Diversity and Inclusion: Building Community in Higher Education

Association of Southeastern Research Libraries
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Presentation Overview

How did we get here?

What is happening now?

Where do we go from here?
Diversity in Higher Education

Legal Battles for Access
1950s-1960s

Federal Compliance and Affirmative Action
1970s

Multiculturalism
1980s

Assimilation
1990s

Inclusion
2000s
Debunking the Diversity Myths

Myth 1: Diversity is a problem
Myth 2: Diversity is Human Resources/Admissions responsibility
Myth 3: Diversity is just about race and gender
Myth 4: Diversity is about special treatment
Myth 5: Diversity is just another Politically Correct fad
Myth 6: Diversity is another version of Equal Employment Opportunity/Affirmative Action
Diversity
- The wide variety of shared and different personal and group characteristics among human beings.

Inclusion
- The act of creating involvement, environments and empowerment in which any individual or group can be and feel welcomed, respected, supported and valued to participate.

Equity
- Providing access to and distributing resources that allow everyone the opportunity for inclusion.
Layers of Diversity

https://www.gardenswartzrowe.com/why-g-r
http://interactioninstitute.org/illustrating-equality-vs-equity/
Cal Poly wants a more diverse student body. Blackface photo sends the opposite message.
Issues on Campuses

• Representation
• Curriculum
• History
• Built Environment
• Climate and Culture
• Identity Revolution
• Your Campus
Bowles and Gintis: the relationship between intelligence, educational attainment and meritocracy

Educational Reality -

Social Class Background \(\xrightarrow{\text{Determines}}\) Length of Stay in Education \(\xrightarrow{\text{Determines}}\) IQ Score

The Myth of Meritocracy -

IQ Score \(\xrightarrow{\text{Determines}}\) Length of Stay in Education \(\xrightarrow{\text{Determines}}\) Future Social Class

Meritocracy in A Diverse World

http://www.schoolsmatter.info/2016/04/meritocracy-myths-allow-neoliberal.html
A New Framework
Inclusive Excellence

• A focus on student intellectual and social development
• A purposeful development and utilization of organizational resources to enhance student learning
• Attention to the cultural differences learners bring to the educational experience and that enhance the institution
• A welcoming community that engages all of its diversity in the service of student and organizational learning.
Attributes of Organizational Success

• Equity
• Excellence
• Collaboration/ shared responsibility
• Community engagement
• Sustainability
• Assessment (improvement, outcomes, accountability)
• Transformation through self-examination

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ASERL Diversity & Inclusion Values Statement

When libraries tap into the wisdom of a workforce that reflects the populations we serve, we are better able to understand and meet the needs of the students, faculty, staff, alumni, and researchers we serve. ASERL members believe we must make our workplaces, collections, and services more inclusive. ASERL libraries commit to make every employee feel welcomed and motivated to work optimally in service to our communities. We affirm that we achieve more together because of our differences, not despite them. When libraries apply this pool of knowledge -- when employees are trained in team building, decision-making, problem solving, and conflict resolution -- we provide better, more interesting, innovative services to each other and to our patrons.
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Advocating for Inclusion

- Building Awareness
- Creating Safe Spaces
- Engaging Difference
- Encouraging Dialogue
“Education is a human right with immense power to transform. On its foundation rest the cornerstones of freedom, democracy and sustainable human development.”

-Kofi Annan-
THANK YOU FOR YOUR TIME!
QUESTIONS?