Model Approaches to Promote Cultural Inclusiveness: Lessons Observed and Lessons Learned

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NASPAA Diversity Standards

3.2 Faculty Diversity: The program will promote diversity and a climate of inclusiveness through its recruitment and retention of faculty members.

4.4 Student Diversity: The program will promote diversity and a climate of inclusiveness through its recruitment, admissions practices, and student support services.

5.1 Universal Required Competencies: As the basis for its curriculum, the program will adopt a set of required competencies related to its mission and public service values. The required competencies will include the ability … to communicate and interact productively with a diverse and changing workforce and citizenry.
Early Work on Race and Ethnicity

- Faculty of color are more likely to work at two-year colleges
- Faculty of color are more likely to prepare students for responsible citizenship, and are more likely to develop students' moral character and instill in them a commitment to social change and community service
- Faculty of color are more likely to promote racial understanding
- Faculty of color are more likely to report higher levels of stress related to “review, promotion and the tenure process, research and publishing demands, and most significantly, subtle discrimination."

Diversity Plan

- Goals reflect overarching inclusion principles
- Strategies to reach the desired goal
- Initiatives designed to accelerate the pace

Diversity and Inclusion areas of focus:
- Recruitment (Outreach)
- Strategic Alliances (Partnerships)
- Community Building (Mentoring, Retention, Engagement)
- Training and Development (Onboarding)
- Accountability
Strategic Cultural Initiatives

- Enhance teaching, scholarship and research
- Accelerate the pace of diversity
- Align research resources to advance capacity
- Improve satisfaction of underrepresented faculty
- Enhance underrepresented students’ experience
- Deliberate in recruitment/retention efforts
Accelerate the Pace for Diversity

- Academic Programs
- Support Programs
- Clubs, Councils & Committees
- Affinity and Professional Partnerships
- Community Support Programs
- Institutional Initiatives
Diversity Narrative

How do we find someone who is a good fit?

- Knowledge, skills and ability
- Expectation of rewards
- Aware of his/her own talents and interests
- Attracted to what institution has to offer
- Validated by the inclusive climate we create
How to Apply

Accelerating the Pace of Diversity
Institutional Diversity Initiatives
Institute for Teaching & Mentoring

- More than 1000 attendees, representing 47 states, recruited by more than 60 institutions
- Partnering with Sloan Foundation, Gates Millennium Scholars, NASA, NIH, NSF, McNair Scholars, Southern Regional Education Board, Western Interstate Commission for Higher Education

Source: www.sreb.org
ChronicleVitae

- Guide to Academic Job Search
- Vitae repository
- Online social networking community
- Tips for making campus visits a success
- Helpful hints for early career faculty

Source: go.ChronicleVitae.com
National Center for Faculty Development & Diversity

- Online resources for faculty scholars
- Core curriculum webinars
- Guest expert webinars
- Multi-week Courses
- Career Center
- Faculty workgroups and bootcamps

Source: www.FacultyDiversity.org
Frederick Douglass Teaching Scholars Program (PA)

- Teaching/scholarship opportunities for graduate students with terminal degrees
- Teaching full-time and conduct scholarly research during summer, fall and spring sessions
- Compensated as temporary faculty
- Develop/implement multicultural programming on campus
- Mentored by senior faculty members

Source: Bloomsburg University, www.bloomu.edu
UMBC Diversity Initiatives (MD)

- Community-based Faculty Groups
- Postdoctoral Fellows Program for Faculty Diversity, 2 year program
- ADVANCE, programmatic initiatives to recruit, retain and advance women faculty
- Eminent Scholar Mentoring Program, mentoring program between new asst prof and prominent researcher in their field

Source: FacultyDiversity.UMBC.edu
NDSU Diversity Guide (ND)

- Diverse Campus and Community Resources for NDSU Faculty, Staff & Students
- Equity and Diversity Liaisons of faculty and staff to address climate issues and provide professional training

Source: www.ndsu.edu/diversity
A.T. Still University (MO)

- Focus on visual identity
- Create a culturally inclusive environment
- Visually enhance diversity in web presence and social media activity
- Fund scholarships that support diversity
- Target recruitment, implementing programs
- Improve recruitment and retention efforts

Source: A. T. Still University, Annual Report (2014), Department of Diversity
UC Irvine (CA)

- Graduate application requires personal history so applicants discuss contributions to diversity
  - Personal Background
  - Research Experience and Relevant Experience
  - Current Interest
  - Statement about FIT with program
    - academic and personal goals met by the program and attraction of application to program

Source: www.grad.uci.edu
University of California (CA)

President’s Postdoctoral Fellowship Program

- Outstanding women and minority PhD recipients interested in academic careers
- Offers fellowship and faculty mentoring
- Focus on public service toward increasing equitable access in underrepresented fields
- Seeks applicants with critical perspective

Source: ppfp.ucop.edu
Metropolitan State University (CO)

- Distinguished Visiting Professorships and Equity Scorecard to close the gap
- Diversity in the formal/informal curriculum, academic disciplines and social dimensions
- Civic Engagement tracks university outreach and service record
- Student Learning and Development research
- Grant funding for activities, events, programs

Source: www.msudenver.edu/diversity
NASA Postdoctoral Program

- Research opportunities matched with education, experience, interests
- Pathways Program (recent graduates)
- Postdoctoral Fellows (less than 5 years)
- Senior Fellows (5 or more years)
- Applications accepted March 1, July 1, November 1

Source: nasabigpicture.com
William & Mary (VA)

- Create strong affinity groups
- Women’s Network, all female employees
- Equality WM, learning and working environment LGBT faculty, staff & students
- The Forum, advancing interests of Blacks
- IDEA Grants, innovative and creative projects

Source: www.wm.edu/diversity
Oklahoma State University (OK)

- Diversity course (3-hour) and International Dimension (3-hour) curriculum requirement for undergraduates
- 70 diversity-related organizations and clubs
- Sponsor and support diversity-focused professional and community based organizations

Source: www.diversity.okstate.edu
Kent State University (OH)

● Multi-year ACTION plan for inclusive excellence
● Equity defined by “diversity” equitable access and outcomes and “inclusion” individual and collective responsibility for fairness, justice and integrity
● Equity Action Plan uses a scorecard to assess strategies to improve institutional climate, accountability, access, recruitment, retention, success and education and scholarship universitywide

Source: www.kent.edu/diversity
Questions/Comments/Thank Yous

[NC State Logo]