Why Diversity Matters in Higher Education

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HR ACADEMY
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Goals of Presentation

• Why Diversity Matters?
• Introduce Office of Diversity
• Describe campus priorities and infrastructure
• Campus Diversity Success
• Describe Dialogue initiative
• How can HR professionals advance diversity?
Why is Diversity Important?

Diversity enhances institutional excellence by improving learning, critical thinking, creativity in research, and workplace productivity.

UIC salutes the 2014 Higher Education Excellence in Diversity honorees for their commitment to advancing access, equity, and inclusion.
2013 SURVEY OF EMPLOYERS
Employers want colleges/universities to “place more emphasis” on intellectual & practical skills, 2013

Source: Hart Research Associates 2013 Survey of Employers
Employers agree that “regardless of a student’s chosen field” they should attain knowledge & skills, 2013

Source: Hart Research Associates 2013 Survey of Employers
Areas of Most Importance to Employers, 2013

Source: Hart Research Associates 2013 Survey of Employers
Defining Diversity

“characteristics that make people similar and different from one another, including but not limited to race, ethnicity, gender, sexual orientation, disability, national origin, citizenship status, age, language, culture, religion, and economic status”
Diversity Components

**Structural Diversity**
- the numerical and proportional representation of different groups in a context

**Interactional Diversity**
- interactions with diverse people and interactions with diverse information/ideas

**Institutional Diversity (Curricular/Co-Curricular)**
- diversity courses, intergroup dialogue programs, cultural awareness centers, that occur on the university campus
UIC’s Diversity Blueprints: Strategic Thinking and Planning
Office of Diversity Vision

UIC will be nationally recognized as a diverse learning community where human differences are embraced; and where neither difference nor disadvantage stands in the way of intellectual and professional achievement.
Office of Diversity Mission

Promote an organizational culture and structure that honors diversity through integration of the principles of access, equity, and inclusion into all aspects of university processes and practices.
Key Diversity Principles

Access

Diversity @ UIC

Equity

Inclusion
Key Diversity Principles

Opportunity to fully participate in campus life

Diversity @ UIC

Promoting fair and just outcomes for all to achieve their full intellectual and professional potential

An individual or group sense of belonging as valued member(s) of campus life
Strategic Priorities I:

- **Goal 1**: *Create a structure* that reflects its vision of diversity as a fundamental institutional value supported and realized through shared leadership and responsibility. (INCLUSION)

- **Goal 2**: *Recruit and promote the success* of diverse student, faculty, and staff populations. (ACCESS/EQUITY)

- **Goal 3**: *Create a climate of equity and inclusion* in which individual students, faculty, and staff feel welcomed in their identities, valued for their contributions, and feel their identities can be openly expressed. (INCLUSION)
Strategic Priorities II

- **Goal 4**: Reduce social stratification, by expecting and supporting the success of everyone in the UIC community, regardless of his or her background. (ACCESS/EQUITY)

- **Goal 5**: Engage diverse communities within Chicago and other great cities as partners and intellectual resources. (INCLUSION)

- **Goal 6**: Disciplines will draw on diverse perspectives to challenge traditional, established values that determine and direct curricular content, teaching methods, knowledge-making, and scholarship. (INCLUSION)
Strategic Priorities III

• **Goal 7:** *Become a leader in higher education through application and dissemination of knowledge* gained from experience, scholarship, and innovative approaches to diversity. *(INCLUSION)*
Campus Diversity Infrastructure

- Diversity Advisory Council
- Diversity Chairperson’s Committee
- Chancellor’s Status Committees
- Center’s for Cultural Understanding and Social Change
Six unique centers with distinct histories, missions and locations.

- African American Cultural Center
- Asian American Resource & Cultural Center
- Disability Resource Center
- Gender & Sexuality Center
- Rafael Cintrón Ortiz Latino Cultural Center
- Women’s Leadership and Resource Center
A collective vision and role on campus

- Promote understanding of the value of cultural diversity and connect diverse assets to find creative solutions for common challenges.

- The Centers’ provide support to specific populations on campus as well as opportunities for intercultural engagement among students, faculty, staff, and Chicago communities.

- The Centers are committed to social change grounded in the principles of access, equity, and inclusion.
Collaborative Projects
Heritage Garden
What’s Good & Growing on Campus?

UIC Heritage Garden is an experiential learning project. Students work with faculty, staff and community members to connect horticulture with environmental sustainability, cultural diversity and social justice. The project’s student leaders and interns oversee the planting of six satellite gardens on the east side of campus. Paid internships are funded by the UIC Green Fee.

www.UICHeritagegarden.org
Safe Zone is a training designed to heighten awareness of LGBTQ issues. Safe Zone 101 is primarily presented in lecture format, but activities and interactive discussion are also incorporated into the presentation.
Chancellor’s Status Committee

• Advisory group to the Chancellor, monitoring the needs of underrepresented and underserved groups and developing policy recommendations that can improve the climate for these groups on campus.

