

Cardinal Principle: Diversity and Inclusion at UofL



ICEBREAKER: MAPPING YOUR JOURNEY

BREAKS IN THE ROAD?



DIPS AND TURNS?



PRETTY STRAIGHTFORWARD?



CARDINAL PRINCIPLES

Community of Care

Accountability

Respect

Diversity and Inclusion

Integrity and Transparency

Noble Purpose

Agility

Leadership





EDITORIAL CARTOON: FREE SPEECH
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**“America’s
pathology is her
denial.”**

Dr. Joy DeGruy



Con el espíritu de apoyar y fomentar el aprendizaje a través de la generación y el intercambio de conocimientos, el Centro Cultural de la Universidad de Louisville quisiera reconocer que la tierra en la que nos reunimos hoy es la patria original de las naciones tribales Shawnee, Cherokee, Chickasaw, Osage.

In the spirit of supporting and fostering learning through the generation and sharing of knowledge, we would like to acknowledge that the land we operate on today is the original homeland of the Shawnee, Cherokee, Chickasaw, and Osage tribal nations.

We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to the land on which we gather.

Photos of the Muscogee Nation, taken on March 3, 2014 by Tom Fougousse

qne' xqan^H, no^A kwiq^C, no^A kneq^E in^H, Centro cultural Universidad Louisville, ndya' riq^C chaq^F qne' tno', yu^A sqen^A no^A ntkwan^B, sqen^A no^A ndon^Gon^G, sqen^A no^A ntqen'en' qan^E ne^E in^H, nga' ran^F kchin^A tyi^A nten^B Shawnee, Cherokee, Chickasaw, qo^E Osage. Jlyo^H sqwe^F riq^C wa^G chaq^F kyqan' qa^E no^A tqi' qne^G renq^A qo^E nten^B kanq^G chaq^F lo' renq^E qin^G renq^A kchin^A tyi' renq^A, sqen^A no^A sqwi^A renq^A, sqen^A no^A yla^E renq^J in^H, kwiq^J kwan^H ntyqan' qne' tno' wa^G qin^A ndya^A nten^B no^E tynya^E no^A ti^C sqwi^E yu^A sqen^A no^A ntqen'en' qan^E ne^E.

Chickasaw - Translated By: Dr. Maria Cruz



DIVERSITY

How it looks!



INCLUSION

How it feels!



BELONGING

WHAT SAY YE?

Equity efforts are discriminatory and leave certain folk out when everyone is not getting an equal response.

Equity efforts hurt organizations and communities because it lowers standards and hinders top talent recruitment.

DEI efforts broaden perspectives, but are divisive.

Equity is the end goal

Equity efforts only benefit people who are marginalized and minoritized. Equity efforts only focus on race.



WHAT SAY YE?

Too much time and effort are spent on equity instead of increasing innovation and increasing the bottom line

Equity efforts enhance performance, reduce skill gaps, and increase retention rates for employees but has nothing to do with student success.

DEI efforts broaden perspectives, but are divisive. have no long-term impact on the health and wealth of our nation and beyond.

Benefits of a strong commitment to DEI

86%

of female millennials

identify an employer's policy on diversity and inclusion as an important factor when deciding where to work¹

1 Source: PwC: The Female Millennial, 2016

78%

of CEOs

who have invested in D&I programs have seen a greater capacity for innovation within their organizations²

2 Source: PwC: 16th Annual Global CEO Survey, 2016

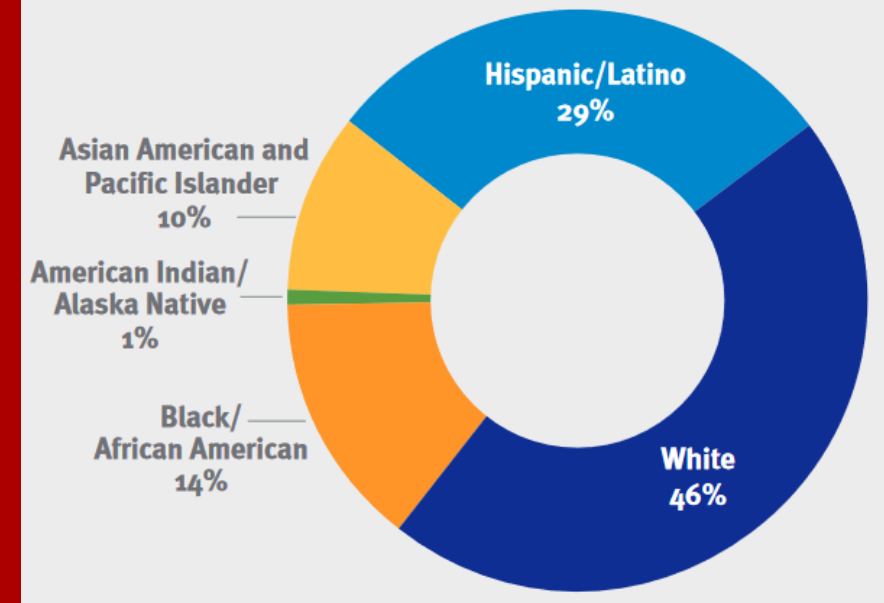
85%

of CEOs

who have invested in diversity & inclusion programs saw enhanced business performance²

