Faculty Senate Retreat

Rickey Hall
Vice Chancellor for Diversity
September 5, 2013
Why I Came to UT
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
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?