

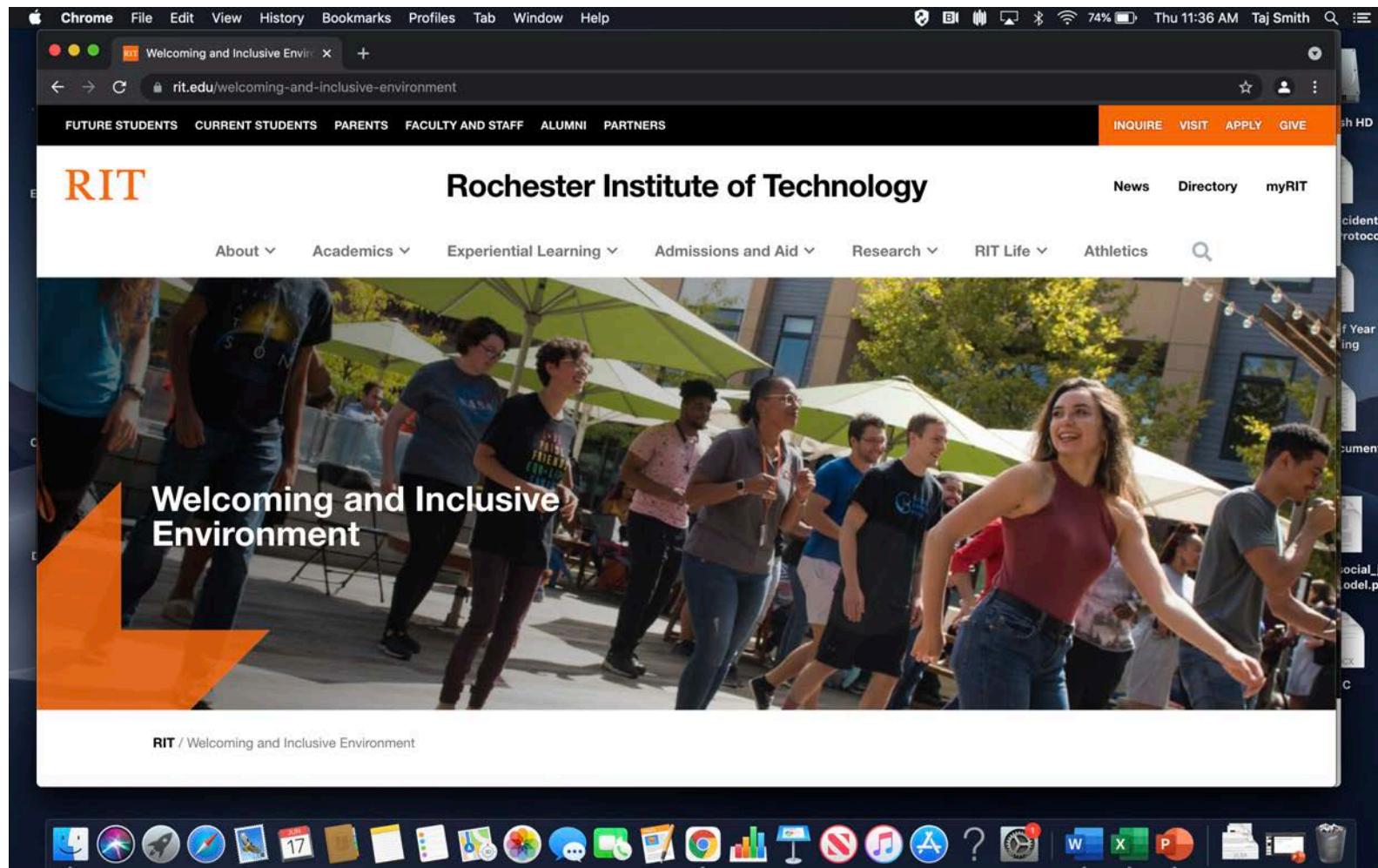
Diversity Education Year 3 Impact

Dr. Taj Smith
(He/Him/His)

Director, Diversity Education
Division of Diversity and
Inclusion



Institutional DEI Website



Welcome Stella Lee!

Assistant Director
Diversity Education

She will lead student diversity
education efforts moving forward.



CULTURAL HUMILITY COMPETENCIES

- **Awareness**

Participants will increase their awareness of diverse groups' experiences and worldviews.