Blind Spots / Unconscious Bias

2050 Working Age Population



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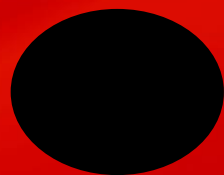
“How am I complicit
in creating the
conditions I say I
don’t want?”

- Jerry Colonna
Reboot



I DON'T SEE RACE





RACE



GENDER

SEXUAL ORIENTATION



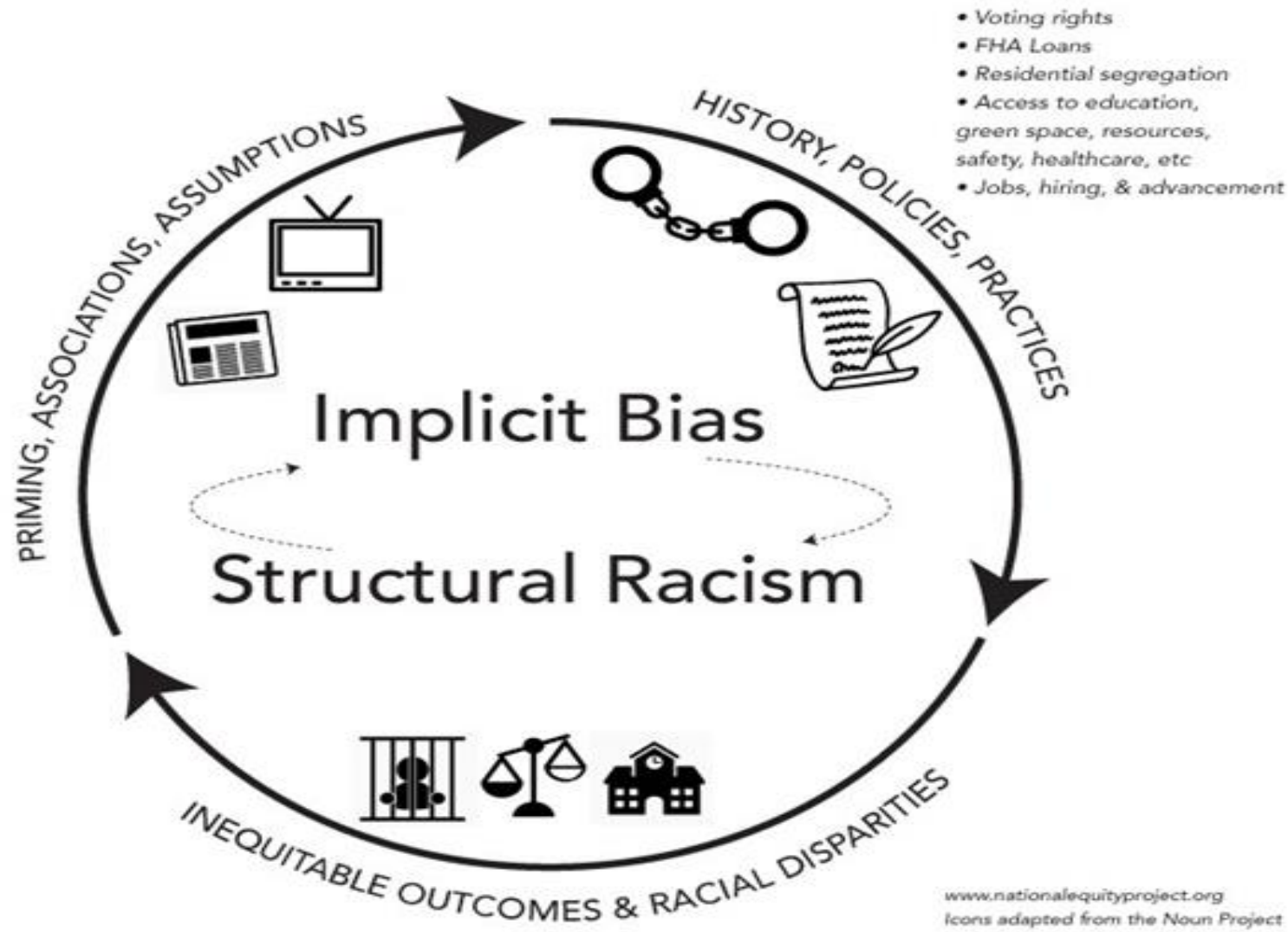
RELIGIOUS AFFILIATION



ABILITY STATUS



Why does it Matter?



