

The Diversity Boutique is Under Construction:

**Tools and Tactics to Promote
Equity Implementation in Higher Education**

Dr. Candice Dowd Maxwell, Presenter

Presentation Points

1. Window Dressing & The Diversity Boutique
2. Equity Implementation Approach
3. Tools and Resources
 - Equity Auditing Questionnaire
 - Diversity and Inclusion Inventory Checklist
4. Final tips & takeaways



What happens when diversity fanfare wanes, yet marginalized and minoritized individuals and groups continue to feel the effects of exclusionary practices and policies and persistent equity gaps?

How will drawing attention to equity gaps affect student success?

WHY?

How can we use data to set realistic commitments, create measurable strategic diversity and inclusion targets and outcomes, and effectively track progress?

1: Window Dressing & the Diversity Boutique



The Boutique



Window Dressing and the Boutique

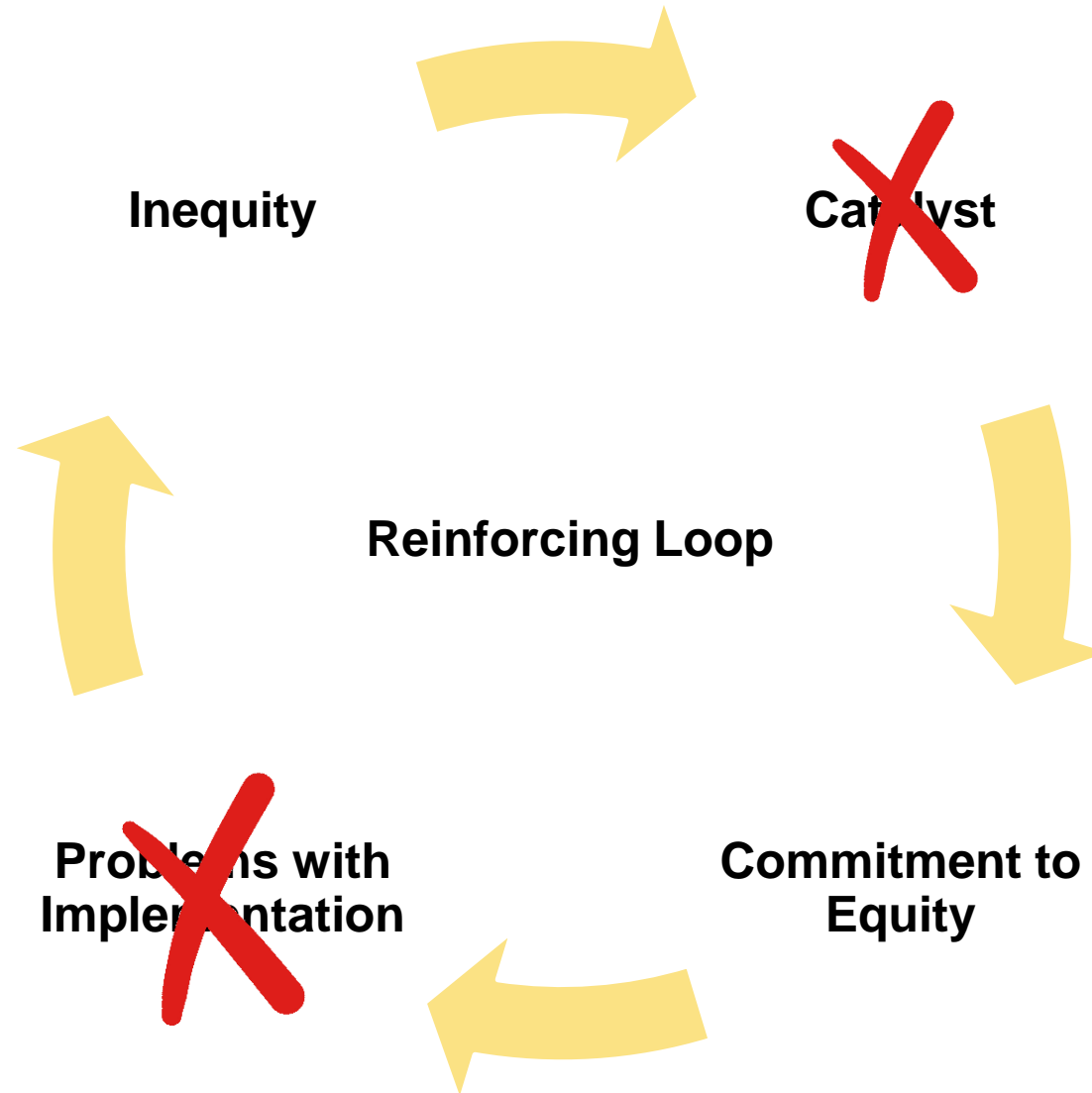
Showcasing a list of diversity-related activities, events, and training and needing more effective plans to address equity gaps.