- **Attitudes**

Participants reflect on their values and address stereotypes or prejudices they hold.

- **Knowledge & Skills**

Participants will acquire new knowledge and skills to enhance their ability to interact across differences and improve their work.

- **Practice and Embodiment**

Participants will proactively apply a new practice of inclusion to increase workplace productivity.

My Goals (5 Year Plan)

*Benchmark set in 19-20'

- 65% of employees **participate in at least one** diversity education initiative
 - # = 2,458 out of 3,781
- To **increase** one's humility, knowledge, skills and practice opportunities for employees and students
- To **inspire** an inclusive spirit of decision making, to **influence** equitable policymaking and daily practices, and **offer examples** of progressive culture change
- To **co-create** a climate (attitudes and behavior) where open inquiry, authentic interaction across difference and global citizenship is realized across all our differences and commonalities

Employees Engaged by Year 3

- **Continued** employee engagement of Year 2 and some Year 1
 - 19-20': 1,013 employees
 - 20-21': 460 employees
- 361 employees got involved in Year 3 offerings for the **first time**
 - Results in approx. 48% of employee participation; 624 remaining to goal
- White hearing cis-women continue to be **most represented**, but an increase in men, and White men in particular can be noted.
- More departments and divisions have encouraged attendance or requested special trainings. **Past participants are key to increasing engagement.**

What Are They Saying?

- *“I found this program to be the most valuable professional development I have participated in at RIT.”*
- *“You create, and run, an excellent workshop! Your workshops gave me a renewed sense of purpose in contributing to our college’s DEI plan and in the Rochester community as well.”*
- *“By the way, the faculty who I’ve spoken to following your last training said that it was excellent.”*
- *“I thought I knew about cultural humility going in, but it really opened my eyes to what it truly is and the impact it has on an organization.”*
- *“Growing up as a minority, you tend to think you already know this information because of lived experience. Every class I take I learn so much more.”*

Skills Learned

- ☐ Active listening
- ☐ Empathy
- ☐ Perspective taking
- ☐ Basic ASL skills
- ☐ Ability to identify and understand diversity, inclusion and inequity
- ☐ How to explain microaggressions, privilege and power and difference between equity and equality

Break: Q&A

Up Next: Program Overviews

What's Your Diversity?

33 Storytellers

12 people on average attendance; 79 audience members total

37 of 39 have a better or more complex understanding of diversity after participating

36 of 39 said this program increased their sense of belonging to RIT



Inclusive Hiring Training

- **106** participated in 19-20'; **99** in 20-21' and **120** this past year.
- **Option 1:** HR externally suggested video developed by LinkedIn, *Unconscious Bias in Recruiting and Interviewing*. I don't track.
- **Option 2:** Training with Taj
 - Offered 8 opportunities this past academic year
 - Faculty and Assistant Director level and up focus

Inclusive Hiring Training Assessment

- 13 out of 20 attended due to personal interest
 - 14 out of 20 attended because they were told to
 - Continued conversation about “fit”.
 - 13 tips were summarized in survey
- Most helpful tips:
 - Reflecting on own biases
 - Kinds of biases and how it can affect hiring
 - Value of a diverse search committee
 - Thinking about pronoun use
 - Thinking about power dynamics
 - Using a rubric to grade candidates

Into the Roc: The People's Track

- Approx. 60 participants; some repeaters
- Return to in-person
- Fall 2021
 - Owner Talk & Dinner at Carmen's Cooking (Brighton)
- Spring 2022
 - Joshua McFadden's Exhibit (George Eastman Museum)
 - Women of Color Business Owner Panel (CUE, Downtown)
 - Dinner Discussion and Geva Theater on Immigration




Inclusive Pedagogy Teaching Circle

- 23 people completed in 19-20' and last year was 9 including two grad students. In 21-22', we had 9 participants.
- 7 weeks online via MyCourses:
 - Teaching influences
 - Assumptions about and experiences of today's learners
 - Power and privilege
 - Cultural wealth
 - Facilitating and responding to difficult conversations

Breaking Bread

- In **Pairs**, the first year we had 67 employees, last year we had 15 and in Year 3 we had 12.
- **Circles** track was piloted last year with 26 employees and one student enrolled in four circles. This year we had 23.
- Most participation has come from:
 - *Food: Cultural Appreciation or Appropriation*
 - *Is Inclusion Inclusive?*
 - *Social Justice: What is It?*

Breaking Bread Circles





Topics :

Is Inclusion Inclusive?