Commit to the work in spite of...

Afraid of offending others?



Don't have the right words to say? Fear of messing up?

Words will be misinterpreted/misunderstood?

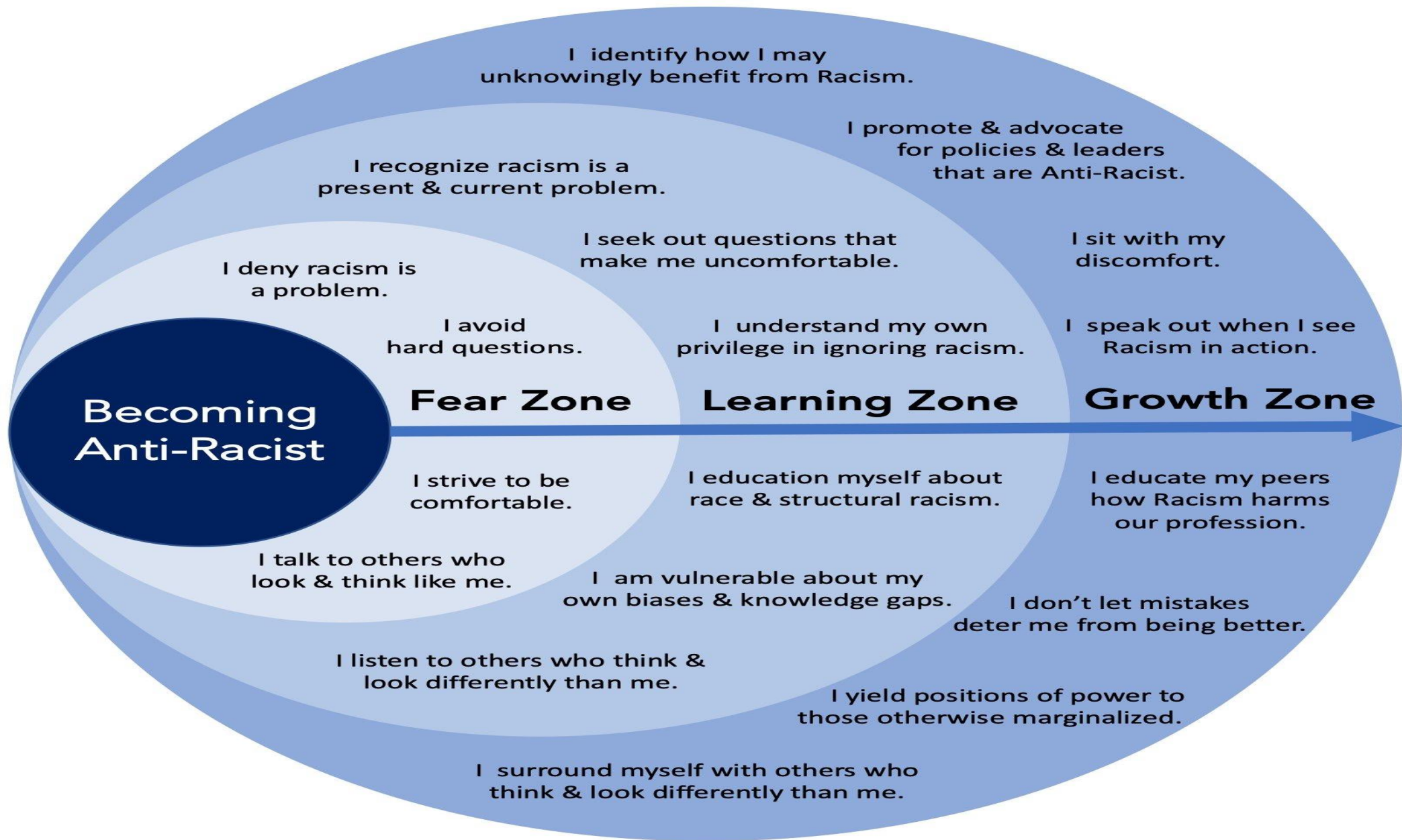
May be labeled a bad person or a racist?

Too triggering! The burden of educating privileged those with privileged identities.

I may lose a friendship or relationship.

Others?

Where are you on your journey?



ENGAGE THE C.A.R.D.S. WAY

Consider different perspectives

Allow critical self-reflection

Remember your lens

Dig deeper by asking questions

Stay with the process

you belong.

