



Faculty Senate Retreat

Rickey Hall

Vice Chancellor for Diversity

September 5, 2013

Why I Came to UT



Rickey Hall Vice Chancellor for Diversity

Sarah Gonzalez
*Assistant to the
Vice Chancellor*

OUTreach LGBT
& Ally Resource Center

Educational
Advancement Program

Office of Multicultural
Student Life

Office of Equity
and Diversity

Commission for
Blacks

Donna Braquet
Special Assistant

Ron McFadden
Director

Tanisha Jenkins
Director

Marva Rudolph
*Associate Vice
Chancellor & Director*

Commission for
LGBT People

Celeste Brooks
Tutor Coordinator

Dametraus Jagers
Associate Director

Jenny Richter
Associate Director

Commission for
Women

Tiffany Dellard
Counselor

Shawnboda Mead
Associate Director

Amit Patel
EEO Specialist

Council for
Diversity
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Donna Kirby
*Administrative
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Robert Hill
Facility Assistant

Khadra Baskin
*Administrative
Coordinator*

Carmanette Rawls
Accounting Specialist

Diane Goble
Program Resource Specialist

Tina Smith
*Administrative
Support Assistant*

Draft Office Mission Statement

The Office of the Vice Chancellor for Diversity is dedicated to **advancing** efforts to create an accessible and welcoming campus community. Our leadership drives inclusive excellence, leads to new discoveries and affords all students, faculty, and staff the opportunity to realize their full potential.

What Kind of Culture are We Striving to Create?

- An inclusive culture of excellence where excellence is advanced and sustained by a workforce and leadership that **embraces** diverse cultural traditions and perspectives.
- An institutional culture whose excellence is **driven** by a multiplicity of cultures and identities.
- An institutional culture where **diversity** is viewed **as a core value**.
- An institutional culture where differences are seen not as barriers or problems but as **catalysts for innovation and change**.

Key Questions

- How is diversity a **visible** and **active** part of your unit?
- What are the specific ways that diversity is **integrated** into your academic mission in regard to curricula, students, faculty, and staff?
- How has diversity been **institutionalized** as a criterion for success?

Key Challenges

- Diversity and inclusion seen as only the responsibility of the Vice Chancellor for Diversity
- Limited institutional concept of diversity
- Diversity but on own terms
- View that diversity is in opposition to excellence



Association of American Colleges and Universities

For Immediate Release

**“Without Inclusion, There Is No True Excellence,”
AAC&U Board of Directors Affirms in New Statement on
“Diversity, Equity, and Inclusive Excellence”**

***AAC&U Board of Directors Statement Issued in Support
of Expanded AAC&U Mission Presents Vision for
Inclusive Excellence in Higher Education***

Washington, DC—August 15, 2013—The Board of Directors of the Association of American Colleges and Universities (AAC&U) released today an official statement on “Diversity, Equity, and Inclusive Excellence.” This statement explains AAC&U’s vision of inclusive excellence in light of its recently expanded mission statement and in support of AAC&U’s ongoing work on liberal education, inclusive excellence, and student success.

Dispelling Myths about Diversity

1. Diversity is not temporary
2. Diversity is not a euphemism for race, but race does matter
3. Diversity is not solely about numbers
4. Diversity is not just for students
5. Diversity is not just for undergraduate serving units
6. Diversity does not end once you leave campus
7. Diversity is not compliance (affirmative action)
8. Diversity is not solely about fun
9. Diversity is an economic as well as social imperative
10. Diversity is everyone's responsibility



What You Can Do

- Lead
- Educate (Messaging)
- Accountable
- Persist

Moving Diversity to the Center

“The question is not whether or not we want diversity or whether we should accommodate diversity because diversity is clearly our present and our future... The real question is how do we build diversity *into the center* of higher education where it can serve as a powerful facilitator of institutional mission and societal purpose?” (Daryl Smith, 2010)

Big Questions

- What does diversity mean for us as a
 - Land-grant institution?
 - Research institution?
- How is diversity a part of both?