- Prayer breakfast for BHM
- Rainbow displays for Pride Month
- Recycling campaigns for Earth Day
- Mexican art exhibit for Hispanic Heritage Month

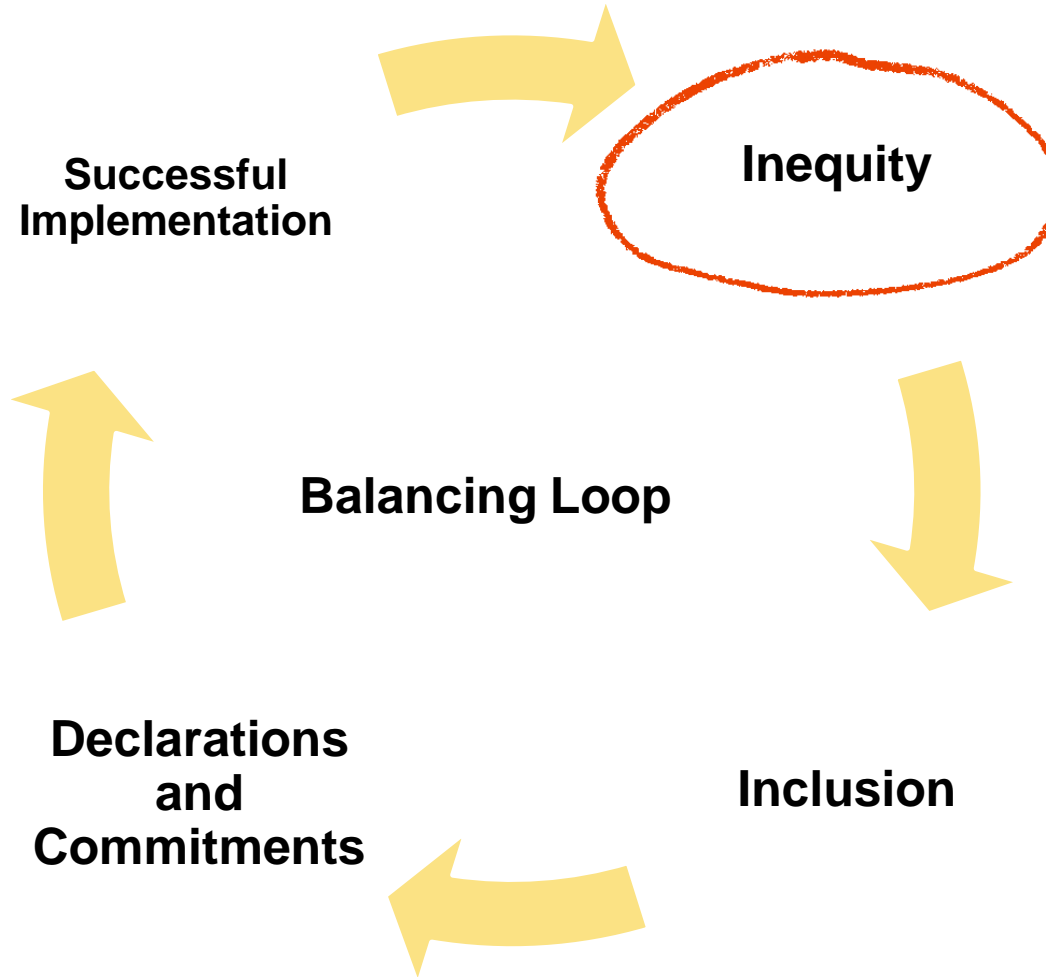


2: Equity Implementation

Dysfunctional Cycle of Equity Work



Equity Implementation Success



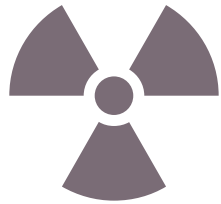
Adapted from: Belonging through a Culture of Dignity: The Keys to Successful Equity Implementation/Cobb and Krownapple

Stuck Patterns—Barriers and obstacles that limit equitable change, progress, and inclusion.

Pattern	What it Means
Can't touch this	Retain the status quo
Greatest Show	Words without action
“I'm diverse”, you're not or You're “diverse”	Exclusionary and othering
Busy bees	Activity and no change
Low people power	Missing needed people
Misaligned metrics	Not outcome based
More or No-more	Too little resources or too many resources
Backlash	Negative, polarized impact
Cheerleaders instead of leaders	Low engagement, accountability, and ownership
Finger pointing	Blame and shame



