

**SAIS
DEI Conference
2023**

**Making DEI the Core
of Who We Are**



ichangecollaborative.com

Introductions



Dr. Danielle Stewart and Martha Caldwell, partners at iChange Collaborative for eleven years, consult with schools to bring diversity, equity, and inclusion initiatives to life.

We help schools create thriving learning communities with DEI in their DNA.

Goals for Today



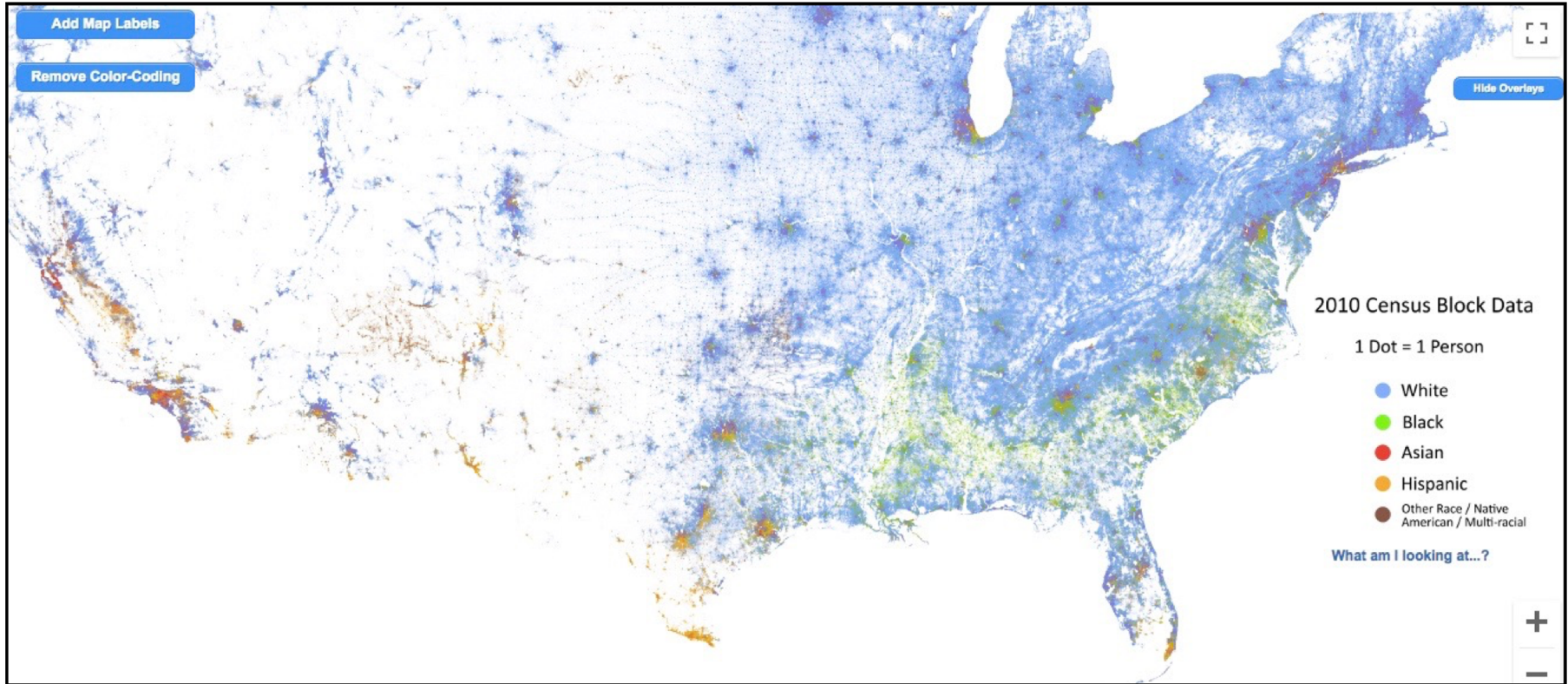
- Recognize the potential of regional diversity in the Southeast.
- Understand how DEI makes schools better, smarter, and more prosperous.
- What we've seen work.

