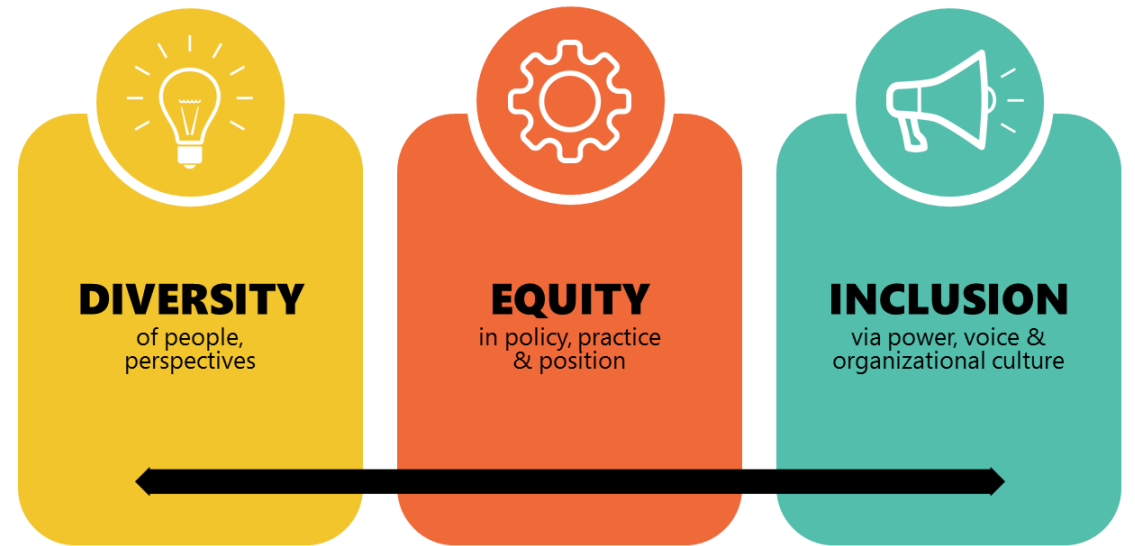




THE DNA OF DEI

DR. RONALD W. WHITAKER, II



“GIVE THANKS WITH A GRATEFUL HEART”



- Dr. Rosemary Costigan
- Leadership Team
- Raekwon Grace
- You

LET'S CONNECT!



@dr.ron.Whitaker

Dr. Ronald W. Whitaker, II



drwwii@gmail.com



OVERVIEW OF MY TALK

- Framing My Talk
- Unpacking the DNA of DEI
- Issue A Fierce Charge To Understand The Fierce Urgency of Now



FRAMING MY TALK



DNA DEFINED

- Destiny
- (New Economy) Navigating The Noise
- Action Steps and Accountability





THE PERFECT STORM POWERING DIVERSITY'S EMERGENCE AS A STRATEGIC PRIORITY

1. The Emergence of a knowledge-based global economy
2. **Changing Demographics**
3. Persistent Educational inequalities along racial, ethnic, gender lines, sexual orientation etc.
4. The crystallization of the importance of diverse experiences
5. **Continuing legal and political threats to diversity and affirmative action**

(Source: Williams, 2013)

University of Florida eliminates all DEI positions due to new state rules

The memo cites recent state restrictions on the use of public funds.

