

University of Northern Colorado

**STRATEGIC INCLUSION AND DIVERSITY DEVELOPMENT INITIATIVE**

**Presentation Workshop Taskforce**

**Agenda**

**Welcome and Introductions**

**Overview of Processes in the Transition**

- The Goal
- The Sequence of Activities
- The Expected Outcomes

**Overview of Presentation Taskforce Activities Over the Next Two Months**

- Communicating your presentations
  - Nov. 15<sup>th</sup> Diversity Advisory Council
  - With other leadership groups
- Drafting your group's presentation
- Dates for presentation dry-run: November 9<sup>th</sup> and 10<sup>th</sup>

**Open Discussions**

**GROUPS**

Academic Leadership Team  
Athletics  
Cultural Centers  
Faculty Senate  
Finance and Administration  
Graduate Student Association  
PASC  
Residence Life  
SPEEC  
Student Representative Council  
Student Success Advisory Council  
Summit for Social Justice Faculty

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**PRESENTATION OUTLINE**

**PART I: SUMMARY PRESENTATION OF YOUR GROUP’S PAST DIVERSITY ISSUES AND INITIATIVES** (*keep presentation responses under 25 seconds; pick only your top initiative*)

| <b>Issues/Initiatives</b><br>(select only one initiative to present)   | List outcomes in terms of how it was <i>beneficial</i> to the UNC culture |
|--|---|
| 1. Example: <i>Initiative that enhanced the values and culture of UNC</i>  |   |
| 2. Example: <i>Initiative that included people as members of the UNC Community when learning their role as a student or employee</i> |   |

**PART II: SUMMARY PRESENTATION OF YOUR GROUP’S PRESENT DIVERSITY ISSUES AND INITIATIVES** (*keep presentation responses under 25 seconds; pick only your top initiative*)

| <b>Issues/Initiatives</b><br>(select only one initiative to present)                                | List outcomes in terms of how your group feels it will be <i>beneficial</i> to the UNC culture |
|---|--|
| 3. Example: <i>Diversity initiative that your group is taking full accountability for</i>           |  |
| 4. Example: <i>Diversity initiative where alliances are being developed to achieve your success</i> |  |

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**Part III: SUMMARY PRESENTATION OF YOUR GROUP’S FUTURE DIVERSITY ISSUES AND INITIATIVES**

*(keep presentation responses under 70 seconds)*

Changing the culture of an organization like UNC requires a focused group effort over a sustained period. Barriers to the success of this change are certain to develop but are not impossible to overcome. Discuss this with others in your group before summarizing your conclusions below.

| <b>Issues/Initiatives</b>  | List outcomes in terms of how your group feels it will be <i>beneficial</i> to the UNC culture |
|--|--|
| 5. <b>Needed Behaviors:</b> what do we, as an institution, need to do differently?                                     |  |
| a. What is the main thing about your immediate UNC culture that <b>needs to be changed</b> within the next 3-6 months? |  |
| b. What do we as an institution do well that needs to continue?  |  |
| 6. <b>Obstacles:</b> What is the biggest obstacle or barrier to making this change?                                    |  |
| a. We need to <b>PLAN</b> and <b>COMMIT</b> to what desired approaches to make it work?                                |  |
| b. What changes are necessary for our group’s culture within the next 3-6 months?                                      |  |

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**SAMPLE TWO-MINUTE PRESENTATION**

|  |   |
|--|---|
| <b>Introduce yourself and your organization</b>  | I'm _____; I'm _____ (officer/position) in UNC's _____ organization. We represent the _____ (for faculty, staff, students, etc.)  |
| <b>Issues/Initiatives</b>  | List outcomes in terms of how your group feels it will be <i>beneficial</i> to the UNC culture  |
| <b>PART I: Most significant PAST diversity initiative (select only one initiative to present)</b>  |   |
| 1. Example: <i>Initiative that enhanced the values and culture of UNC</i>  | <ul style="list-style-type: none"> <li>○ In 2005, we launched the first “Welcome to UNC” orientation program for foreign students</li> </ul>  |
| 2. Example: <i>Initiative that included people as members of the UNC Community when learning to do their role as a student or employee</i> | <ul style="list-style-type: none"> <li>○ We were initially formed to provide every newly hired faculty member with an introduction to each UNC department before they ever teach a class</li> <li>○ It's a 2 week process and “partners” are identified to help them find their way around for the first 60 days</li> </ul> |
| <b>PART II: Most significant CURRENT diversity initiative (select only one initiative to present)</b>                                      |   |
| 3. Example: <i>Diversity initiative that your group took full accountability for</i>   | <ul style="list-style-type: none"> <li>○ Our organization sponsors a Freshmen social every year for all foreign and minority students</li> <li>○ We have at least 2 majority students paired with every foreign and minority student to visit with and welcome them 2 weeks prior to this event</li> </ul>                  |
| 4. Example: <i>Diversity initiative where alliances were developed to achieve your success</i>   | <ul style="list-style-type: none"> <li>○ Our department co-sponsors the Excellence in Achievement Program with two predominately minority Middle Schools in Greeley</li> <li>○ We help develop a pool of highly competent candidates for high school and eventually our Business School</li> </ul>                          |
| <b>PART III: Our recommendation for FUTURE diversity initiatives</b>   |   |
| 5. <b>Needed Behaviors:</b> what do we, as an institution, need to do differently?   | <ul style="list-style-type: none"> <li>○ Start respecting our differences</li> <li>○ Take a visible stand against intolerance</li> </ul>  |
| a. What is the main thing about your immediate UNC culture that <b>needs to be changed</b> within the next 3-6 months?                     | <ul style="list-style-type: none"> <li>○ Value the input of all members – not just those in power</li> <li>○ Open this initiative up to campus-wide dialogues</li> </ul>  |
| b. <b>What do we</b> as an institution <b>do well</b> that needs to continue?  | <ul style="list-style-type: none"> <li>○ Professors know us by name</li> <li>○ There are safe zones where people embrace diversity</li> </ul>   |
| 7. <b>Obstacles:</b> What is the biggest obstacle or barrier to making this change?  | <ul style="list-style-type: none"> <li>○ Some people don't get it – they see no value in changing the way things are now</li> </ul>   |
| a. We need to <b>PLAN</b> and <b>COMMIT</b> to what desired approaches to make it work?  | <ul style="list-style-type: none"> <li>○ This initiative should compel everyone to make a long term commitment to the goals</li> <li>○ Set personal and group goals that support this effort</li> </ul>   |
| b. What changes are necessary for our group's culture within the next 3-6 months?  | <ul style="list-style-type: none"> <li>○ We need the tools to help us make this transition</li> <li>○ We need the funding to insure that we stay on track</li> </ul>  |

*Thank you for allowing (your group's name) to share our thoughts with you!*