

NCA HLC Annual Conference

Mission Driven Diversity


Enhancing a climate of inclusion from President's Diversity Council to Taskforce to Community

April 3, 2012 – 10:30 am


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Why Diversity Matters at University of the Rockies



Building Partnerships



Solutions and Tools to Measure Results



Why Diversity Matters at University of the Rockies

Why Diversity Matters

Background/History

Mission Statement

To provide high quality, learning opportunities globally to diverse groups of individuals seeking preparation for life goals, professional practice, service, and distinguished leadership.

Core Values

Excellence, Service, Diversity and Integrity

Why Diversity Matters

Organizational Dimensions
Functional level - Classification

External Dimensions
Geographic Location

Internal Dimensions
Age, Income, Gender, Personal Habits, Recreational Habits, Religion, Educational Background, Seniority, Work Location, Work Experience, Sexual Orientation, Race, Ethnicity, Appearance, Military Status, Political Assoc., Union, Exempt, Parental Status, Marital Status, Management Status

Personality

Adapted from: Marilyn Loden & Judy Rosener, Workforce America! (Business One Irwin, 1991)
Lee Gardenswartz & Anita Rowe, Diverse Teams at Work - (2nd Edition, SHRM, 2003)

Why Diversity Matters

Diversity means University of the Rockies encourages students of all cultures and experiences to seek higher learning opportunities and learn from one another.



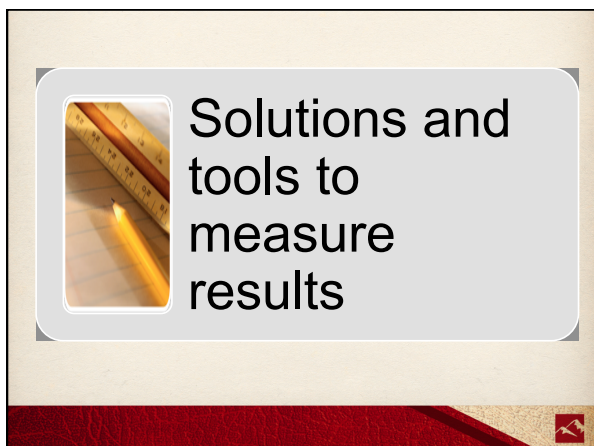









For Leadership	For Staff & Faculty
Why are we launching this now?	What are their expectations?
What is the rationale and intent for diversity?	Why is the company launching this now?
How do we assess it?	WIFM?



 **Solutions and tools to measure results**



Solutions and Tools to Measure Results

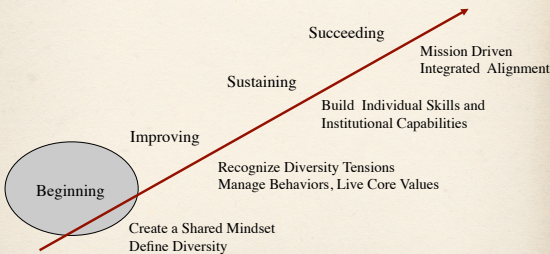
Critical Success Factors



- Create a diversity plan
- Align with mission, vision & values
- Link diversity with the policies and people
- Measure through assessment
- Celebrate success



Solutions and Tools to Measure Results




Beginning
Create a Shared Mindset
Define Diversity

Improving
Recognize Diversity Tensions
Manage Behaviors, Live Core Values

Sustaining
Build Individual Skills and Institutional Capabilities

Succeeding
Mission Driven Integrated Alignment

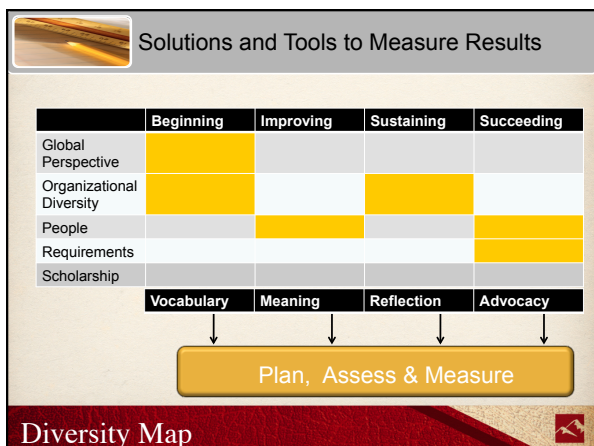
Diversity Maturity Path

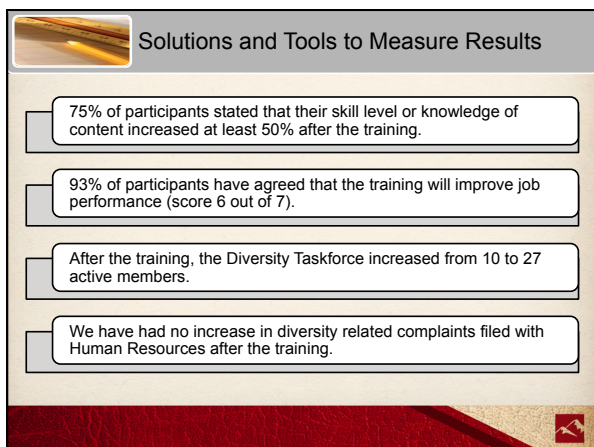


Solutions and Tools to Measure Results

	Beginning	Improving	Sustaining	Succeeding
Global Perspective				
Organizational Diversity				
People				
Requirements				
Scholarship				
	Vocabulary	Meaning	Reflection	Advocacy

Diversity Map









Thank You

*For further questions please contact
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