By Kiara Alfonseca

March 1, 2024, 6:19 PM

• 7 min



ET

read



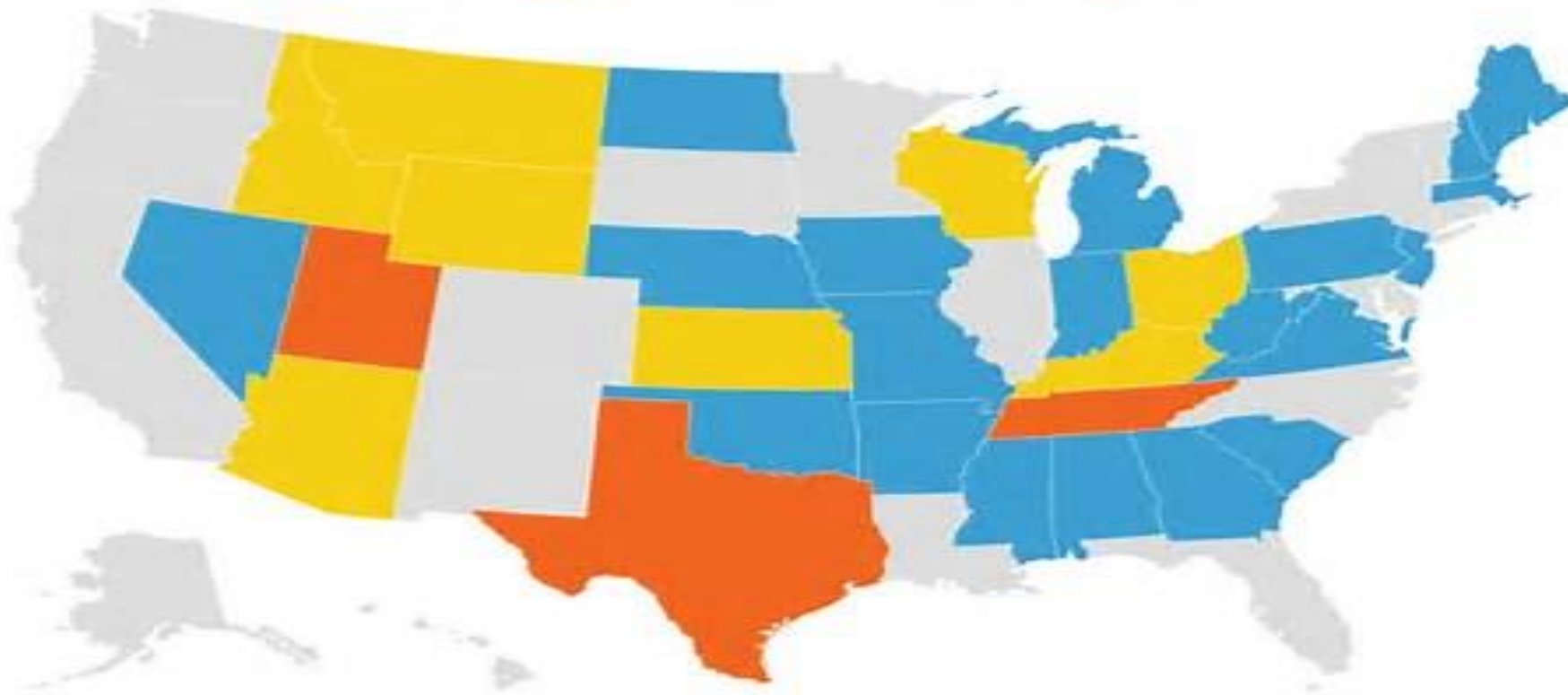
**SUPREME COURT
ENDS AFFIRMATIVE
ACTION IN COLLEGE
ADMISSIONS**



DEI BILLS ACROSS THE UNITED STATES

DEI bills, current legislative session

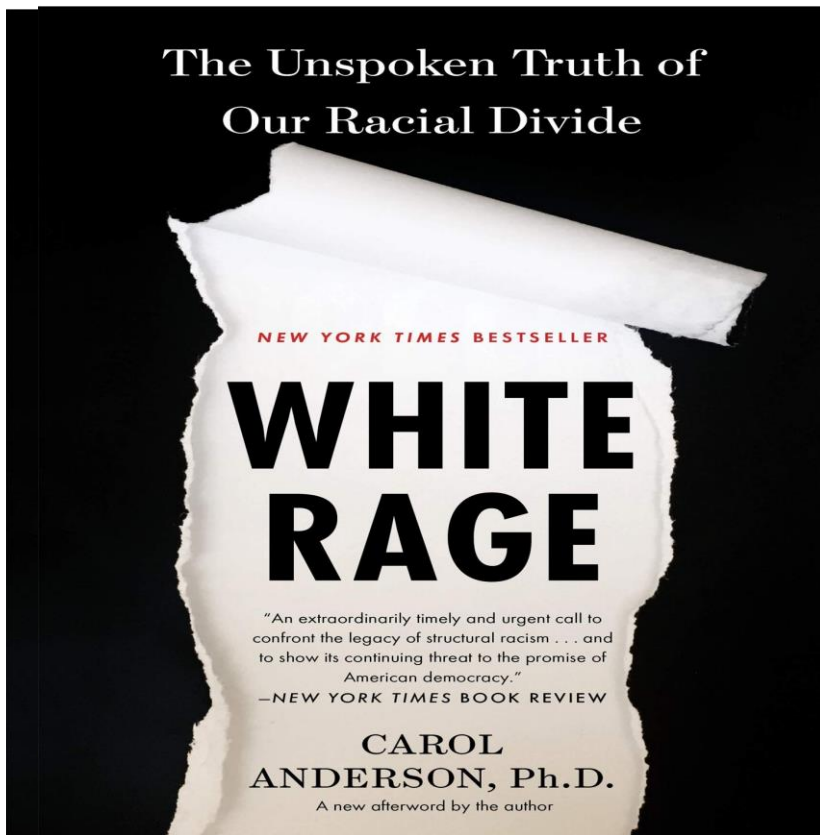
■ Introduced ■ Passed at least one chamber ■ Enacted



DIVERSITY ROLES DISAPPEAR 3 YEARS AFTER GEORGE FLOYD'S MURDER INSPIRED THEM



BACKLASH



- According to Anderson, *White Rage* is the structure of racism has brought about white anger and bitterness towards blacks, especially when social progress has been made.

Source: [Dr. Anderson](#)



