

Diversity Champions 2020

WE HAVE WORK TO DO



Oregon State
University

Goals

- Introduce **We Have Work To Do**, its context and call to action
- Work collaboratively to create capacity for action at an individual and organizational level
- Generate hope and optimism for advancing equity and organizational transformation
- Pull away from a deficit orientation to diversity education – we all have important insights to offer

COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

THE COMPASS



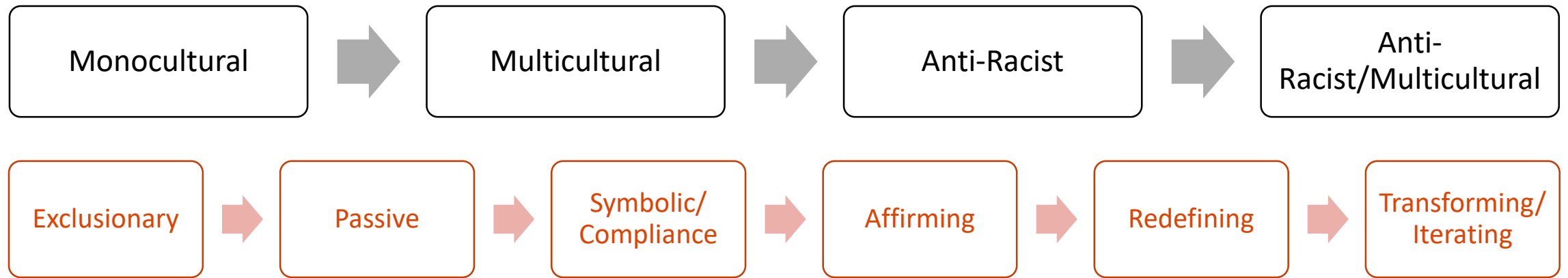
THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a “working definition” for race
6. Examine the presence and role of “Whiteness.”

THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

Organizational Transformation



- Sources

- Williams, D. , Strategic Diversity Leadership (2013)
- Jackson, B.W., Theory and practice of multicultural organization development (2006)



We Have Work To Do

Campaign Themes

Creating Coalitions

Building Equitable Learning Environments

Confronting Bias

Establishing a Sense of Belonging

Transforming Our Future



We Have Work To Do

Building individual capacity for action

Creating shared understanding and purpose

Driving transformation at all levels of the organization

Group Activity

- Goal is to draw on your experience to articulate what institutional transformation looks like

Group Activity

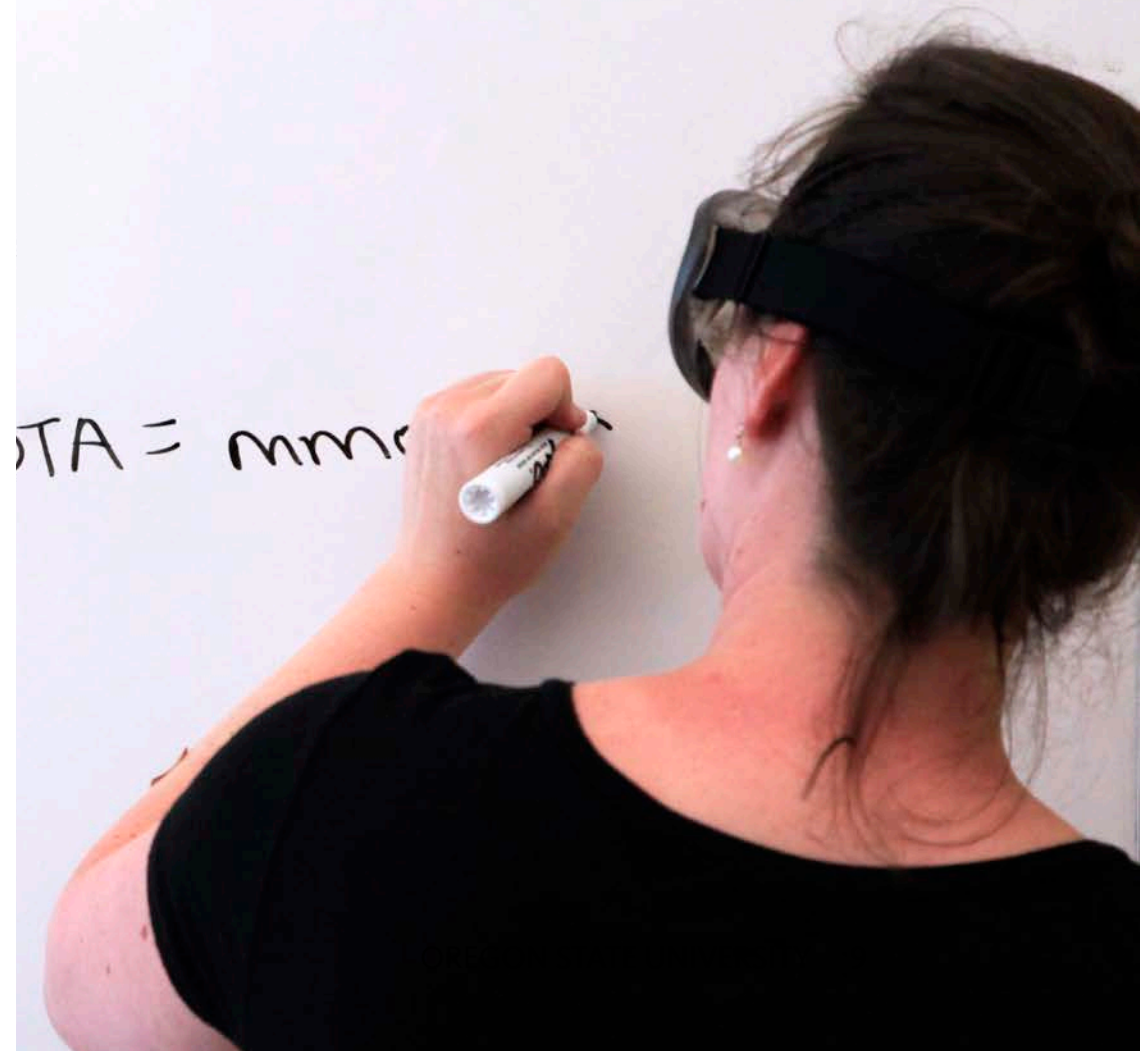
- In my role in Extension, how do I currently:
 - Create coalitions
 - Build equitable learning and working environments
 - Confront bias
 - Establish a sense of belonging
 - Transform the organization's future

Group Activity

- As an organization, how can Extension:
 - Create coalitions
 - Build equitable learning and working environments
 - Confront bias
 - Establish a sense of belonging
 - Transform its future

Ways to engage:

- Diversity Champions
- Courageous Conversations About Race (or similar) at the Extension Fall Conference
- Social Justice Education Initiative Level 1
- Social Justice Education Initiative Level 2
- The ADVANCE Seminar
- The Search Advocate Program
- Creating Inclusive Communities for faculty and Staff (available in fall 2020)
- Inclusive leadership training



Closing thoughts or questions?