• Asian Americans (CCSAA); Blacks (CCSB); Latinos (CCSL); Lesbian, Gay, Bisexual, Transgender, Queer People and Allies (CCSLGBTQPA); Persons with Disabilities (CCSPD); Women (CCSW)
UIC Points of Pride I

• 2014 recipient of the “Higher Education Excellence in Diversity Award”

• 2014 designated “Leader in LGBT Healthcare Equality”

• 2014 recipient of the “University Partner of the Year Award”
UIC Points of Pride II

• 2014 recipient of the “Example of Excelencia Award”

• 2014 recipient of the “Outstanding Institutional Advising Program Award”

• Federally designated minority serving institution since 2010
UIC Points of Pride III

- 2014 recipient of “Silver Star Award”
- Ranked in the Top 20 for most diverse universities in the nation in 2014 by US News & World Report
- Ranked in Top 25 campuses for LGBTQ students in 2014 by Campus Pride Index
UIC ENTERING STUDENT SURVEY
Reputation for Racial/Ethnic Diversity “Very Important” in my decision: UIC Freshmen, 2008-14

Source: 2008-14 UIC Entering Student Survey
Helping to Promote Racial Understanding
Personally Very Important: UIC Freshmen, 2008-14

Source: 2008-14 UIC Entering Student Survey
Fall 2014 UIC Undergraduate Enrollment

- White, 35.8%
- Asian, 23%
- Latino, 26.4%
- Black, 7.9%
- Other, 6.9%
UIC Dialogue Initiative

Dialogue courses include:

• **CC 120**: UIC First Year Dialogue Seminar - appreciation for diversity and difference

• **HON 140**: Intergroup Dialogue - Race and Gender: Understanding Individuals and Society

• **PMAD 387**: Critical Dialogue (CD) Health Professional Student Development
First Year Dialogue Seminar

• Course overview:
  – 8-week seminar
  – 1-credit hour
  – small class size (N ≤ 20)

• Course objectives:
  – Provide a framework to communicate across difference (i.e., cross-cultural understanding)
  – Build awareness and explore students’ multiple and intersecting social identities (i.e., promote positive intergroup relations)
  – Introduce new students to existing resources and services at UIC related to diversity and social justice
Intergroup Understanding & Relationships

- Openness to Multiple Perspectives: Pretest 27.41 - Posttest 28.77
- Awareness of Structural Attributions of Gender Inequality: Pretest 19.48 - Posttest 20.36
- Awareness of Structural Attributions of Racial Inequality: Pretest 17.8 - Posttest 20.13
- Motivation Index: Pretest 17.71 - Posttest 18.85
Intergroup Collaboration & Action

- Confidence in Self-Directed Actions: Pretest 22.73, Posttest 23.97
- Confidence in Others-Directed Actions: Pretest 9.8, Posttest 11.32
- Frequency of Self-Directed Social Actions: Pretest 20.61, Posttest 23.18
- Frequency of Others-Directed Social Actions: Pretest 8.55, Posttest 10.18
- Beliefs About Individual Action and Social Change: Pretest 22.9, Posttest 23.26
UIC HEED SURVEY
Units with Diversity Strategic Plans, 2014

Diversity Plan

- College: 100
- Unit: 78

Plan on Web Page

- College: 38
- Unit: 33
Diversity Recruitment Efforts, 2014

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Diversity Training Required

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Search Committee Diversity Training

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Diversity Priorities for AY 14-15

• Measuring our success: Diversity dashboard
• Strengthening UIC’s Diversity Infrastructure
• Assessment of UIC’s diversity initiatives by external consultants
• Develop next phase of intergroup dialogue
• Diversity experience focused on faculty and staff
Why Measure?

- What gets measured gets done
- If you don’t measure results, you can’t tell success from failure
- If you can’t see success, you can’t reward it
- If you can’t reward success, you’re probably rewarding failure
- If you can’t see success, you can’t learn from it
- If you can’t recognize failure, you can’t correct it.
- If you can demonstrate results, you can win public support.

Source: Reinventing Government, Osborne and Gaebler, 1992
HR Practitioners are crucial partners…

- Assessing and addressing workplace climate
- Promoting institutional dialogue related to access, equity, and inclusion
- Creating professional development opportunity in support of diversity
- Identifying processes and practices that are barriers to diversity
Key factors in diversity change

• Driven below the executive level
• Originate with a small network of change agents
• Network of change agents should be heterogeneous