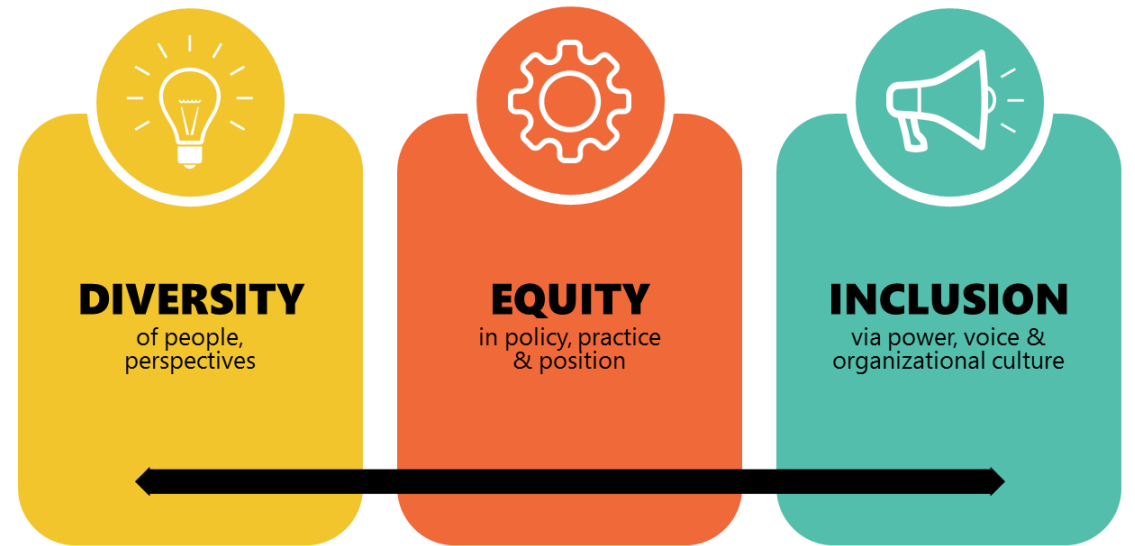
DEI LEADERS FEEL TIRED AND DISCOURAGED

AND
NTAL

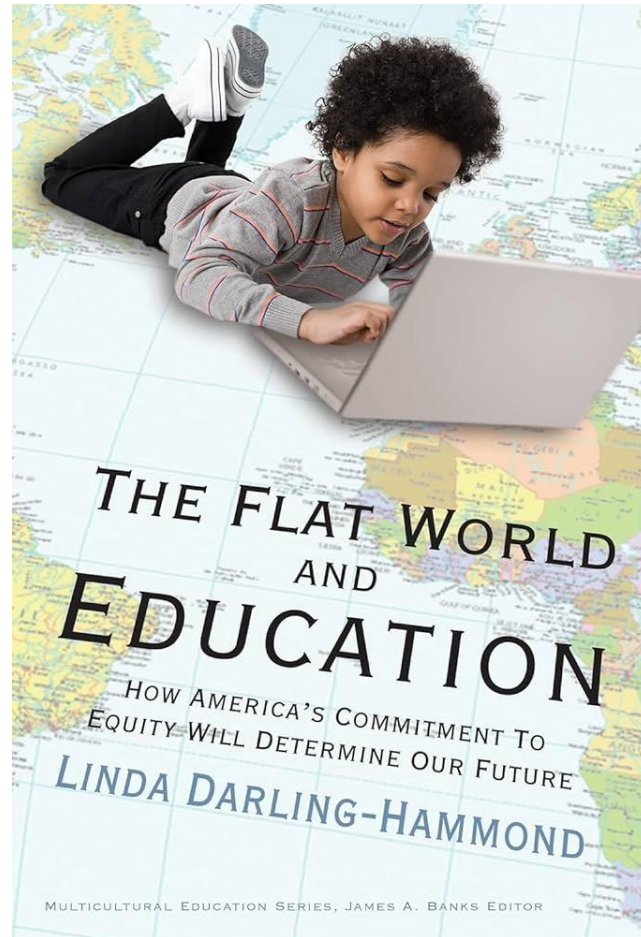




UNPACKING THE DNA OF DEI



DESTINY



[https://www.amazon.com/Flat-World-EThe Flat World and Education ucation-Commitment-Multicultural/dp/0807749621](https://www.amazon.com/Flat-World-EThe-Flat-World-and-Education-ucation-Commitment-Multicultural/dp/0807749621)

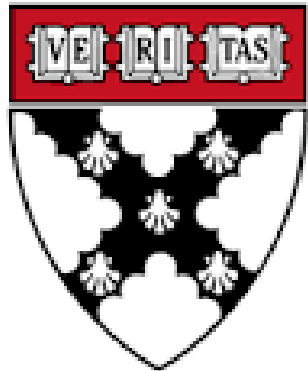


DESTINY

- Increasingly more flexible and working more virtually
- Increasingly Digital
- Increasingly Under skilled

Forbes

DESTINY



**Harvard
Business
Review**

- Having a diverse workforce means happier and healthier employees
- Stakeholders feel more respected and managers have greater access to the talent and skillsets they need for their organizations to thrive.
- A study from Harvard Business Review found that diverse companies had a 19% higher innovation revenue.
- ethnically diverse companies are 35% more likely to outperform
- By 2025, estimates predict the workforce will be 75% millennials, 47% of millennials actively look for diversity in the workplace,



DESTINY

- A diverse student body is essential to promote the atmosphere of creation, speculation, and experimentation necessary for higher education.
- **Diversity enhances education, and students gain intellectual benefits from being exposed to peers from diverse backgrounds.**
- Encourages self-reflection – Interacting with people of diverse cultures and situations can help students be aware of their biases.
- **Produces better results – Students are more engaged and better prepared for different career opportunities.**
- Promotes creative thinking – Exposure to people from different backgrounds creates an appreciation for varying perspectives.



DESTINY

- Redefine DEI as being foundational to operationalizing an institutions mission and vision. .
- Create an infrastructure that will enable all stakeholders to thrive.
- It's not just about making tactical moves, but it's about intentional efforts to transform the culture within your institution.

DESTINY



The Community College of Rhode Island is the state's only public comprehensive associate degree-granting institution. **We provide affordable open access to higher education** at locations throughout the state. **Our primary mission is to offer recent high school graduates and returning adults the opportunity to acquire the knowledge and skills necessary for intellectual, professional and personal growth through an array of academic, career and lifelong learning programs.** We meet the wide-ranging educational needs of our diverse student population, building on our rich tradition of excellence in teaching and our dedication to all students with the ability and motivation to succeed. **We set high academic standards necessary for transfer and career success, champion diversity, respond to community needs, and contribute to our state's economic development and the region's workforce.**



Marxism

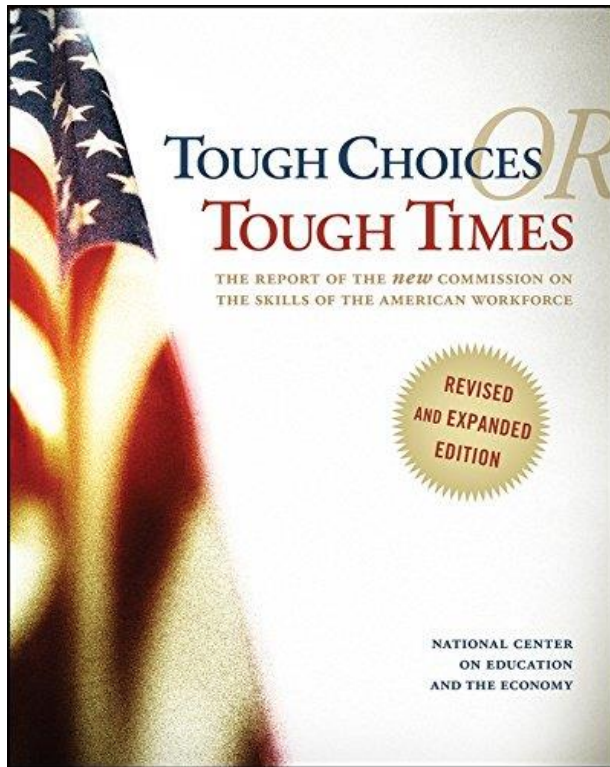
[märk-si-zəm]

A social, political, and economic philosophy named after Karl Marx. It examines the effect of capitalism on labor, productivity, and economic development and argues for a worker revolution to overturn capitalism in favor of communism.

