

An Introduction to
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&
Next Steps for DEI at Harper

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Agenda

- My Professional Background
- The Role of a Senior Diversity Officer
- On the Horizon for 2021-2022...
- Questions



My Professional Background

Academic Training

- Bachelor's in Psychology
- Masters in Human Resources
- Doctorate in Counseling Psychology

Institutions

- Northwestern University
- University of Chicago
- University of Wisconsin Eau-Claire
- Adler University



The Role of a Senior Diversity Officer

The role of a senior diversity officer is complex!

Senior diversity officers wear many different hats and need significant expertise in multiple areas as this role involves addressing some of society's most challenging issues.

At baseline, senior diversity officers lead institutions in making systemic changes that afford all members of the campus community to thrive and achieve success.



Inclusive Excellence

The recognition that a community or institution's success is dependent on how well it values, engages and includes the rich diversity of students, staff, faculty, administrators and alumni constituents.

Association of American Colleges & Universities

<https://www.aacu.org/making-excellence-inclusive>



ACCESS AND
SUCCESS



INSTITUTIONAL
CLIMATE AND
INTERGROUP RELATIONS



EDUCATION AND
SCHOLARSHIP



INSTITUTIONAL
INFRASTRUCTURE



COMMUNITY
ENGAGEMENT

First 90 Days

- Learning the Harper culture
- Listening to voices at all levels of the institution
- Reviewing existing data
- Inventorying the current and past DEI initiatives
- Assessing strengths, challenges and opportunities



On the Horizon for 2021-2022...

- Launch the Cultural Center
- Implement DEI training program for all employees
- Engage senior leadership in professional development
- Revive 360° evaluation with the addition of DEI questions
- Establish a cycle of data review related to DEI
- Assess policies/practices for equity adjustments
- Develop procedures and protocols to ensure use of common inclusive language in College materials
- Create an awards program to recognize excellence and DEI

Questions?

