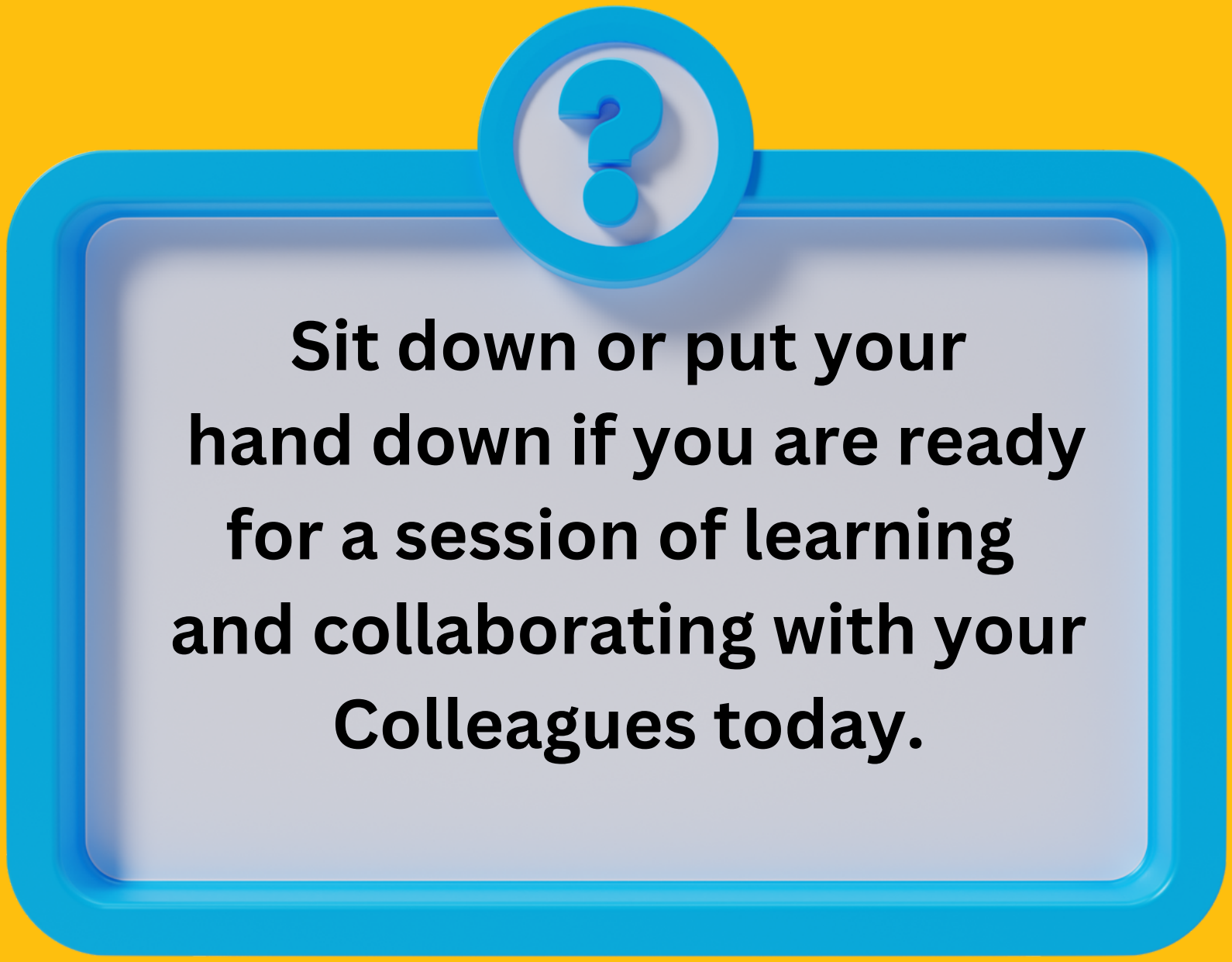
Sit down or put your hand down if you believe that diversity is only about race and gender.

Stand up or raise your hand if you believe diversity is not considered an asset in organizations.

Stand up or raise your hand if you've ever felt uncomfortable discussing topics related to diversity, equity, or inclusion.

Sit down or put your hand down if you think diversity is solely the responsibility of those leading DEIB work?

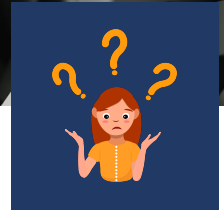
Stand up or raise your hand if you believe that creating an inclusive environment benefits both individuals and organizations.

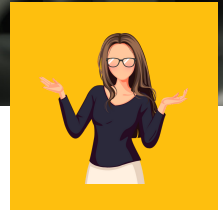

Sit down or put your hand down if you are ready for a session of learning and collaborating with your Colleagues today.