 Investopedia

(NEW ECONOMY) NAVIGATE THE NOISE

NEW ECONOMY-NAVIGATE THE NOISE



- Beyond a book study
- Beyond images on our walls
- It's about living DEI
- A Sincere Appreciation of DEI
- And Understanding that the World is better because of DEI



NEW ECONOMY

- Living in a Knowledge Base Economy
- Changing Demographics
- Persistent Educational inequities along racial, ethnic, and gender

(Source: Williams, 2013)



REFLECTION QUESTION

1. In our DEI Work, Do We Fully Understand the Context of Our Students?
2. Are We in Authentic Relationships With Parents/Guardians/Family Members?
3. Do We Honor The Community Expertise?



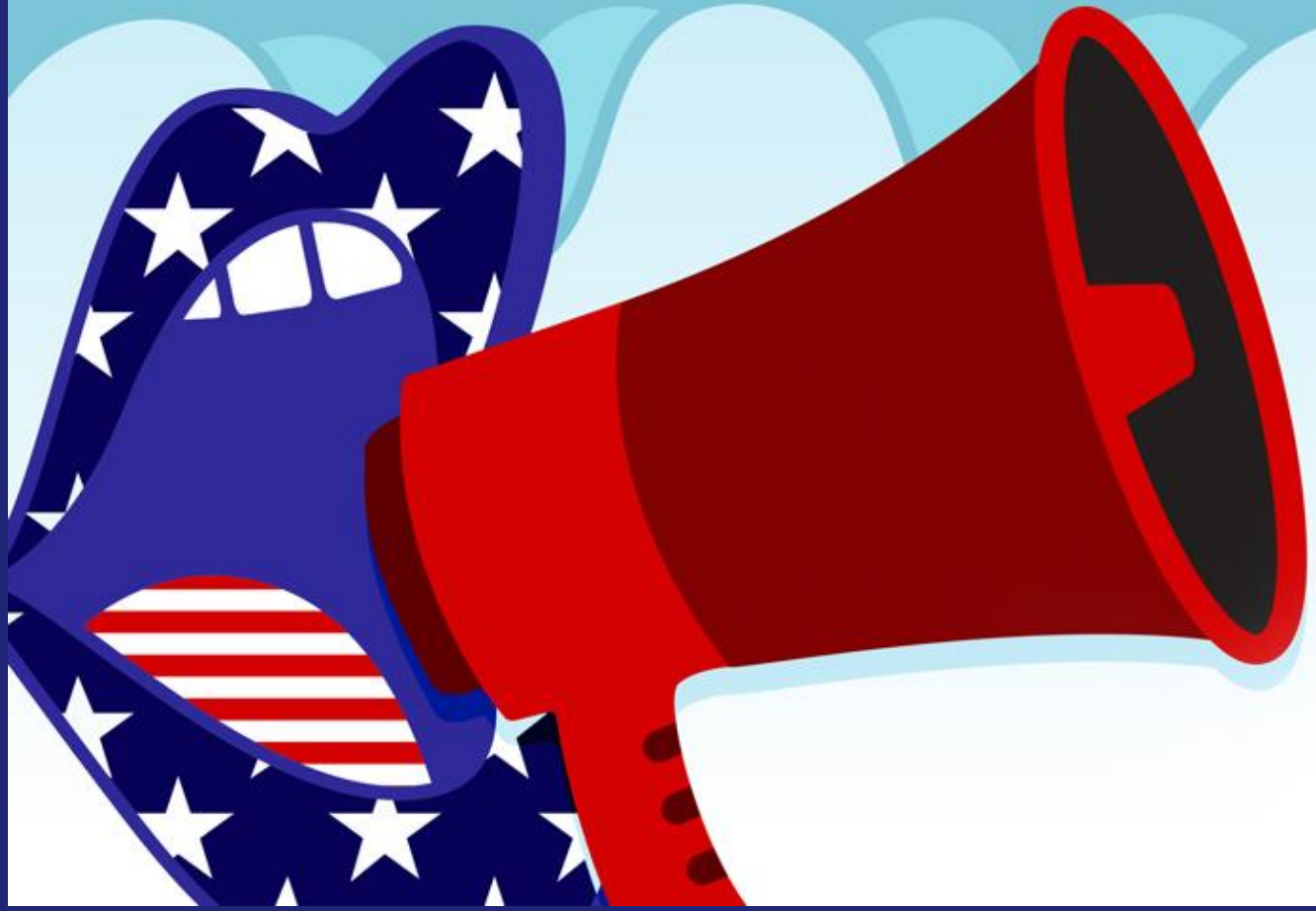
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[märk-si-zəm]

A social, political, and economic philosophy named after Karl Marx. It examines the effect of capitalism on labor, productivity, and economic development and argues for a worker revolution to overturn capitalism in favor of communism.

 Investopedia

NEW ECONOMY-NAVIGATING THE NOISE

A graphic illustration on the left side of the page. It features a red megaphone with a black interior, pointing towards the right. Behind the megaphone is a stylized American flag graphic, primarily in shades of blue and white with stars, and a section of red and white stripes. The background of the entire graphic is light blue with soft, white, cloud-like shapes.

