



# Leadership in Pursuit of Diversity, Equity and Inclusion



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# Presenters



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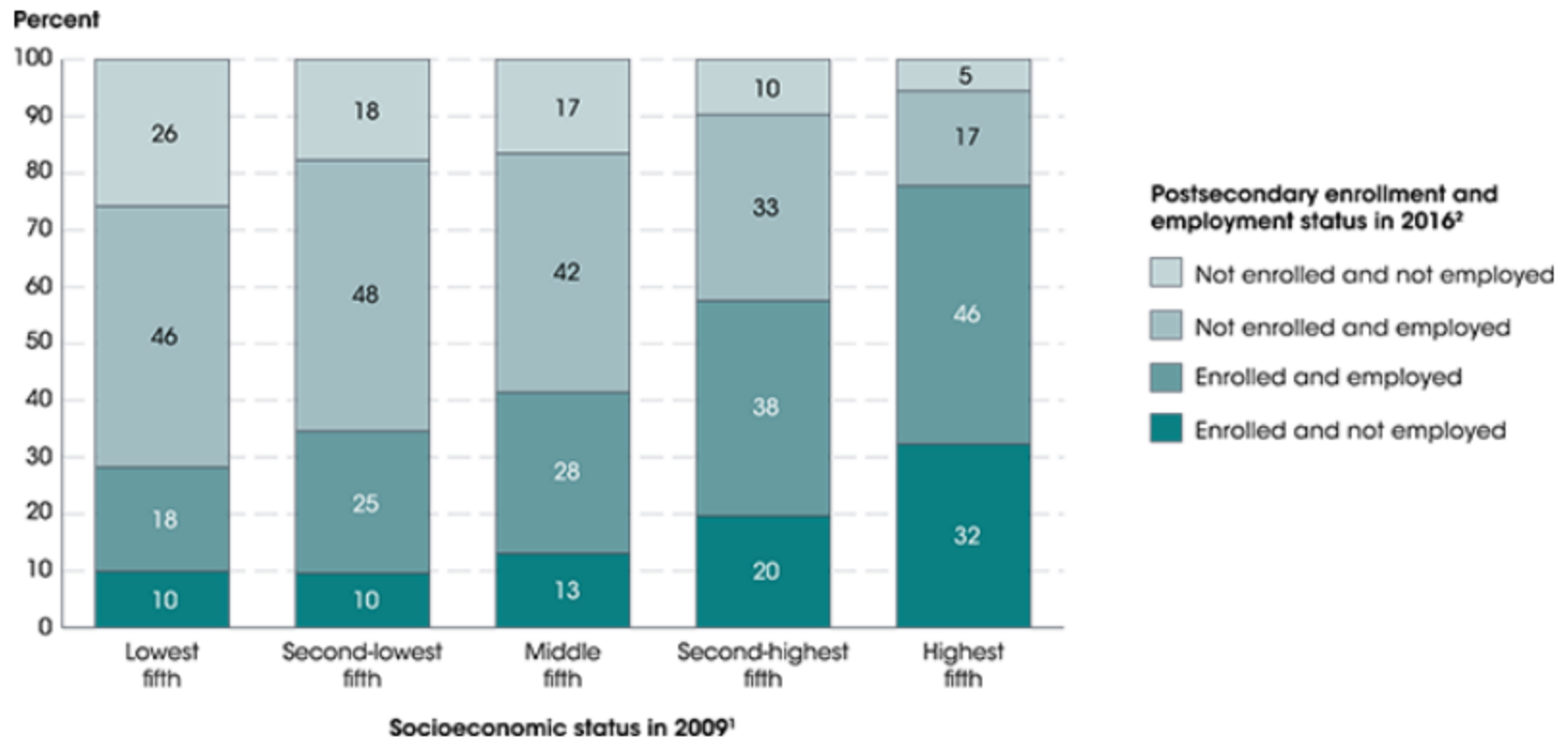
# The DEI Imperative



