Assessing Diversity and Inclusion Across an Entire University: Sharing Opportunities, Challenges and the Way Ahead

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Adriana Zavala, Tufts University
Joyce Sackey, Tufts University (in absentia)
Established by President Anthony Monaco in 2012

“A shared desire to make further progress came through from my earliest conversations with members of our community. It is evident that we have opportunities to define more clearly the place of diversity in our institutional mission and to strengthen the cultural understanding, awareness, and skills of our students, faculty, and staff.”

President Monaco, March 2012
Session Process and Goals Today
Part 1 (15 minutes):

Participant introductions, including name, institution, role at institution

Index Cards: What challenges you are facing with regard to understanding and addressing diversity at your school?
Part 2 (30 minutes): Tufts University Diversity Council

- Chair: President Anthony Monaco
- Vice Chair: Dean Joanne Berger-Sweeney
- 2 Trustees; 13 Faculty; 8 Staff
- 7 Undergraduate, Graduate and Professional Students

Working Group Structure:
1. Administrative Structures and Policies, Chair: Sabrina Williams, HR
2. Graduate and Professional Student Experience, Chair: Dr. Joyce Sackey, Tufts University School of Medicine
3. Undergraduate Student Experience, Chair: Prof. Adriana Zavala, Arts and Sciences
Council Definition of Diversity

- Race and ethnicity
- Gender, sexual orientation, and gender expression or identity
- Age
- Physical ability
- Religion
- Geographic origin and language background
- Socioeconomic status
Council Charge:

• Recruitment and retention
• Academic and professional success
• Teaching and instilling skills and attitudes
• Expectations and accountability
• University mission
• Administrative structures
Council Process

• Summer 2012-Fall 2012: Data gathering and assessment
  • Quantitative (population and achievement)
  • Qualitative (climate and experience)
• Open conversations with students, faculty, and staff
• Targeted discussions with administrators
• Mid-December 2012: Preliminary recommendations to T10 (university-wide Strategic Planning) Core Committee
Council Process

• April 2013: Draft report, Undergraduate Working Group to the community for comment; focus groups with undergraduates
• April 2013: Admin Structures and Policies working group – release of recommendation for the hiring of a Chief Diversity Officer
• May 2013: Draft report, Admin Structures and Policies working group
• Spring 2013: Campus climate survey for grad and professional students
• June 2013: Draft report, Graduate and Professional student experience working group
• Fall 2013: Feedback and revisions
• Nov/Dec 2013: Trustees approve report; release Final Report
Some Challenges

• Talking about difficult issues
• Highlighting areas of concern constructively
• Developing recommendations that help leaders in Schools and Divisions achieve shared goals
• Setting institutional priorities
• Using scarce resources effectively
• Designing administrative structures to meet goals
University-wide Common Themes & Recommendations

- University Mission
- Chief Diversity Officer
- Climate and Cultural Competence
- Importance of data
  - Gathering and disseminating
  - Using as management tool
- Financial aid and the Educational Experience – importance of student recruitment and ongoing support
- Sharing Best Practices
Part 3 (40 minutes): Key Topics Identified by Group Participants

Key Challenges for Tufts University

- The benefits and barriers from taking a university-wide approach
- The role of data: where it is, where it isn’t, what it means, sharing it
- Who drives implementation: the case for and against centralization