TRUTHS **ABOUT DEI** **ON COLLEGE** **CAMPUSES**

EVIDENCE-BASED
EXPERT RESPONSES
TO POLITICIZED
MISINFORMATION

DEI MYTHS VS. FACTS



TRUTHS **ABOUT DEI** **ON COLLEGE** **CAMPUSES**

EVIDENCE-BASED
EXPERT RESPONSES
TO POLITICIZED
MISINFORMATION



DEI INITIATIVES ARE DIVISIVE

DEI initiatives aim to bring students and employees together to learn from each other's differences and to co-create inclusive campus environments. Additionally, many DEI policies endeavor to eliminate disparities between groups.

TOO MUCH MONEY IS SPENT ON DEI INITIATIVES

Most DEI initiatives have been understaffed and underfunded since their inception. Furthermore, they account for tiny fractions of budgets at the overwhelming majority of institutions.

DEI AND CRITICAL RACE THEORY ARE SYNONYMOUS

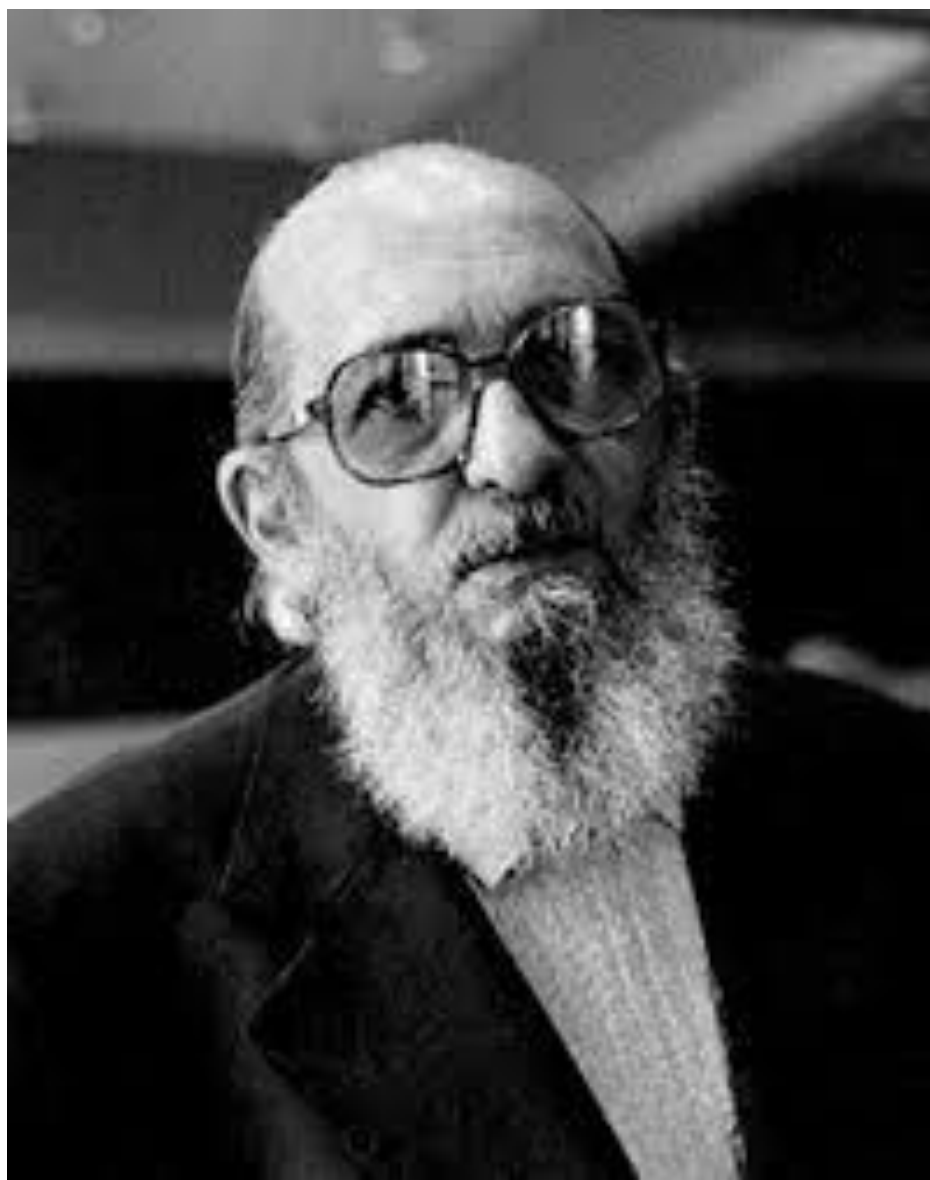
They are not. Furthermore, very few students are ever introduced to CRT in courses or in DEI programs offered outside of classrooms.



