

OLLI-USF

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Adopted goal in 2007; “Develop a diverse and multicultural understanding; increase participation levels of persons of diverse/multicultural background.”

Our process

WHAT:

- Defined terms & problems, narrowed our focus
- We updated our mission statement and other key documents
- *We worked on ourselves first*

WHO:

- Organized interested members, avoiding zealots
- Recruited internal and external **champions**

WHY:

- Gathered baseline data
- Developed short and long-range outcomes

HOW:

- Develop, implement action plan
- Celebrate small successes
- Obtained help from university & community resources

Results to Date

- More faces of color throughout (face validity);
- Leadership committed to being inclusive
- Greater understanding about what sort of offerings are both true to our mission, and attract these audiences
- More minority groups (critical mass)
- Larger corps of champions who push us, help us be better

Promoting inclusivity means developing a new skill set:

Multicultural organizational development
(MCOD)

“we worked on ourselves first”

Multicultural Organizational Development is a
“process of change that supports an
organization moving to a(n) ... inclusive, diverse
and equitable – organization.

The approach requires an initial assessment of
where the organization is and a commitment to
a vision of where it wants to be in the future.”

Promoting Inclusivity

- Understand the culture of your LLI
 - Assess the forces that promote/hinder change
 - Build individual, group and organizational readiness for change
 - Make sure your leaders are on board
 - Support & develop “change agents”
 - Find ways to get members, leaders of target communities involved

Promoting Inclusivity

- Model desired behavior & foster cultural change
- Create a climate that fosters open dialogue and builds trust
- Establish a vision and benchmarks for success
- Commit to an ongoing process

Resources

- National Center for Cultural Competence
 - <http://nccc.georgetown.edu/>
- Compasspoint.org
 - **Cultural Competence Monograph** series
- Your university's diversity officer
- Key terms: "Multicultural Organization Development," "Cultural competence"