

Diversity Statement

In the world we currently live in, diversity, equity, and inclusion can seem like just a hot topic for institutions and organization some days. It's so much more than that. True diversity, equity, and inclusion takes being members of an organization or an institution from a generality of key values to fostering an environment of support and acceptance. This is because DEI is not a concept that can be carried by one, but instead must be embraced and promoted by many.

In a former role, I instated weekly meetings with several colleagues within the same College. These meetings were open regardless of background or experience-level with the premise of discussing work-related issues. The forum lended itself to providing trainings as well as opening communication with each other for the betterment of all involved. We could speak freely without fear of judgement and in turn learn new approaches to resolve issues or voice hang-ups. It also presented a means for us to bring pay inequity issues to College administration in solidarity.

I would like to see monthly offerings for a virtual DEI Town Hall where new ideas and experiences can be shared. We can all learn from each other and incorporate new paths in NCURA as well as take them back to our home institutions. We could take it a step further to create and offer a DEI Advocate certification. It would not only further education for membership, but also provide them with a certification they can include professionally.