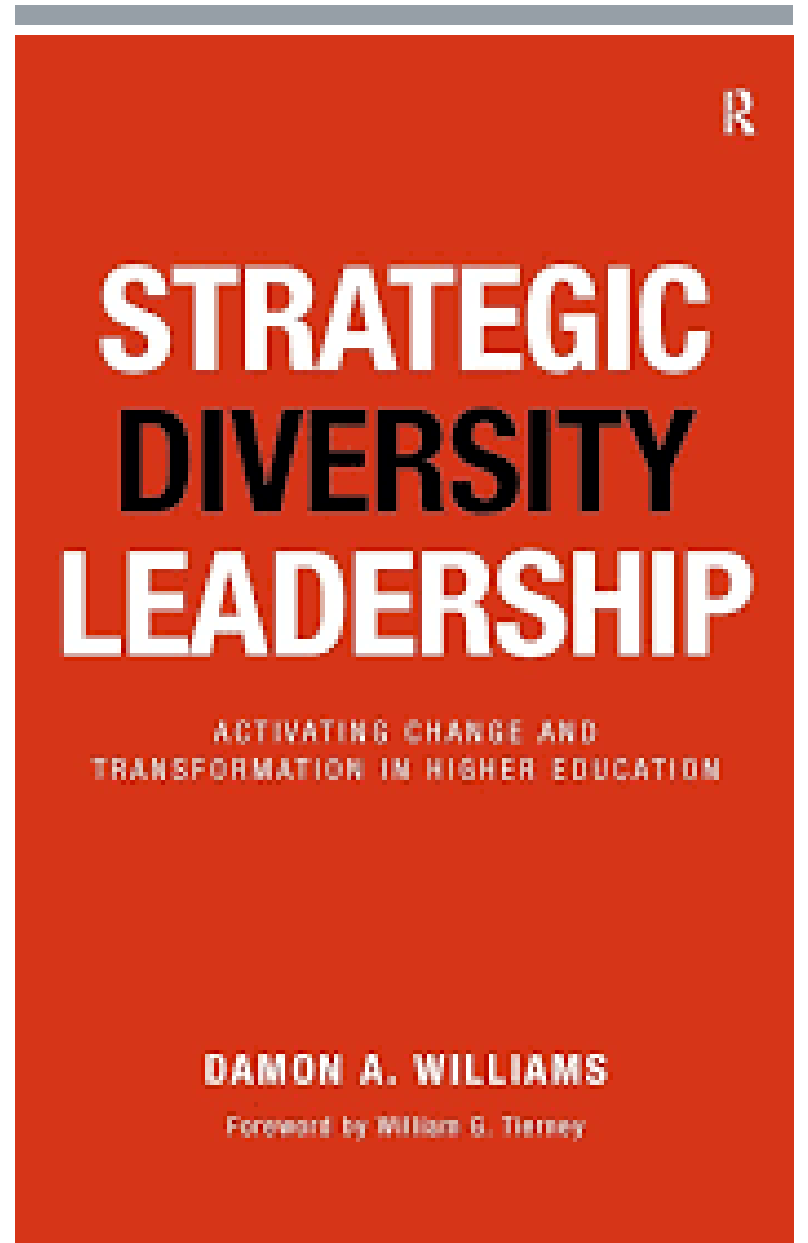
DEI PROGRAMS POISON CAMPUS ENVIRONMENTS

No credible study has determined this. However, decades of research has concluded that sexism, sexual harassment, gendered pay inequities, racism, homophobia, transphobia, classism, sizeism, Antisemitism, Islamophobia, and other forms of discrimination and harassment are harmful to students and employees. These are among the numerous problems that most DEI initiatives aim to fix





WE NEED STRATEGIC
DIVERSITY PLANS!





STRATEGIC DIVERSITY PLANNING

- Phases
- Goals
- Tactics
- Benchmarks for Success
- Progress Indicators
- Outcome Indicators

IT'S BEYOND BEING

woke

/ wōk / informal • US

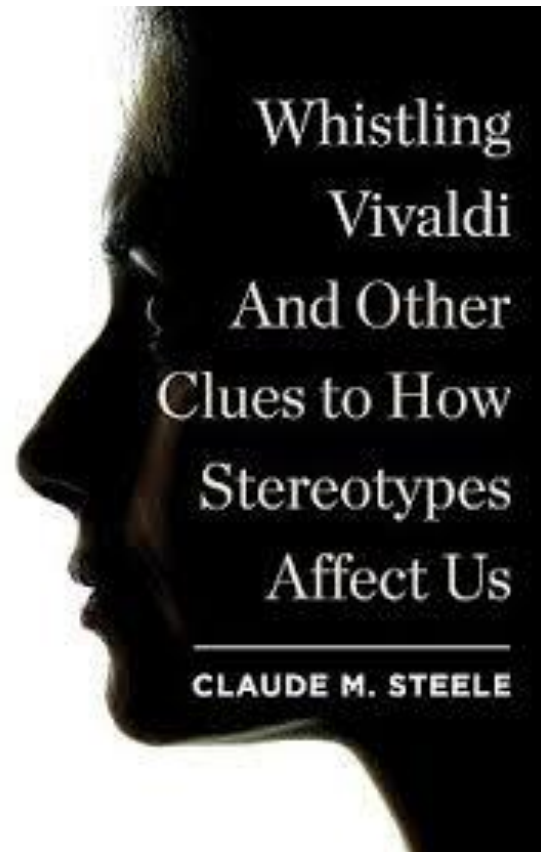
adj.) A state of awareness or
chieved by those dumb enou
to find injustice in everythin
except their own behavior.



WE NEED

1. Strategies
2. Policies
3. Structures
4. To change our practices
5. Representation
6. To move from symbolism to substance in our work
7. Organizational Psychology Work

STEREOTYPE THREAT



The Tendency to typecast yourself based on common beliefs about your group identities.

MICROAGGRESSIONS

I FELT THAT:

**MICROAGGRESSION
AND ITS IMPACT**

- Microaggressions defined by Dr. Sue, are the “everyday slights, indignities, put downs, and insults that people of color, women, LGBTQ populations, or those who are marginalized experience in their day-to-day interactions with people.
- Microaggressions can be seen as innocent, harmless comments, but they actually reinforce stereotypes and are a form of discrimination.

IMPLICIT BIAS

IMPLICIT BIAS



WHAT WE DON'T THINK WE THINK



Implicit bias, also referred to as unconscious bias is an unconscious opinion, positive or negative, that you have about a group or person. Implicit biases are the attitudes or stereotypes that are taught and developed early in life, and they strengthen over time.

IMPLICIT BIAS

← Post

 **CNN Breaking N...**  **Follow** 

@cnnbrk

South Carolina finishes the season undefeated after beating Iowa in the championship game, the final college game for Hawkeyes star Caitlin Clark.



South Carolina gets revenge against Caitlin Clark and...

From [cnn.com](https://www.cnn.com)

DEMOCRACY IN BLACK

HOW RACE STILL ENSLAVES
THE AMERICAN SOUL

EDDIE S. GLAUDE JR.