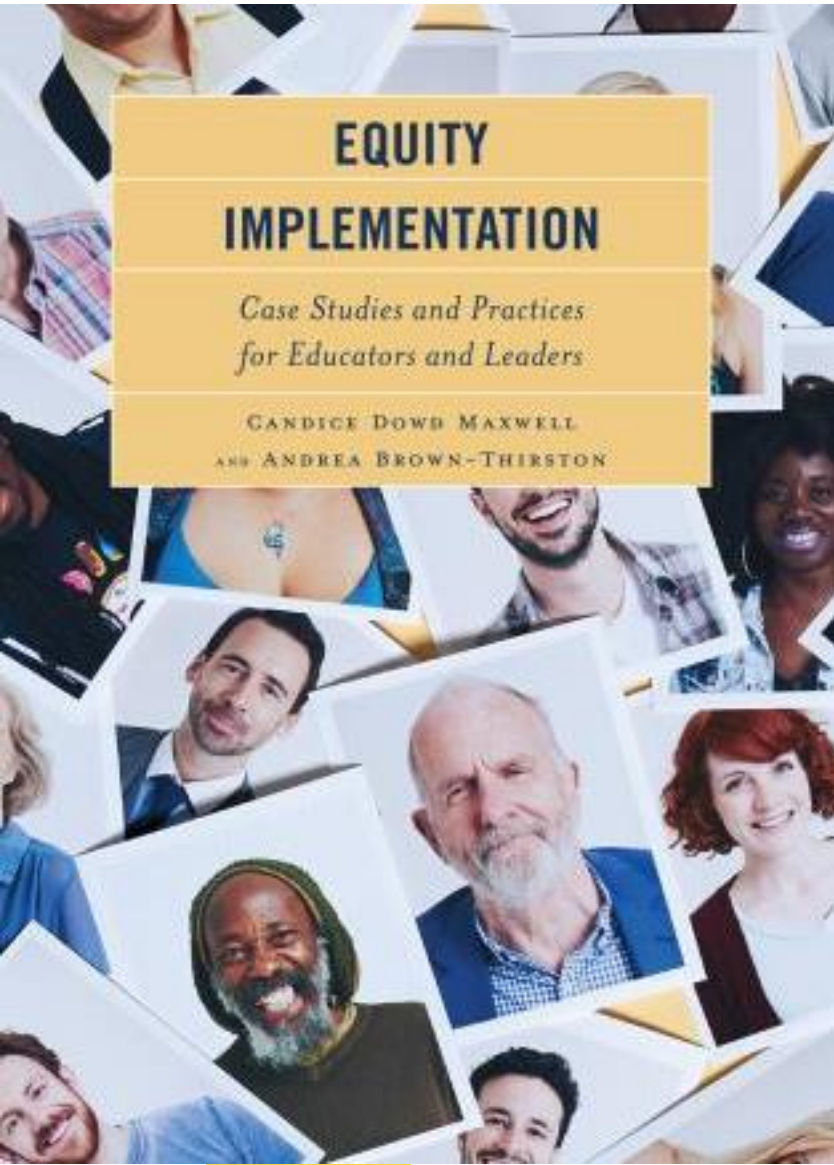
Questions



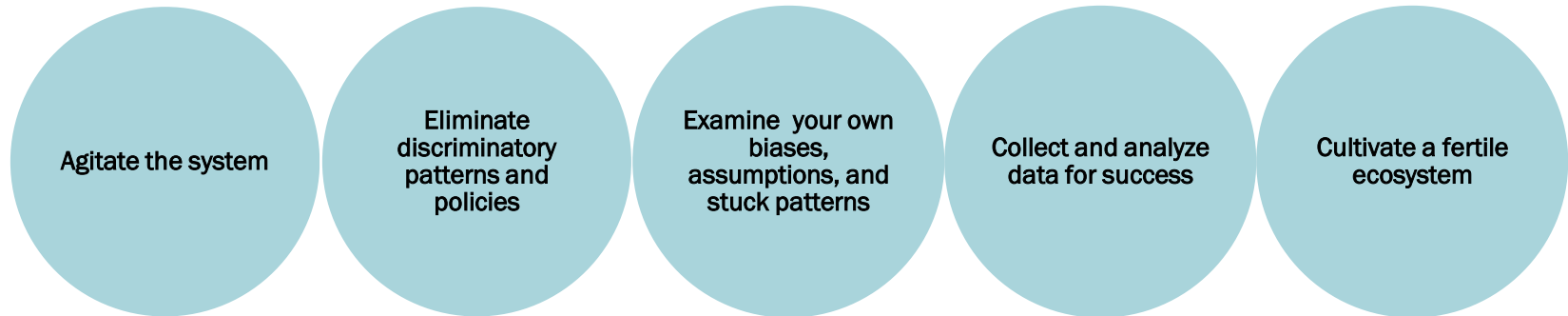
Tensions



Thoughts



Engaging in equity implementation means you are making a wilful and intentional act to...



The Why

3: Tools & Resources

Equity Audit Questionnaire: Activity



Here are the first set of questions.

1. Does the organization have a clearly articulated definition of equity? How are values of equity, fairness, and inclusion modeled by all staff?
2. How is the definition of equity reflected in the organization's mission and vision?
3. Is the mission and vision statement public, and are stakeholders/partners asked to assess the degree to which the organization responds to the mission and vision?
4. How is the definition of equity reflected throughout the organizational ethos and workplace culture, and how do the culture and the staff respond when the climate changes and shifts?
5. Did all necessary stakeholders/partners: including the staff, students, and community members, participate in developing the mission statement and equity plan? How and when?

