ADEA Minority Dental Faculty Development and Inclusion (MDFDI) Training Program: “Changing Institutional Culture - Use of the Cultural Audit”

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YOU:

“The WKKF/ MDFD grants are helping to produce faculty that are ready to lead in critically important areas of cultural competency, mentoring, diversity and academic/community partnerships. These educators are helping to redefine our profession for the better.”

The program tells you:

Learning Objectives:

Upon completion of this session, the participant will be able to:

- Outline the role of academic leadership – YOU - in valuing diversity in its mission and policies.
- Relate the importance of academic diversity policies that relate diversity to academic excellence.
BUT:

YOU ARE ALREADY ABLE NOW TO....

- You have a map of the “lay of the land”...
- If I am lucky, I can suggest a few additional markers on your map that you will find helpful.
3 “Ingredients” = P-O-P,
2 Principles &
1 Tool = Cultural Audit:
A Personal Story
and its
General Application
In 1990: PERSONS - O - P

Lisa A. Tedesco, Vice Provost & Dean of Graduate Studies, Emory University - Psychologist.

William E. Kotowicz, Emeritus dean, DDS, MS – Prosth.

Bernie Machen, president, University of Florida, 2004-14, DDS, MS - Ped Dent, PhD – Educational Psychology
James Duderstadt, President 1988 – 1996: EXCELLENCE THROUGH DIVERSITY
November 8, 2006: Michigan voters approved ban on affirmative action at state's public colleges and in government contracting
1 TOOL: Cultural Audit

Study and examination of an organization's cultural characteristics (such as its assumptions, norms, philosophy, and values) to determine whether they hinder or support its vision and mission.
Multicultural Audit
conducted between
February 1994 - May 1995
by the
Multicultural Initiatives Committee
(= students, staff and faculty)
HOW? 8 methods

Student / Staff / Faculty Survey
Patient Survey
Focus Groups around special topics; Example: LGBTQ
Interview Study of Grievance Procedures
Observation Study of Abilities Issues
Statistical Records Analysis
Curriculum Analysis
Analysis of Library Resources
RESULTS: 6 Recommendations

- Structuring and communicating commitment to improve the multicultural climate;
- Change in institutional foundations to ensure a climate that promotes multiculturalism;
- Academic program improvements;
- Recruitment and retention of students, staff and faculty;
- Create process to facilitate cross cultural communication and minimize diversity related conflicts and grievances; and
- Resources needed to ensure multiculturalism and diversity.
LESSONS LEARNED:

- We live in different worlds!
  = the O J Simpson effect.

- Lack of community!
CHALLENGE:

“How can you show the sun to a blind person?”
– esp. if this person does not want to see the sun?
HOW to create community in times of diversity:

Principle 1:
“Quality of contact hypothesis”

- Authority has to be supportive
- Equal status
- Common goal
Practical example for application of Principle 1:

Orientation session for incoming D1s:

- Authority has to be supportive: Dean introduction & stress of importance
- Equal status: Everybody admitted is brilliant and well-motivated
- Common goal: To graduate best prepared
Principle 2: Historical change is brought about by minorities who are persistent, consistent, and have positive self esteem.
Application of Principle 2:

A. Persistent over time since 1995:

- Multicultural Affairs Committee (MAC) since 1996:
  - Multicultural Mirror
  - Getting to know you’s – education
  - MAC Disability CE courses since 2002
  - Community-building events:
    - MLK event
    - Taste fest
    - Women’s Tea …
Application of Principle 2:

B. Consistent:

- Consistent message in educational efforts & community building efforts
Application of Principle 2:
C. Positive self esteem:

- We proudly
- have a yearly IDA GRAY AWARD;
- celebrate diversity in our Multicultural Mirror;
- celebrate diversity related days;
- display diversity related achievements at a display board in the school ...
In 2017: **PERSONS - O - P**

Dean Laurie McCauley

Dr. Todd Ester

The MAC

MDFDI 2017
In 2017: P - Organization - P

President Schlissel
In 2017: P - O - Politics

Do we give permission to go against progress? Against equity? Against inclusion?
2017: I firmly believe in the 2 principles

1. Quality of contact hypothesis:
   - Supportive authority
   - Equal status
   - Common goal

2. Minorities change institutions by being
   - Persistent
   - Consistent and
   - Proud.
2017: Find your tool! & We look forward to seeing the change you will bring to dental / dental hygiene education in difficult times!
Questions?