*"A book for the ages... should be read immediately,
before books of this kind are banned."*—THE GUARDIAN

NEW YORK TIMES BESTSELLER

BEGIN AGAIN

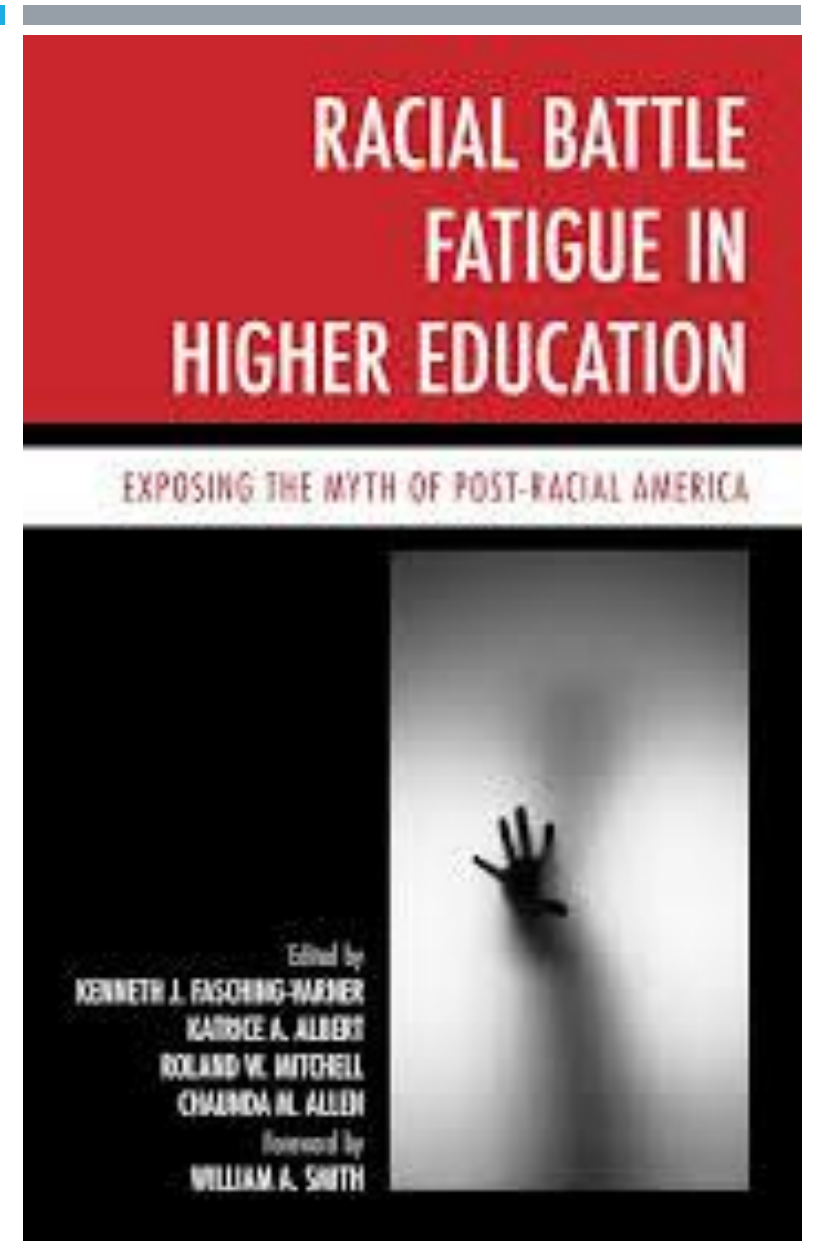
JAMES BULWYN'S
AMERICA AND ITS
URGENT LESSONS
FOR OUR OWN



EDDIE S. GLAUDE JR.

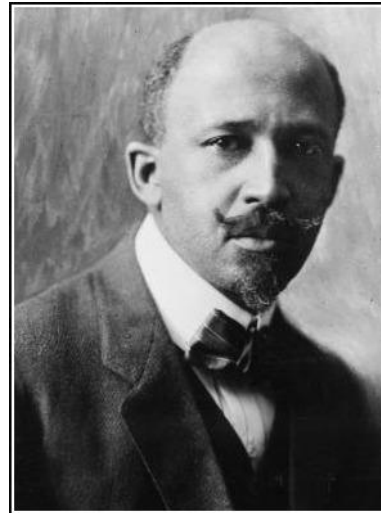
RACIAL BATTLE FATIGUE

■ Racial Battle Fatigue is described as the physical and psychological toll taken due to constant and unceasing discrimination, microaggressions, and stereotype threat. The literature notes that individuals who work in environments with chronic exposure to discrimination and microaggressions are more likely to suffer from forms of generalized anxiety manifested by both physical and emotional symptoms





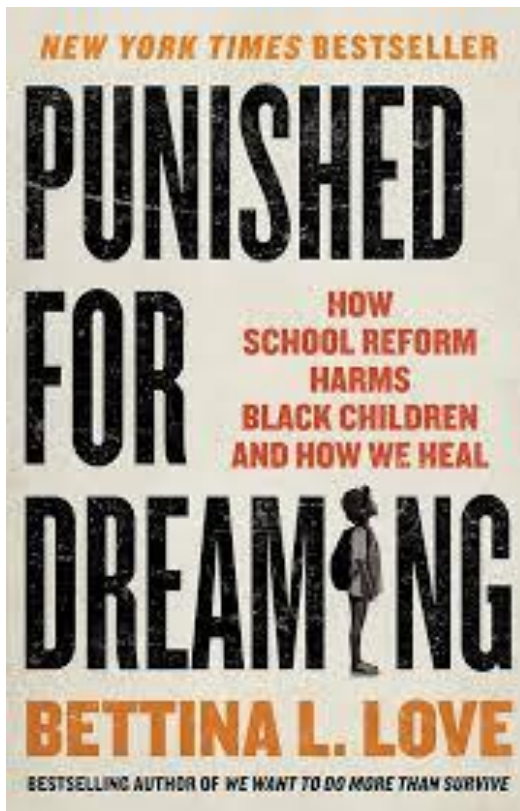
THE SOULS OF
BLACK FOLK
W.E.B. DU BOIS



To the real question, How does it
feel to be a problem? I answer
seldom a word.