Before You Even Begin Considering Developing a Team

The Why of It All

“Everybody knows “WHAT” they do 100% of the time But very, very few people or organizations know WHY they do it. And I don’t mean to make a profit, that’s the result. It’s the “why”, why do you do it, why do you get out of bed in the morning, and why should people care. Inspired organizations and people all think, act, and communicate from the inside out (Sinek 2009).





01 Leading with an equity imperative (challenging the status quo, transforming long-held beliefs and behaviors, and building a more equitable future) can be difficult work.

02 Therefore, it requires us to have a full understanding of : 1) our personal why or why not; 2) why we need to do this work; 3) why are we doing this work now; and 4) the common "why" of your organization

How you answer the question “WHY” will drive the solution for the problem.

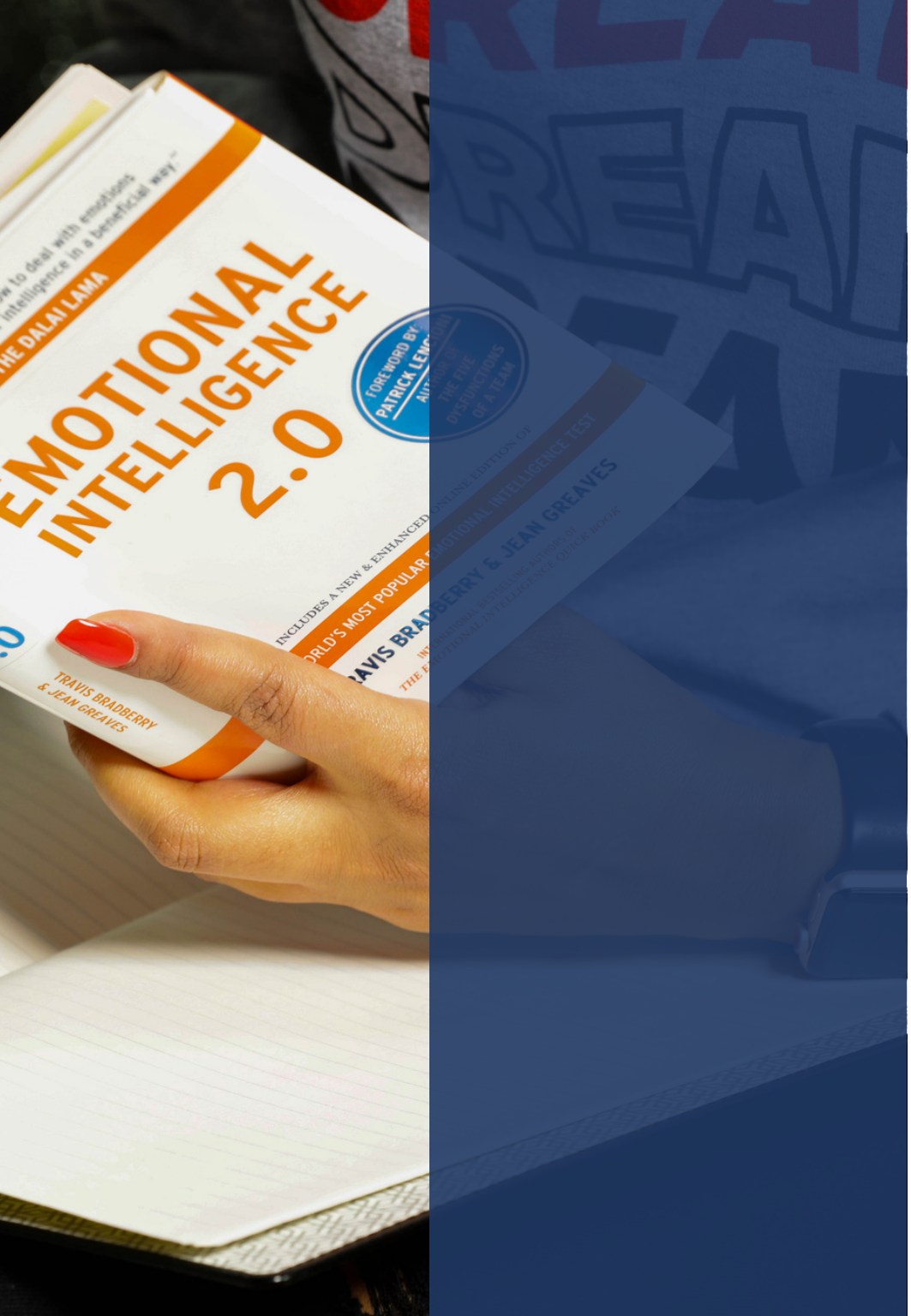
Leading With Why

Effective leadership begins with a clear sense of purpose and a compelling "Why." Leading with purpose provides a guiding light that shapes your leadership journey and influences the culture and direction of your team or organization

What is Your College's Why?

