



# The Current State of Diversity Work



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**2024 Presidents Institute**

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The Diplomat Beach Resort | January 4–7, 2024

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# Presenters

Andrea Chapdelaine, President, Hood College

Thomas Evans, President, University of the Incarnate Word

Nayef Samhat, President, Wofford College

Melva Wallace, President, Huston-Tillotson University



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# Agenda

1. Framing of the session
2. Creating systematic change at our institutions
3. Collective reflection on key issues

# Framing

This is a conversation about creating systematic change, about building structures that persist past emotional moments, and creating a framework that sustains values and practice.



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# Further Framing...

- This session is not issue specific
- This is not about being experts in DEIB
- Our conversation is on systemic strategies to create culture change that lasts
- The goal is to build long-term frameworks that transcend flashpoint issues
- This work varies by institution – by type, resources, current state, specific barriers, etc.



# Introductions of our campuses

1. Description of the institution
2. Special points of diversity related to their institution
3. An example (or two) of how campus has moved toward systematic change



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- Frederick, MD
- Largest Majors: Nursing, Business, Psychology.  
Graduate: IT Biomedical, Counseling
- 2,100 students, 60% undergraduate
  - Gender: 62% female UG, 50% Graduate
  - Diversity: 42% Undergraduate, 38% Graduate
- Faculty and Staff:
  - 62% Female
  - 18% Racial diversity

#### Examples:

1. Organizational Structure
  - Division of Community and Inclusivity
2. Education



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- Founded in 1881 by congregation of Catholic Sisters.
- Today we are one of a family of ministries of the Sisters of Charity of the Incarnate Word
- UIW is a system of schools and colleges in the U.S., Mexico and Europe with a global enrollment of more than 10,000 students
- In Texas, UIW is the largest Catholic University in the state



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- Our student body is reflective of the diversity of South Texas, Mexico and the World.
- In Texas, UIW is a proud Hispanic-Serving Institution and Minority-Serving Institution
- Diversity of learners: high school, traditional, health professions, military, international, non-traditional, workforce, Pell recipient, first-generation



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## Three Characteristics of Change

1. Mission-Centered, Student-Initiated and Catholic
2. Diversity, Equity and Inclusion -- Office housed inside division of Mission & Ministry, which manages faith formation and institutional presence. DEI efforts are rooted in faith and charism, and as such are natural extensions of Mission work.
3. As One We Will Student Group -- Student-initiated and Mission-supported. Students devised and directed the organization and its efforts, but Mission supports student leadership, helping facilitate their efforts.







WOFFORD



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- ☐ Spartanburg, SC
- ☐ Only undergraduates
- ☐ 38 states, 19 countries, 23 different faith perspectives
- ☐ 55% women; 45% men
- ☐ 15% first-generation; 17.5% Pell-eligible
- ☐ 79% White; 6.5% Black; 5.4% Hispanic
- ☐ Largest majors: Biology, Finance, Government, Psychology, Spanish
- ☐ Faculty: 51% Female; 21% Non-White
- ☐ Justice, Equity, Diversity and Inclusion Task Force and Recommendations



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- ❑ Austin, Texas
- ❑ Largest Undergraduate Majors: Business Administration, Education, Kinesiology
- ❑ Largest Graduate Majors: Business Administration and Education
- ❑ 1,029 students, 95% Undergraduate
  - Gender: 53% Female Undergraduates, 63% Female Graduates
  - Diversity: 98% Undergraduates, 100% Graduates
- ❑ Faculty/Staff:
  - 51% Female
  - 87% Racial Diversity

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# Collective Reflection - Overview

We all live this everyday and have much to share and much to learn. For the next few minutes, we will go through three topics at our tables with group conversation between topics.



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# Collective Reflection - Goals

- What is your primary goal with your DEI B work?
- What are your top areas of focus currently and why?

# Collective Reflection - Barriers

- Name one or two barriers to that strategy/goal.
- What has been successful/worked well?

# Collective Reflection – Resources

- Talk about structure, resources and staffing.
- What is the organizational structure you use?
- What staff lead this work and to whom do they report?
- How does hiring and recruiting factor into your approach?
- What resources can be leveraged to move this work forward?



# Closing Thoughts

What's next for you and the work  
to build a system on campus?



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Thank you for attending  
this session!





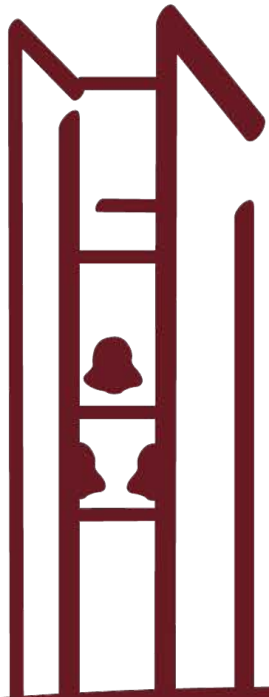
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# HOOD COLLEGE



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