Leading Multicultural Transformation in the Academy

Jabar Shumate, Vice President
Office of University Community
Office of University Community
Mission
• Enhance the University’s commitment to diversity and inclusion;
• Recognize and respect the essential worth of each individual;
• Value differences amongst groups;
• Create a community of people representing a multiplicity of identities including, but not limited to, race, gender, ethnicity, sexual orientation, spiritual belief, geographic origin, abilities or disabilities, and socioeconomic status; and
• Attain diversity in the recruitment, retention, and advancement of students, faculty, and staff from underrepresented groups and communities.
OU Diversity & Inclusivity Academic Council Charge

“A vision is aspiration. A mission is actionable.”

Draft of the Vision and Mission of the University of Oklahoma Diversity Council

Jamie Falkowski, vice president of creative and experience at the marketing communications firm Day One Agency, said, "a vision is aspiration. A mission is actionable."

The University of Oklahoma Diversity Council is being asked to provide input to this proposed draft of a vision and mission statement.

**Vision:** The OU Diversity Council is the “go to group” for resources, strategies, and guidance to ensure and promote diversity and inclusion at all levels within the university community.

**Mission Statement:** The University of Oklahoma Diversity Council, created by President Boren, is a group of diverse OU professionals, appointed by the Office of University Community, representing faculty, students, staff, and administrators whose charge is to:

1) articulate desired outcomes for achieving diversity and inclusion;

2) provide support and assistance to help OU colleges, departments, and schools, create a welcoming university environment for all; and

3) equip the OU family with the knowledge, tools, and skills to ensure equity in every aspect of the institution’s fabric, thereby becoming a university for today and tomorrow where all voices are heard and all groups embraced as a part of the university community.
OU Diversity & Inclusivity Academic Council Priorities

• Review and advise on critical diversity *issues*;
• Coordinate diversity programs and *initiatives* across the University;
• Advise on and manage diversity *planning*; and
• Identify and disseminate *best practices*. 
Focus Activity – Engage Diversity Council members in the development of a Theory of Change to serve as a roadmap for change to achieve desired outcomes focused on the recruitment to and retention of underrepresented students, faculty, staff and administrators at the University of Oklahoma.
“A Theory of Change is essentially a comprehensive description and illustration (usually a flowchart) depicting how and why a desired change is expected to happen in a particular context. It is focused in particular on mapping out or “filling in” what has been described as the “missing middle” between what a program or change initiative does (its activities or interventions) and how these lead to desired goals being achieved. It does this by first identifying the desired long-term goals and then works back from these to identify all the conditions (outcomes) that must be in place (and how these related to one another causally) for the goals to occur. These are all mapped out in an Outcomes Framework.”

(2016, The Center for Theory of Change, Inc.)
Theory of Change Collaboration

Vice President Jabar Shumate

Interim Vice President Belinda Biscoe
Theory of Change Process Facilitator and Advisor to the Diversity & Inclusivity Academic Council
Phase 1 – Engage & Identify
(September Retreat)
Opportunities
Current Efforts
Challenges/Barriers

Phase 2 – Model Development
(October – February Work Sessions/Meetings)
Flowchart
Narrative & Logic Model

Phase 3 – Activity Planning
(March – May Work Sessions/Meetings)
Action Planning Metrics

OU Diversity & Inclusivity Academic Council
THEORY OF CHANGE
Council Retreat Work Product
Faculty Work Group Notes

Phase 1 – Engage & Identify
(September Retreat)
Opportunities
Current Efforts
Challenges/Barriers
OU Diversity Council Theory of Change Faculty Work Group

**Need/Problem:** Improved opportunities for professional learning about diversity and efforts at OU.

**Problem Statement:** University faculty need education, training, and resources to develop and implement diversity initiatives.

**Objective:** Increase faculty participation in professional learning opportunities and diversity initiatives.

**Long-term Goal:** All OU faculty are recognized and incentivized for full engagement in building inclusive excellence in every academic department and support units through full institutional support for representative diversity and cultural competence.

**Phase 2 – Model Development**

- (October – February)
- Work Sessions/Meetings

**Flowchart Narrative & Logic Model**
Council Member Juliana Smith describes the Staff/Administrators Work Group progress at February 17, 2017 Council meeting.
OU Diversity & Inclusivity Academic Council
THEORY OF CHANGE Sample Tools

Phase 2 – Model Development
(October – February
Work Sessions/Meetings)
   Flowchart
   Narrative &
   Logic Model

Phase 3 – Activity Planning
(March – May
Work Sessions/Meetings)
Action Planning
Metrics
OU Diversity & Inclusivity Academic Council
THEORY OF CHANGE Projected Next Steps

**Phase 4 - Feedback**
(May – June)
Share with President Boren and Executive Team and Dean’s Council
Gather and incorporate feedback

**Phase 5 – Refine**
(July – August)
Gather feedback from faculty, student, staff and administrators focus groups
Gather feedback from department, school and college focus groups
Incorporate feedback into TOC and Action Plans

**Phase 6 – Implement & Replicate**
(September - October)
Implement Council plans
Support departments, schools, and colleges to create and implement action plans specific to their needs aimed at achieving the desired outcomes in each TOC
Questions?
Recommendations?