*Erhui1979/Getty Images*

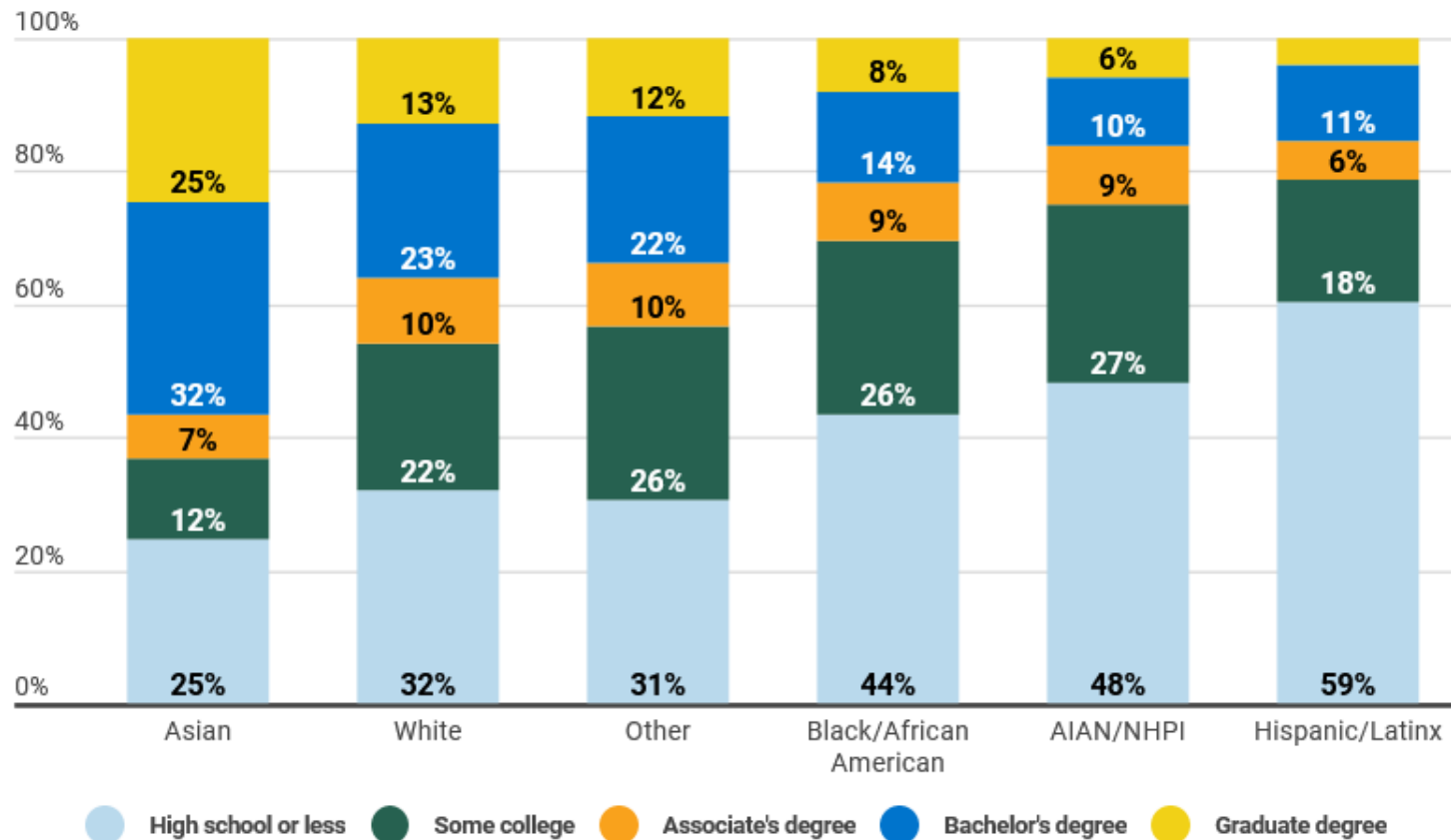
# Socioeconomic (and Other) *Inequity*

Figure 1. Percentage distribution of 2009 ninth-graders' postsecondary enrollment and employment statuses, by socioeconomic status: 2016



# Socioeconomic (and Other) *Inequity* (cont.)

Highest educational attainment by race/ethnicity



# Definitions

**Diversity:** everyone is invited to the party.

**Equity:** everyone gets to contribute to the playlist.

**Inclusion:** everyone has the opportunity to dance.

*--Robert Sellers, U of Michigan*



# Do College Leaders Get It?

Generally speaking, would you say the state of race relations on...