- WHY?
  WHY Now?
  What are you trying to change and/or achieve?
- How is the WHY communicated to the campus community?

Committee Considerations



Consideration List

WHY	01
Commitment	02
Identify the Challenge	03
Identify A Team	04
Assessment	05
Identify Goals	06
Involve Stakeholders	07
Begin Engaging Stakeholders	08
Start Rolling Out Plan	09

Commitment

Leadership

Resources

Time

What is the equity challenge at your college that most concerns your team, and why?

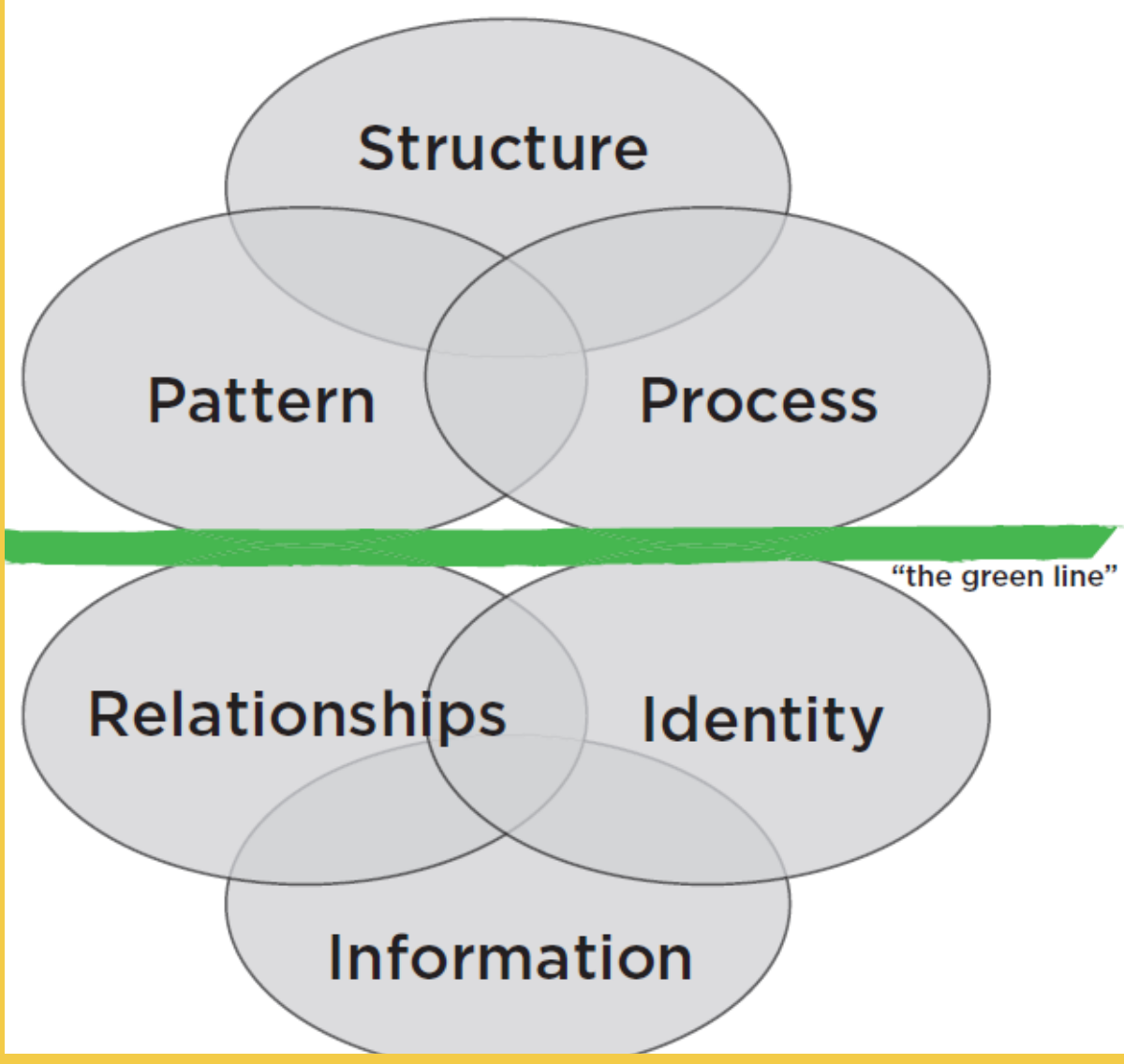
Take time to really discuss and come to consensus around an equity issue that you want to do some work around together.

