

“LOOKING BEYOND TOKENISM”

KENTUCKY LEAGUE OF CITIES

DECEMBER 5, 2023

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WEST KENTUCKY
COMMUNITY
& TECHNICAL **COLLEGE**

AGENDA

- Background DEI work
- Evolution as a leader
- Self Management
- Evaluation and Accountability



- Background Diversity, Equity, and Inclusion
- Graduate Assistant Minority Affairs EKV 1988-1990
- Kentucky Association of Blacks in Higher Education
- NAACP
- Minority Affairs Coordinator- UK-Paducah Community College System 1990
- Coordinator of Minority Affairs 2003



INSTITUTIONAL VALUE AND COMMITMENT TO EQUITY

- It starts at the top leadership reflecting the internal and external stakeholders
- The role of HR and senior leadership (policies and procedures)
- Equity as a Value tied to mission and Vision
- Quantitative (budget) and qualitative (Climate study) assessment
- In Kentucky Higher Education Council on Post Secondary Education Diversity plan)



INSTITUTIONAL/ORGANIZATIONAL BARRIERS

- History
- Leadership representation in the overall structure
- Only go as far as your Board of Directors
- 20/60/20 rule



REFLECTION POINT ACTIVITY

- How would you rate your organization on the equity scale?
- Access and opportunity Club (exclusive)
- Symbolic/Celebratory -Tokenism
- Multicultural organization (Evangelina Holvino (actively defining and inclusive)
- Mandatory Training as a stand-alone (bad idea)
- Ongoing professional development- Covey- speed of trust- 4 DX, Patrick Lencioni, five dysfunctions of a team



POLITICAL AND CULTURAL BARRIERS

- “WOKE”
- CRT
- Political polarization
- Education reform K-12 and Higher Education
- Curriculum, history, gender, sexual orientation



- My evolution as a leader
- No one Masters the complexity of managing people!



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SELF MANAGEMENT AND ORGANIZATION

- Self-management- organization- Triggers- People, situational, timing
- Manage self before others
- What are your deeply rooted convictions around equity?
- Wellness most underestimated need
- Reflection



QUESTION AND ANSWER

- Debrief

