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”