

STRATEGIC INCLUSION AND DIVERSITY DEVELOPMENT

Meeting with: *KEBAYA COACHING ~ CONSULTING* and *THE CROCHET CONSULTING GROUP*

Who are these consultants?

- Background and unique qualifications:
 - Highly experienced and professional team of consultants, trainers and coaches who specialize in the areas of inclusion, diversity and cultural competency
 - Seasoned professionals who are familiar with the issues that University of Northern Colorado faces
 - High functioning team of diverse professionals
- Hired by President Kay Norton to help you implement a strategic inclusion and diversity development process

Why are they invited to our meeting?

- To give us an overview of the process
- To help us begin to understand the kind of relationships needed to make this change

What can we expect from them?

- They will help us implement a system that will achieve the President's Vision
- They will give us the tools to make the desired behavioral change in our culture
- They will provide us with the training to make the transformational change in our culture

How is what they're doing going to impact me?

- They offer support in this inclusive process that empowers you to help implement the change
- This process will be a seamless integration into your workflow and processes without overload
- We'll be given a new common language that will enhance what you do everyday, and we'll be empowered to use new approaches to handle difficult change situations

What is this process?

- The University is launching a multi-year initiative to transform all aspects of the institution – from the composition of its community, to the classroom and curriculum, and the overall campus climate.
- The President will convene a Diversity Advisory Council comprised of regional and national experts to advise the University on issues related to diversity.
- These consultants will work with the University and the Diversity Advisory Council to conduct quantitative and qualitative assessments of the institutional climate and assist the University in developing innovative strategies for addressing recruitment and retention of students and faculty from underserved groups.
- In support of this initiative, the University will seek a five year, \$2 million Title III: Strengthening Institutions Grant to focus on curricular and pedagogical transformation.

How will this process affect our group?

- This process opens communications and develops helpful interdependencies with other campus organizations and the community
- It connects us and gives us clear, consistent guidance to achieve a common strategic UNC goal
- It becomes a systemic part of our culture

How much time do we have with them?

- The President has committed to provide you with the consulting support that you need throughout this multi-year process



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What does the President expect from us?

- Your openness, support, input and ownership of this transformation process

How can we be supportive?

- Communicate this process to everybody you know
- Commit to be involved in how we achieve our goals
- Help others understand how to get on board

What are our first, next steps with this process?

- Appoint 2-3 members to a taskforce to develop a summary presentation of your group's past and current diversity issues and initiatives
- Appoint 1-2 members to a taskforce to recommend what training meets our needs
- Appoint 1-2 members to a taskforce to recommend how we benchmark where we are now so that we can measure our success