Lack of Inclusion: Calculating the Cost

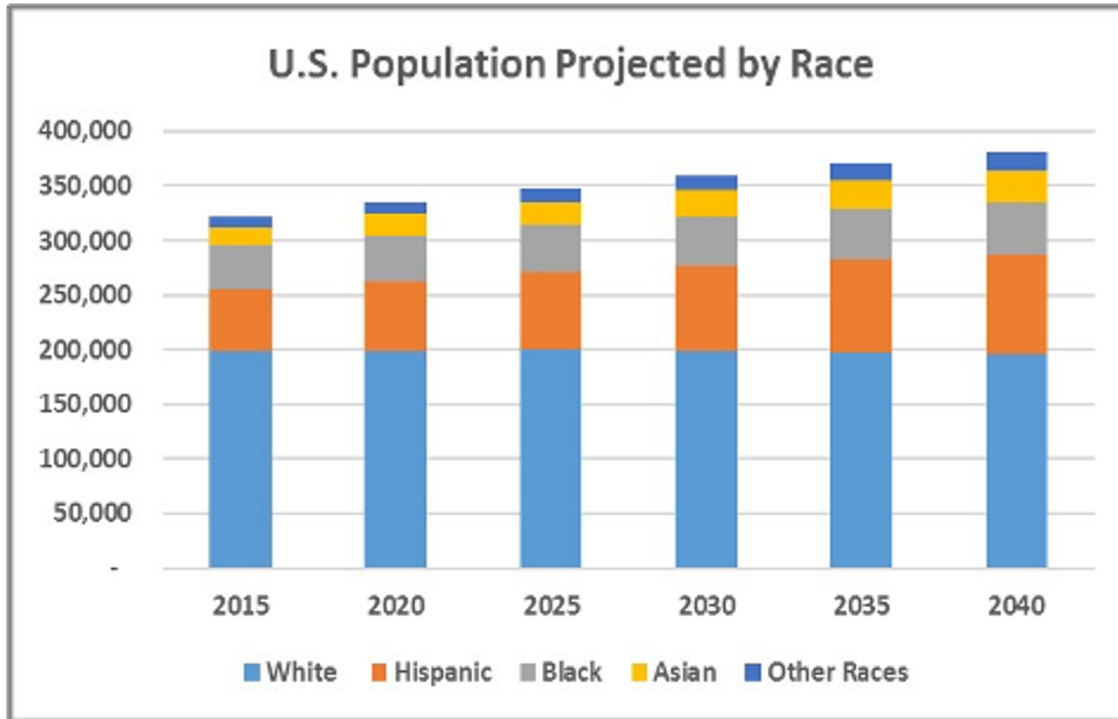
- Students not prepared for the future (or the workforce)
- Students' capacity for ethical leadership is inhibited
- Students don't reach their maximum intellectual potential
- Underrepresented students experience limited access to opportunities.
- Dominant culture students lack awareness of other people's experiences
- Lack of retention of talent impacted by DEI issues
- Perception of the school as a regressive institution



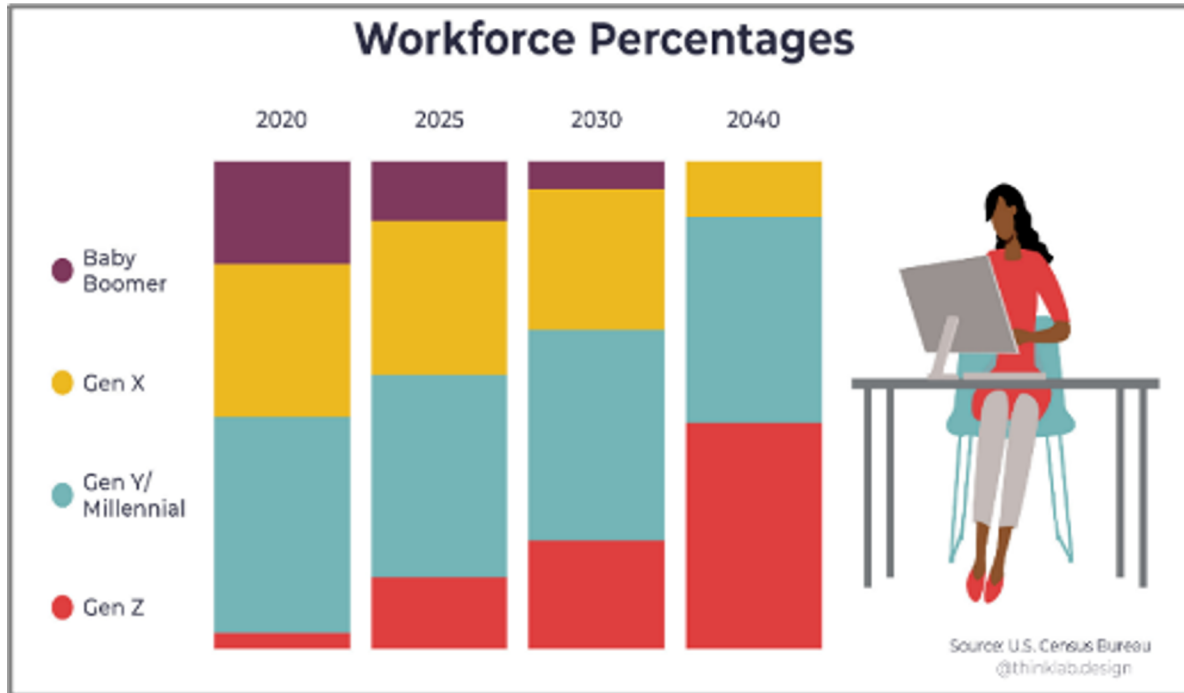
Racial Demographics in the United States



Changing Demographics



Changing Demographics



The Ethical Imperative

- It's the right thing to do.
- People are inspired by the ideals of justice and equity.
- Our students want it.