REGISTER VIA RIT DIVERSITY EDUCATION WEBSITE

Breaking Bread Circles



Topics :

Can the Climate Crisis Be Solved or Are We Kidding Ourselves?

Starts February 16
Wednesdays, 10-11am

Enid Cardinal
Neha Sood

REGISTER VIA DIVERSITY EDUCATION WEBSITE

Breaking Bread Feedback

- *“Having seen the power of pairs, I will put people in pairs to achieve standard expectations.”*
- *“A good tip for this program would be to set the meetings on a weekly basis.”*
- *“I’m working to move towards getting more thoughts and experiences on the table before rushing to make a decision and develop a plan.”*
- *“Sometimes I felt lost by the conversation, like it was a bit too ambiguous for me to understand. I did learn a lot though.”*

Cultural Humility Certificate Program

Note: Didn't effectively capture data in Fall 2021.

- Newly enrolled: **411 employees** in 19-20', **389** in 20-21' and **244** in 21-22'.
- 259 have **completed certificate**. 785 in the pipeline.
- 71% of survey completers shared **an increase in confidence to discuss DEI**
 - Same as last year
- Most engagement by **position**: Analyst, Interpreter, Manager, Assistant Director & Director
- Most engagement by **division**: Finance & Admin and Student Affairs
- **Increased engagement from**: Athletics, Partnerships, Controllers, Student Financial Services, Library, Payroll, Res Life & Access Services
- Most engagement by **college**: NTID
- Most engagement by **race**: White
- Most engagement by **gender**: Cis-gender women
- **Increased engagement from**:
 - Cis-men and White men in particular
 - Deaf and hard of hearing
 - Women of color, mostly Black African American



Perspectives Gained

- Based on 276 post-workshop surveys completed **Year 1**, 248 in **Year 2** and 178 in **Year 3**, participants shared:
 - I better understand how diversity, inclusion and equity influences my work on campus.
 - 55.36% **Strongly Agree** 36.87% **Somewhat Agree** (2019-2020)
 - 71.8% **Strongly Agree** 24.85% **Somewhat Agree** (2020-2021)
 - 66.07% **Strongly Agree** 28.99% **Somewhat Agree** (2021-2022)
 - I notice structural barriers that hinder or limit our ability celebrate and leverage diversity at RIT.
 - 55.36% **Strongly Agree** 36.87% **Somewhat Agree** (2019-2020)
 - 71.8% **Strongly Agree** 24.85% **Somewhat Agree** (2020-2021)
 - 64.27% **Strongly Agree** 26.9% **Somewhat Agree** (2021-2022)

Actions Taken

1. Get more education/taking more workshops
2. Re-evaluate interactions with others
3. Bring this information back to my workspace
4. Assessing more often whether power, privilege and equity influence decision making or conflict in the workplace
5. Use and ask for pronouns more often

What's Next?

- **Improve marketing** of Breaking Bread to students and go global
- Co-develop with Stella DEI new **required module** this summer
- In partnership with Faculty Senate, **assess impact** of diversity-flagged course work and make suggestions
- Create **student facilitator** team led by Stella
- Introduce **new** workshops, programs or educational strategies
 - Partner with college DEI professional staff
 - *Building Mutual Interest and Collective Impact*
 - *Restorative Practice*

Together RIT 2022

- June 30 – Proposal Deadline
- Ongoing – Volunteer Opportunities
- October 21 – Tentative Outline of Day
 - 12pm-12:45pm: *Opening Remarks*
 - Includes Race & Ethnicity Plan Update
 - 1pm-1:45pm: *Concurrent Sessions*
 - 2pm-3pm *Concurrent Sessions*
 - 3:15pm-4pm *Closing Remarks*

**SAVE
THE
DATE**

**Together RIT: A Day of
Understanding, Solidarity,
and Racial Reconciliation**

**Gather with the RIT
community to engage in
intentional and honest
dialogue about race, ethnicity,
and racism.**

**FRIDAY, OCTOBER 21, 2022
12:00 - 4:00 p.m.**

**FOR MORE INFORMATION
[RIT.EDU/DIVERSITY](https://rit.edu/diversity)**

Q&A