

Enacting Diversity as a Value within SST and Beyond



**STUDENT SUCCESS TEAM LARGE GROUP
MEETING**

Agenda



- Welcome and Overview (Sarah Hansen)
- Enacting Diversity as a Value Framing the Discussion (Sherry Watt)
- Action Ideas and Potential Steps (Small Group Discussions)

Operating Definitions of Change and Diversity Climate



- Actions by “which people from traditionally dominant ethnic and racial groups, and those that have been historically underrepresented, work together to negotiate power, privilege, and oppression to change the environment” (S. Erkel, in process).
- American Council on Education (1998) organizational change can be described as embracing ideas such as “change is deep, pervasive, intentional, and long term; it is organic and requires holistic and integrated thinking; and it entails new approaches to student affairs, faculty development, pedagogy, assessment, and community involvement” (as cited in Woodard, Love, & Komives, 2000, pg. 61).

Approaches to Diversity Efforts



‘diversity as a value’

- central & additive
- cross-level analysis of systemic oppression
- thoughtful balance between dialogue and action
- dominant group leadership
- Met with resistance; changes ‘how things are done here’

‘diversity as good’

- required & marginalized
- surface-level understanding of systemic oppression
- disjointed efforts and miscommunication
- marginalized group leadership
- Operates within the larger societal systemic structure

Key Conditions



- **Mutual Purpose**

- A shared end-goal of 'diversity as a value' might mean that the institution will develop new practices that are very different for daily work of faculty and staff.

- **Mutual Respect**

- Simultaneous and Both/And
- Focus on addressing systemic change (racism, heterosexism, etc.) rather than just helping individuals (those less fortunate) cope with oppression; this creates an environment where all of the constituents can come to the table with a contribution and a responsibility.



The SST mission and vision statement states: *“SST advances opportunities for all students and embraces diversity as essential to our work.”*

Pondering Questions



- What does it mean to enact diversity as essential work at Iowa?
- How do we create an ethos where diversity is a value?
- What action does SST need to take to enact this value?

We stand at the edge...

