



Office of Diversity,
Equity and Inclusion

Leadership Summit


January 21, 2021

**A Conversation on Diversity,
Equity, and Inclusion at
Gonzaga**



Robin Kelley Ph.D.

Associate Chief Diversity Officer



**“I do my best because I’m
counting on you counting on me.”**

— Maya Angelou

ABOUT ME!

Well, in a nutshell

- Native Buffalonian (Buffalo, New York)
- Trained Ballerina
- Avid Sports Fan (Buffalo Bills, LeBron James, Sabers, NY Yankees)
- Love to read
- Research is my jam!
- Christian (Baptist)
- Married with Kids



Experience

ACADEMIC EXPERIENCE

State University of New York at Buffalo

Iowa State University

North Carolina State University

INDEPENDENT CONSULTING

Compliance Dynamics LLC

Kelley Consulting Firm

Leadership Philosophy

- Authentic Style
- Leadership involves change and understanding that something must change, and challenge the status quo
- Leader must motivate and inspire people through hope and strong belief systems
- Lead the organization towards a vision
- Leadership means cultivating relationships
- Valuing the individual for all the various dimensions of their identity that they bring to an organization
- Tie the values, principles and morals to the work
- Walk the talk
- Find the balance between my own identities and leadership



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ODEI Team

Office of Diversity, Equity and Inclusion

- Raymond Reyes, Assoc Provost & CDO
- Robin Kelley, Assoc Chief Diversity Officer
- Naghmana Sherazi, Office & Comms Coordinator

Office of Tribal Relations

- Wendy Thompson, Director

Gonzaga Institute for Hate Studies (GIHS)

- Kristine Hoover, Director

DEI Vision for Gonzaga University

Inclusive Excellence

- *Access and Equity*
- *Diversity in Formal and Informal Curriculum*
- *Campus Climate*
- *Student Learning and Development*

Researchers

- A focus on student intellectual and social development;
- Purposeful development and utilization of organizational resources to enhance student learning;
- Attention to the cultural differences that learners bring to the educational experience which enhances the enterprise; and
- A welcoming community that engages all of its diversity in the service of student and organizational learning

(Clayton-Pederson and Musil, 2005, vi, as cited in Moreno, G., & Shope, 2014).

Faculty Role

Faculty can play a critical role in improving our campus climate for students as well as for faculty and staff.

- Teaching and impact on student learning.
- Faculty hiring and retention.

Administrators and Staff Role

- Resources are directed toward the individual faculty and departments that delineate how they will integrate diversity into their day-to-day practices and demonstrate progress.
- Administrators and staff are proactive in creating environments that bolster engagement with diversity, equity and inclusion.
- Units/departments are held accountable for their progress in making excellence inclusive.
- Establish communication internal and external channels to share successes as well as setbacks.
- Construct an acknowledgement and rewards systems around contributions to inclusive excellence
- Ensure that roles and rewards reflect engagement with diversity, equity, and inclusion in ways that connect to the University mission.

Vision for ODEI

- Strategic DEI Plan (consistent with the University's Strategic Plan and the Academic Affairs Strategic Plan)
- Institutionalization of Programs, Strategies, and Initiatives
- Solidifying the central ODEI role as the institutional focus for DEI





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External and Internal Environment

The Context



- January 6, 2021 Insurrection
- A global pandemic, highlighting health care disparities
- Protests demanding justice after the police killings of George Floyd, Breonna Taylor, Ahmad Aubrey, and the shooting of Jacob Blake.
- 17 yr.-old carrying a rifle, shooting and killing two protesters in Kenosha, Wisconsin,
- Reports that immigrant women have been subjected to unnecessary hysterectomies while being detained by ICE,
- The passing of John Lewis – Civil Rights Icon
- The passing of Ruth Bader Ginsberg
- FBI director warning lawmakers about violent white supremacist groups
- The planned terrorist attack on the Governor of Michigan
- Shifting demographics
- Persistent Societal Inequities

Black Student Union (BSU) Zoom Attack

November 8, 2020

- A group of GU students who were holding a meeting of their organization, the Black Student Union (BSU), were subjected to an internet-based attack, on Zoom which sometimes referred to as “Zoom-bombing.”
- BSU students were subjected to racial slurs, threats of violence, and threats of violence towards President Elect, Biden.

BSU DEMANDS - Initial

- Follow through with promises to use every resource available to find out who did the Zoom attack.
- Hold the individuals accountable for this hate crime against BSU and the GU community.
- Set clear goals and enact tangible change to protect Black and POC students on campus.
- Provide a therapist of color to help BSU members process and unpack the emotions they are feeling after this traumatic incident.
- Plan and execute a town hall for members of the administration to address what happened and speak honestly and openly to the Gonzaga community, instead of just sending out an email.



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What Are We Doing?

Gonzaga University Response

- Response Team and Safety Measures
- Investigation
- Town Hall – December 7, 2020
- Counseling Services
- Restorative Justice
- Bias Team

Gonzaga University Response

- Student activism and support of BSU
- GUCDEI – SMART GOALS
- Faculty letter to administration
- Faculty Senate letter
- Potential Town Hall – Spring 2021

BSU DEMANDS

BSU Response and FAQs

- <https://www.gonzaga.edu/about/diversity-equity-inclusion/university-communications/bsu-incident-response>

Gonzaga University Council for Diversity, Equity and Inclusion (GUCDEI)

Advisory Council to GU President, Provost and Chief Diversity Officer, aligned with the University Strategic Plan, pursues its mission by collaborating with Gonzaga faculty, students, and staff working to advance diversity and inclusion, equity, and cultural fluency.

GUCDEI includes faculty, students, and staff.

Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA)

Dr. Shaun Harper, USC

Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA)

- 12-Month Curriculum (led by race equity experts)
- Online resource library of rubrics, readings, and case studies
- Guidance on designing action plans
- Campus climate surveys for students, faculty, and staff
- Quarterly opportunities for College/University Presidents to discuss strategies

Office of DEI Initiatives



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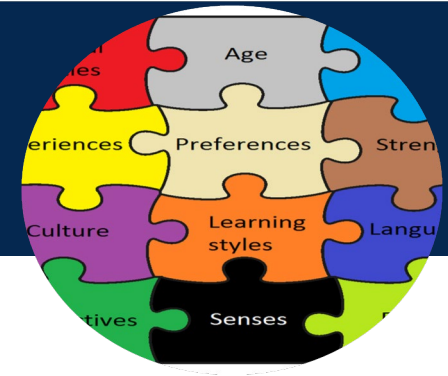
IMPACT	Intercultural and Multicultural Professionals Advancing Change Together is an affinity group of faculty and staff of color and their allies at Gonzaga University. The purpose of IMPACT is to support members and initiatives that create dialogue, raise awareness and educate the campus and community on the richness of human differences that exist on campus, regionally and globally.
Colleagues of Color (COC)	A cultural affinity group. Office of DEI and various partners on campus focusing on BIPOC faculty and staff across campus.
Productive Discomfort (PD)	Faculty affinity group focusing on inclusive teaching; to expand and deepen culturally responsive teaching; providing best practices in facilitating difficult classroom discussions. More info on: Productive Discomfort https://blogs.gonzaga.edu/productivediscomfortreflections/
Intercultural Yoga	A Podcast Program focusing on DEI Issues; for instance, addressing the current racism pandemic amplified by Floyd killing creates an opportunity to critically discuss challenging DEI issues.
Campus Climate	The Campus Climate Committee seeks to understand and improve campus climate, to communicate the university's commitment to intercultural understanding, and to rigorously uphold standards that support the dignity, rights, and safety of university members. Upcoming 2021.

Diversity Digest

Publication - distributed to approximately 1200 faculty and staff. Provides DEI resources, research and reflections in short abstract “soundbites” with hot links for the full article or resource.

Faculty and staff are invited to contribute abstracts and reviews of research articles, and resources to this publication. We will also include updates from ODEI and the Council on Diversity, Equity and Inclusion.

Key AY20-21 Priorities



- **DiversityEdu** - An online intercultural skill development program for staff and faculty that aims to develop and support intercultural fluency within the GU workforce.
- **URM Post Doc Program** – Postdoctoral fellows from groups underrepresented minority candidates. Understanding the retention is equally as important as recruitment.
- **GU DEI Strategic Plan** – Support the CDO in the development, execution, and ongoing evaluation of a DEI Strategic Plan and funding proposal, in coordination with the Academic and University Strategic Plans.
- **Faculty Diversity Recruitment** – Updating the Faculty Handbook to create strategies and support GU's faculty and Staff diversity goals of 20% by 2025

Road Map for Diversity, Equity, and Inclusion

Inclusive Excellence at Gonzaga University - Embed DEI in all aspects of GU. Build out curriculum focused on diversity, equity and inclusion (multidisciplinary and multiple strategies).

- Reviewing policies, procedures, systems and strategies
- DiversityEdu and DEI curriculum, adult education
- Facilitated Discussions/Crucial Conversations
- Workshops
- Teach ins
- Peer Education
- Courses
- Book Clubs and Reading Groups
- Diversity Education Week (Per semester)



Underrepresented Minorities Post-Doc Teaching Fellows Program



Why?

The URM Postdoctoral Fellowship program is a priority for Gonzaga University in bringing diverse scholars to the university with the goal of changing the diversity of the professoriate at Gonzaga.

Overview

- The program reimagined
 - To reach top-tier graduate programs (UCB, Stanford, UCLA, U of AZ, UCD, UW, U of Utah, UT Austin, UNM, U of Colorado, Boulder and Minority Serving Institutions where doctoral students and graduate students for certain disciplines have training in Ethnic Studies, Critical Race Studies, African American Studies, Native American Studies, Chicana/o Studies.

Overview

The program reimagined cont.

- We seek expertise in other social science, humanities, and especially STEM fields where there is a commitment to DEI communities and work. In our search we will look for CVs that lists attendance at **the national conferences of these areas of study**, as well as of groups like SACNAS, Black scientist organizations, publication in journals targeting faculty of color audiences (*The Journal of Blacks in Higher Education, Journal of Black Studies, African American Review, Journal of African American History, The Journal of Hispanic Higher Education, Hispanic Review, etc.*).
- We want our assessment to include more than statements of support and commitment to DEI.

Engaging Campus

- Student Activist
- Student Groups
- Faculty with prior association with the URM Program
- Advisory Council for the URM Program
- Website and internal communication about the program

ODEI COLLABORATIVE PARTNERSHIPS



BIAS Team

BIAS Team

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[Report a Bias Incident](#) ↗

[Presentation Request Form](#)

Collaborative Partnerships Cont.

- The Center for Humanities
- Mission & Ministry (Mission Centered Hiring, & Campus Climate)
- Center for Civil and Human Rights – GU Law School on speaker series and other programs
- DICE, College of Arts and Sciences, School of Business, CTA, Law School, School of Leadership, SEAS, and School of Nursing

Engaging Alumni

- Alumni affinity groups
- Connecting alumni with students and student affinity groups
- ODEI creating and supporting DEI initiatives for Alumni
- Working closely with University Advancement

Make A Difference

- Today
 - What are you going to start doing?
 - What are you going to continue doing?
 - What are you going to stop doing?

“If I cannot do great things, I can do small things in a great way”

— Martin Luther King Jr.

Thank You!



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Q & A



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