— *W. E. B. Du Bois* —

AZ QUOTES



“In practice, the work of DEI and anti-racism amounts to attempting to help White people learn to be less racist. In prioritizing this as the goal, the work of changing policy is put on hold.”



If a white man wants to lynch me, that's his problem. If he's got the power to lynch me, that's my problem. Racism is not a question of attitude; it's a question of power.

— *Stokely Carmichael* —

AZ QUOTES

C H A N G E S





“If you cannot name something, you cannot transform it!”



ACCOUNTABILITY

- “Commitment without Currency, is Counterfeit.”

H

- Acknowledges the **HISTORY** of racism and racist acts in educational spaces and society (Dubois, 1903, Horsford, 2011, Stevenson, 2014 West, 1995) .

E

- Analyzes the difference between **Equality and Equity** (Gorski, 2019)

L

- Argues that **Love** is an essential element to students sense of belonging (Glaude, 2016, Hill, 2016 & Strayhorn, 2012)

P

- Accentuates the importance of employing cultural **Pedagogical** and school leadership **Practices and Programming** (Ladson Billings, 1995, Gay, 2000, Paris 2012, Khalifa, 2018)

ISSUE A FIERCE CHARGE TO UNDERSTAND THE FIERCE URGENCY OF NOW

**"We are now faced with the fact
that tomorrow is today.
We are confronted with
the fierce urgency of now."**

- The Reverend Dr. Martin Luther King, Jr.





APRIL 3RD, 1968

*"Strangely enough, I would turn to the Almighty, and say, "If you allow me to live just a few years in the second half of the 20th century, I will be happy. Now that's a strange statement to make, because the world is all messed up. **The nation is sick.** Trouble is in the land; confusion all around. That's a strange statement. But I know, somehow, that only when it is dark enough can you see the stars."*

THREE EVILS OF SOCIETY: WAR, POVERTY, AND RACISM



HIGHLIGHT APRIL 3RD, 1968, TO EXPLORE WHAT KING WAS DEALING WITH THAT NIGHT

- Facing Death
- Mentally and Physically Drained
- Pulled on Every Side
- Mixed Emotions
- Literally in a Storm

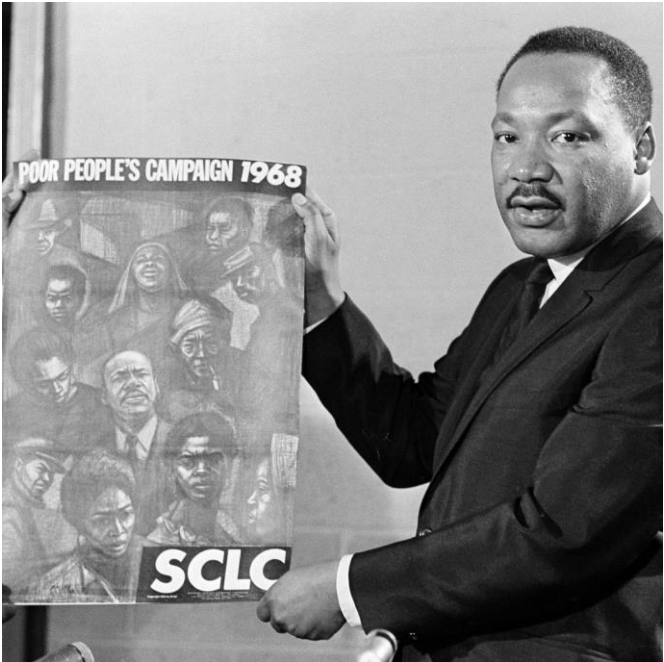
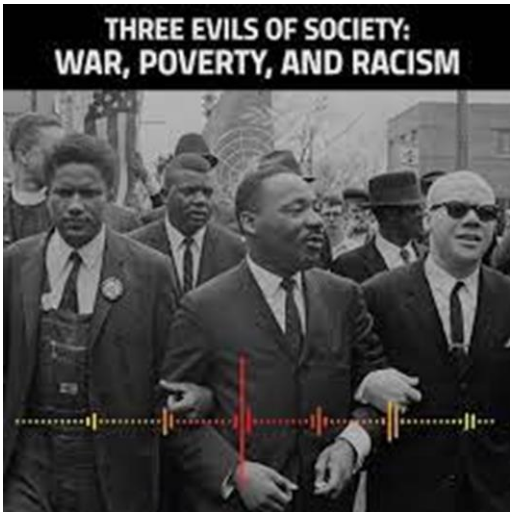
NOT ABOUT POPULARITY BUT PURPOSE



- Not Popular towards the end of his life.
- Gallup Research found that King was the 2nd most admired individual of the 20th century.
- However, in the years leading up to his death in 1968, however, King did not appear often among the top 10 on Gallup's most admired list.
- People wanted King dead, they applauded when he was murdered.



ALL HUMANS HAVE DIGNITY



MISSION MATTERS

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“All we say to America is be true to what you said on Paper.”

CHOOSE SERVING OVER BEING SEEN!!!!



"If you want to be important—wonderful. If you want to be recognized—wonderful. If you want to be great—wonderful. **But recognize that he who is greatest among you shall be your servant. That's a new definition of greatness.**

"If I can help somebody as I pass along, If I can cheer somebody with a word or song, If I can show somebody he's traveling wrong, Then my living will not be in vain."

SELF-CARE MATTERS



ARTICULATE A VISION OF HOPE

“Well, I don't know what will happen now. We've got some difficult days ahead. But it doesn't matter with me now. Because I've been to the mountaintop. And I don't mind. Like anybody, I would like to live a long life. Longevity has its place. But I'm not concerned about that now. I just want to do God's will. And He's allowed me to go up to the mountain. And I've looked over. And I've seen the promised land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land. And I'm happy, tonight. I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord.”



