



# Beyond Diversity and Inclusion: Creating Culturally Competent Institutions for a Socially Just World

National Center for Cultural Competence

April 4<sup>th</sup> and 5<sup>th</sup> 2018

Dr. Yolanda T. Moses



# Introduction



- Dilemmas
- Institutional Identities
- Toward an institutional wide model for cultural competence
- Promising Practices
- The way Forward



# Dilemmas-U.S.

- Unrest on campuses –due to limits of clashes over free speech
- Re-examined campus histories
- Heightened student protests
- External Challenges from powerful political and economic Challenges
- Questioning of the value of higher education itself-does everyone need to have a college degree?
- Our country- U.S. in a very divisive mode-domestically-rise of populism, “isms” are heightened.
- International repercussions from our actions-fewer students coming to U.S. to study.



# Institutional Identities: U.S. and Australia

- ▶ Who are our Institutions set up for?
- ▶ Are we in need of new missions ?
- ▶ Who are we accountable to? As individuals –as members of University?
- ▶ Does it matter if you are public or private? ( Harvard, Stanford, Princeton, Brown) or ( Land Grant Universities like University off California, University of Michigan, Penn, etc.—University of Sydney?
- ▶ Are we equipped to have those conversations on our campuses?
- ▶ If we do not have those conversations-We are **certifiers of status quo**



# Toward an Institutional Model of Cultural Competence

- What does it mean for us to look at Cultural Competence at a whole institutional level?
- Dr. Tawara Goode laid out an aspirational model for all of us to follow
- I am going to suggest some guide posts for us to look for along the way.



# Making the Leadership Case for Diversity and Cultural Competence: Everyone has a Role

- Role of Board/ Chancellor-prime movers
- Role of President/ Vice Chancellors embodies value-Symbol
- Senior Administrators
- CDOs-U.S.
- Deans
- Department Heads
- Faculty / including adjunct
- Staff (Surveys-climate issues conflict resolution)
- Students (Climate issues; leadership training-voice to speak to power ?)



# Diversity/CC Mission Statement of the UC Regents

- Diversity should also be integral to the University's achievement of **excellence**.
- Diversity can enhance the ability of the University to accomplish its **academic mission**.
- Diversity aims to broaden and deepen both the educational experience and the scholarly environment as students and faculty learn to interact effectively with each other, preparing them to participate in an **increasingly complex and pluralistic society**.



# Diversity/CC Mission Statement of the UC Regents

- ▶ practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community.
- ▶ The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication.
- ▶ Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership



# Diversity/CC Plan Strategies and Tactics

- ▶ Efficacy of efforts related to diversity need to be tracked.(Data)
- ▶ Administration wants to increase the visibility and cohesion of diversity efforts—Establishment of Diversity Council
- ▶ Need a comprehensive assessment of the cultural competency of faculty, staff, and administration.
- ▶ **My Note: need to assess cultural competence of Institutional structures, policies and Practices too. Not just about training.**



# Promising Practices: 3 examples

- ▶ Brown University-Ruth Simmons Pres.- The Slavery and Justice Project. See: [http://brown.edu/Research/Slavery\\_Justice/documents/SlaveryAndJustice.pdf](http://brown.edu/Research/Slavery_Justice/documents/SlaveryAndJustice.pdf)
- ▶ University of California- President Janet Napolitano- DACA Students- Filed Lawsuit against the Federal Government; specifically the President of the United States. <https://www.nytimes.com/2017/09/08/us/politics/napolitano-sues-trump-to-save-daca-program-she-helped-create.html>
- ▶ University of Virginia- Dr. Teresa Sullivan- [https://www.huffingtonpost.com.au/entry/uva-charlottesville-campus-changes\\_us\\_59c53297e4b06ddf45f7873c](https://www.huffingtonpost.com.au/entry/uva-charlottesville-campus-changes_us_59c53297e4b06ddf45f7873c)
- ▶ University of Sydney - Centre for Cultural Competence-site for trans. Change

# Brown University Slave Memorial: Result of a whole campus process



# University of California President Defends DACA Students



- In 2012 under the Obama administration Janet Napolitano Created the DACA Program-Deferred Action for Childhood Arrivals as the head of Homeland Security.
- In 2018 she is suing the trump Administration to save it. This issue was discussed with the leadership of the UC ( Regents, Faculty and Staff and students before decision was made.

# University of Virginia: Post KKK March August 12, 2017: Work in progress



- ▶ **When we say Mr. Jefferson's university, whom are we talking about? He didn't create it for any woman, for any LGBT person, or any person who is economically disadvantaged, any person who was of color.**

John Gates, dean of diversity and inclusion in the School of Engineering and Applied Science



# The Way Forward



- ▶ Know ourselves – and know our institutions – in a deep way.
- ▶ Understand the barriers to institutional change-both observed and hidden. It is often the quiet ones to watch out for!! ( what are the fears?)
- ▶ Form Alliances with folks who will speak on your behalf when you are not in the room- get some synergies going. ( indigenous studies and Professional Schools)
- ▶ ALSO- You must be the voice to speak for those people not in the room.
- ▶ Be opportunistic- know what is coming what is on the horizon-funding and grant opportunities? Keep abreast of changes in strategic planning.

# The Way Forward: Black lives Matter Because all Lives Matter-# No more Guns- Australia



# The Way Forward



- People take part in an "Invasion Day" rally on Australia Day in Melbourne, January 26, 2018.
- On the 26th of January 1788, Captain Cook Landed in Australia. White Australians call it Australia day.
- Universities and Colleges can be honest brokers to create spaces to discuss all sides of the issue.



# The Way Forward-Across Campuses and Globally

- ▶ Democracy is under attack worldwide- the rise of **populism and fascism** in Australia, Europe, The U.S.-Who will hold the line?
- ▶ What we teach our students- all of our students- is critical to push back against “fake news” and “gaslighting.” and Russian hacking. They will be the next generation of “woke” leaders.
- ▶ We must use **social media platforms** the way that our students do to share information and research – get it into the hands of policy makers who can use it.
- ▶ We must enhance our own regional, national and global networks Think of intersectionality of issues, and the power of those linkages within the organizations that you belong to. This conference is a perfect example of that strategy. ( Thanks Dr. Juanita Sherwood/ Team for your vision)



# Conclusion

We cannot give fear or silence a place in our institutions. If not us, then who? We must not fear losing the support of our privileges to call out false claims (through our data and research), and demagoguery or biased power (through our teaching and pedagogy). If we do so, we will fail to meet our responsibility as academics and practitioners of rising to the greater purpose of higher education as a space for truth, our truths.

**WE MUST NOT GIVE FEAR OR SILENCE A PLACE IN ANY OF OUR INSTITUTIONS.**