“An ethical capacity is the true criteria of identity.” Erik Erikson

The Collective Intelligence Imperative



- Cultural competence is a vital workplace skill.
- Generative learning creates intellectual synergy.
- Diverse and inclusive organizations are more innovative and creative.

“Alone we are smart. Together we are brilliant.” Steven Anderson

The Business Imperative



- Diverse teams outperform homogeneous teams.
- Inclusion increases engagement, morale, productivity and innovation.
- Higher retention, market share, and profits are the result.

What We Usually See

- Marginalized groups pushing from behind.
- Frustration and hopelessness that things will change.
- Students not getting what they need to thrive.
- Lack of commitment from top leadership
- Lack of investment - time and money
- Overworked and understaffed DEI directors



What We Like to See

- DEI vision at the core of strategic planning
- Wide recognition of the positive impact of inclusivity for everyone
- Wide recognition that inequalities harm everyone.
- Strong support from top leadership
- Board, leadership, and faculty engaged in learning DEI best practices
- DEI leadership development at the core of the curriculum.
- Support for DEI throughout the organization.

Transformational DEI Leadership Is Countercultural

The people most impacted by DEI problems are the best equipped to solve them.

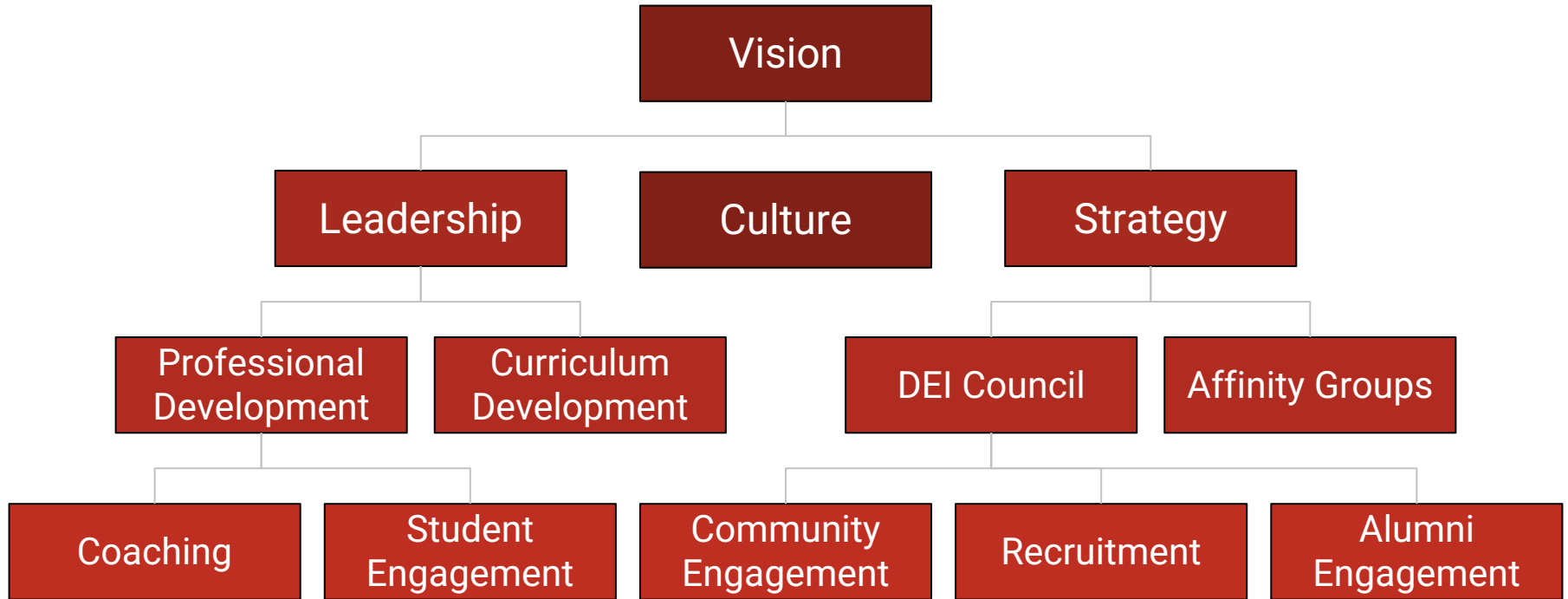
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Yet they aren't usually sitting at the table with the people most empowered to solve the problems.

→

The people most empowered to solve the problems must be guided by the people who experience them.

The Transformational Change Process



Discussion



Key Insights for Transformational Change

- ★ Changing demographics compel schools to center DEI as a core strategy.
- ★ Executive leaders should be at the heart of a school's DEI efforts and fully engaged in promoting DEI initiatives.
- ★ A strong DEI vision that aligns with business processes attracts and retains talent.
- ★ Representation in top tier roles is a key indicator of progress.
- ★ An inclusive culture is an underappreciated tool for magnifying innovation.
- ★ Vision is the key driver of transformational change.

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Thank You!