Diversity and Inclusion Inventory Checklist



The DIIC Checklist focuses on the following components:

Communication

Leadership

Recruitment & Selection

Onboarding

Retention

Policies/Procedures

Representation

Access

Student Services & Support Goals

Supplier Diversity

Advancement/Grants/Community

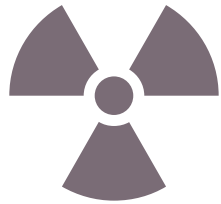
Other Resources and Programming



- QERI equitable decision-making process
- Equity and Inclusive Leadership Training
- Equity Leadership Coaching
- Independent cultural assessment and equity review



Questions



Tensions



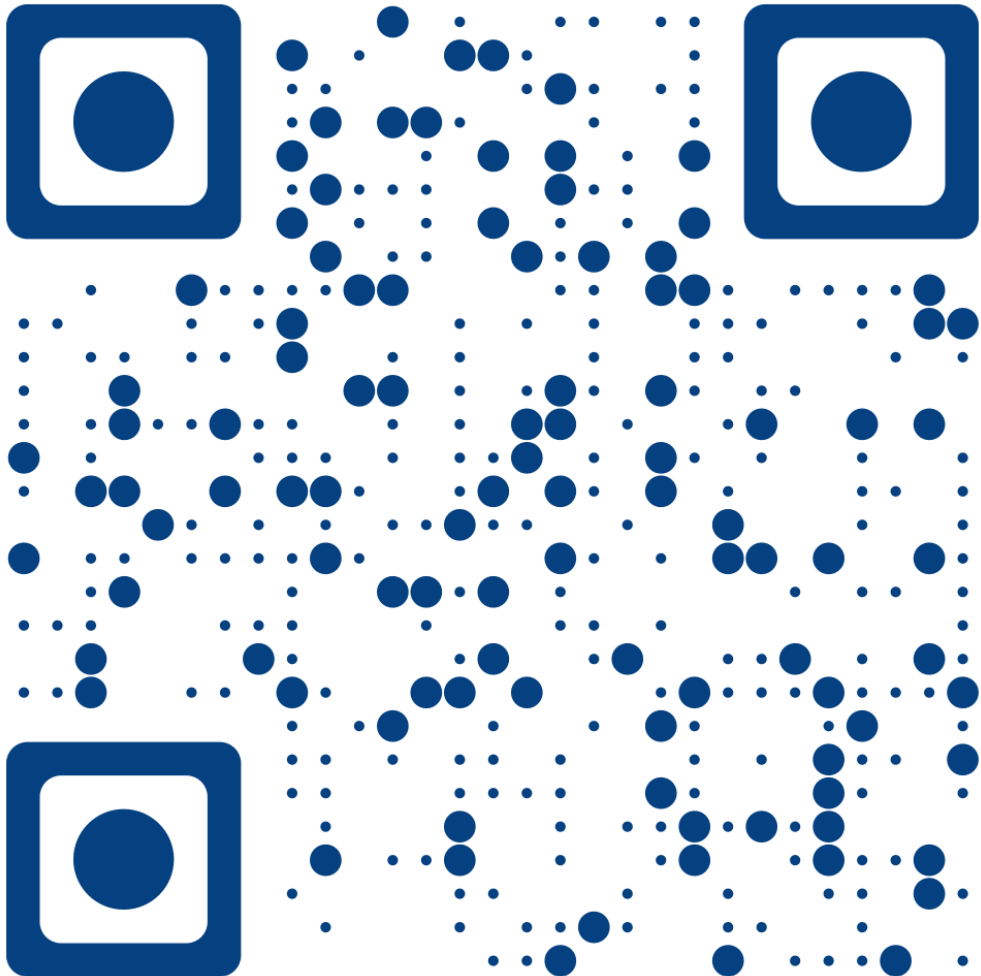
Thoughts

4: Tips & Takeaways

Final Takeaways

- Be willing to critique systems that benefit you.
- Reckon with the idea that you may have navigated and negotiated through systems that have historically excluded others.
- Diversity celebrations, events, and activities should not come at the expense of your equity efforts.
- Equity work is both a personal and a justice journey.

Resources and Contact Information



Dr. Candice Dowd Maxwell

Associate VP of Diversity, Equity, Belonging, and Inclusion

McHenry County College, Crystal Lake, IL

cmaxwell6323@mchenry.edu