

We Are One: UT Inclusive Excellence Summit

Sponsored by UT's Diversity Advisory Council

Murfreesboro, TN - September 7, 2017

<https://equity.tennessee.edu/weareone/>

- Bonnie Ownley and Camille Hall attended the summit. Camille is a member of the UT Diversity Advisory Council.
- The Diversity Advisory Council's website has up-to-date information on UT system efforts on diversity. The presentations were video-taped and most are available on the website.
- The talks were very informative. Here is a sampling -
 - **James Anderson** (Chancellor of Fayetteville State University), **How Committed Leadership Can Utilize Diversity, Inclusion, and Globalism to Enhance the Educational Experience of Students and to Accomplish the Strategic Priorities of the Institution.** Chancellor Anderson talked about the need for administrators to have the moral courage to speak out and let the community know that even though we value free speech, hateful, uncivil speech is not welcome. He gave examples in his career where he needed to change the culture, and he chose to start with the most difficult group. It was a slow process, but in the end, it made it easier to effect changes in campus culture. He focused on the impact of diversity on student learning, retention, and overall institutional effectiveness.
 - **Debbie Bazarisky** (Widener University), gave a talk on LGBTQ+ issues and terminology, including how current and potential legislation impacts the community. Presentation not yet available.
 - **Amber Carter** (UTHSC), **Disability Inclusiveness.** This was a compelling talk about what you need to know about your personal interactions with faculty, staff, and students with disabilities.
 - **Tia McNair** (Association of American Colleges and Universities - <https://www.aacu.org/resources/diversity-equity-and-inclusive-excellence>) **Making Excellence Inclusive for All Students: The "Real" versus the "Ideal."** The AACU has a long history of diversity efforts, which is explained on their website. She stressed the importance of being intentional with diversity efforts and having the metrics in place to show if your efforts are making a difference. If what you are doing is not making a difference – then try something different. She talked about their partnership with the Ford Foundation and other entities.
- Several speakers touched on a concept that is embodied in a statement by the historian Joan Wallach Scott, "It is not 'diversity and inclusion' that will remedy the problems but programs aimed at racism, sexism, and homophobia. Let's name the problems for what they are." This statement is on the AACU website.