Criteria for Prioritizing an Equity Challenge

- **CONTROL:** To what degree is this something that you have access and opportunity to change or address?
- **URGENCY:** Based on the data, is this challenge likely to get worse, stay the same or get better? What is the potential cost of not addressing it now?
- **IMPACT:** What is the breadth and depth of benefits of addressing this challenge? How many students would benefit if you addressed this challenge? Which students would benefit?

Adapted from Naltional Equity Project

What Above or Below the Green Line factors have make it difficult to make progress on this issue?



Identify A Team

Vision:

- Determine the goals and the ground rules of the team
- Develop a necessary space for the team to have transparent conversations
- Do team "I" Work

Members

- President's Council
- Faculty (Try to Represent Each Academic Area)
- Staff (Across all staff not just Student Affairs)
- Someone from IR
- Someone from Faculty Senate
- Include PT Faculty and Staff
- Someone from con-ed
- Ad-Hoc Member - SGA President and/or other student leaders

Assessment

1. Climate Survey - What are your students, faculty, staff, and other stakeholders saying?
2. What is your data saying or not saying? Who needs to be serviced?
3. Do your mission, vision, and values address DEI? Is DEI outlined in your Strategic Plan?
4. Policy, Procedure, Initiative, Solution, and Strategy Review; Review of Public Facing Pieces of the College

YOUR GOALS

Team

- What are the goals of the team?
- When/How will the team roll out the work?
- When/How will the team assess the work?

Institution

- What will be your focus? Who will be your focus?
- What does assessment look like? How will you track your progress?
- What are your separate goals for faculty, staff, and students?

Recruit Stakeholders

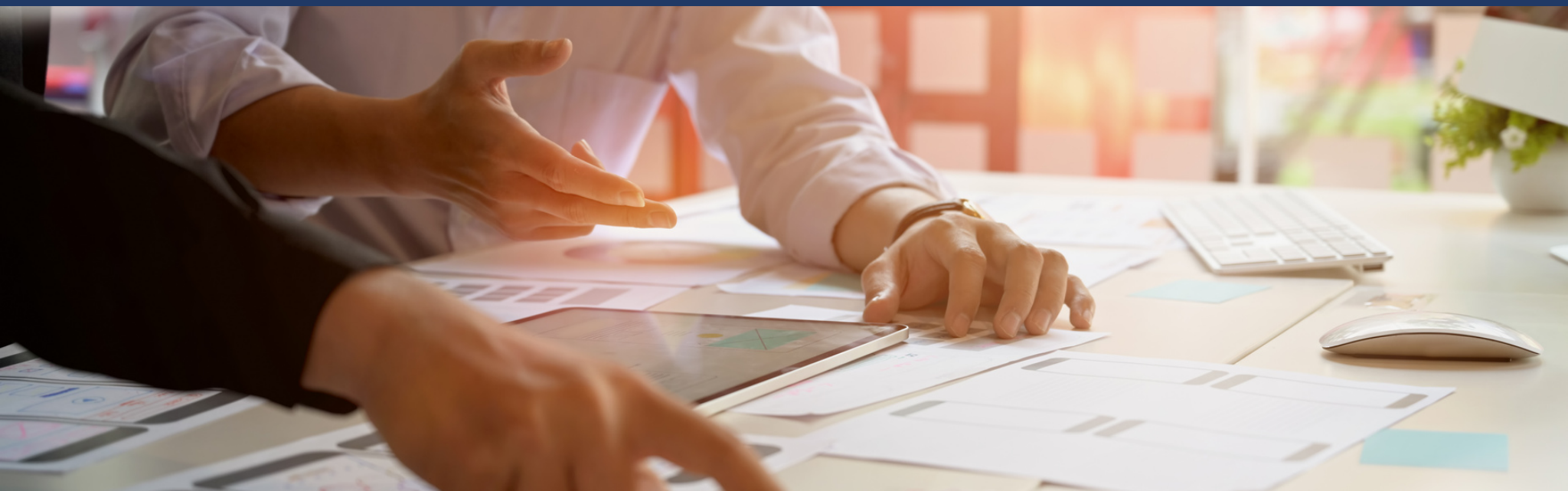
- Activate all of those who are interested in doing the work on campus and get them involved in accomplishing your goals.
- Identify how you will involve your students in the assessment, the capacity building, and the implementation of the work

Capacity Building

- "I" Work
- Emotional Intelligence
- The team should do foundational work in the DEI space before trying to communicate and/or discuss the capacity building that may happen with the campus
- Develop a training plan for campus

Start Planning

- Define terms and identify what those terms look like in action for your campus
- Determine how you will do the work
- Think about what the work looks like when it's done effectively.
- Identify the necessary resources
- Determine if the professional development provided will be mandatory or optional
- Determine a communication plan



Thank You!
Keisha Jones