Poor Fair Good Excellent

...your campus is excellent,  
good, fair, or poor? (n=410)

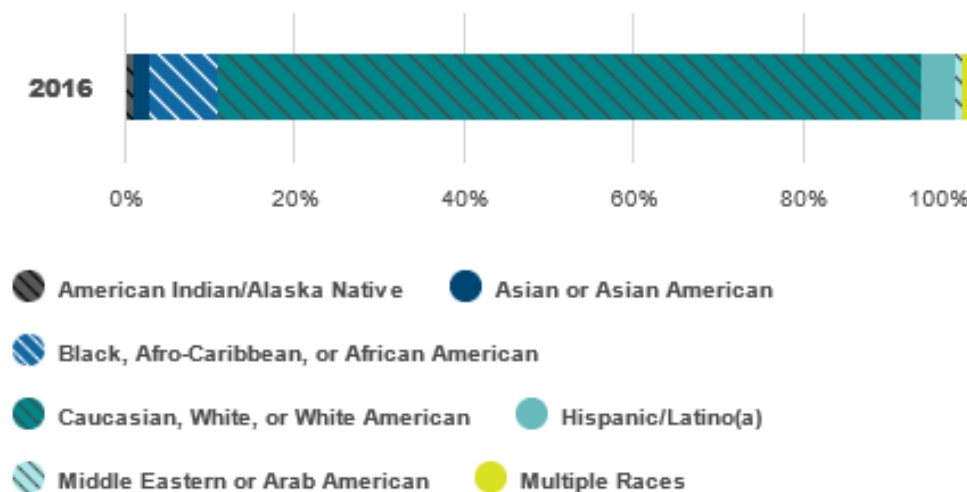


...college and university  
campuses is excellent,  
good, fair, or poor?  
(n=395)



# Leadership: Starting at the Top

## Demographics: College Presidents, by Race/Ethnicity



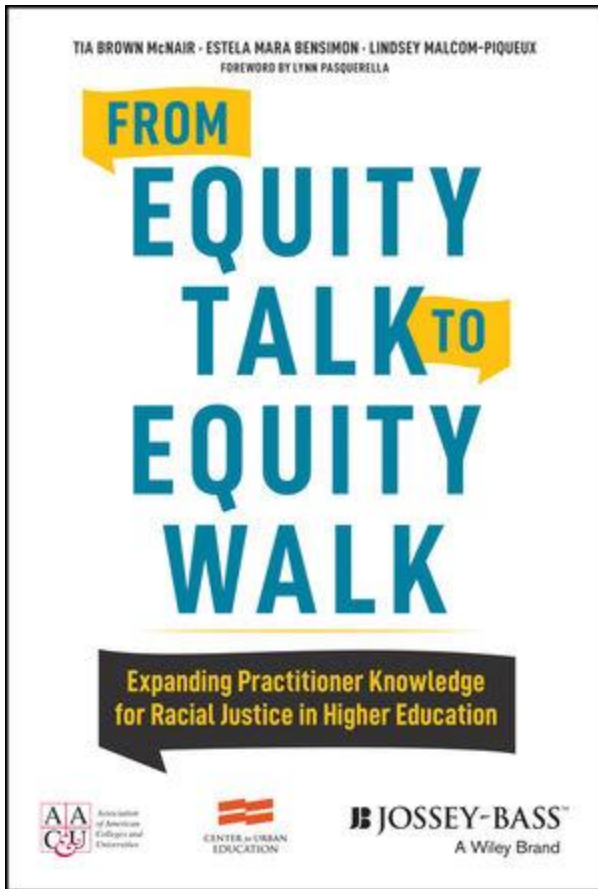
### 2016

American Indian/Alaska Native: 1%  
Asian or Asian American: 2%  
Black, Afro-Caribbean, or African American: 8%  
Caucasian, White, or White American: 83%  
Hispanic/Latino(a): 4%  
Middle Eastern or Arab American: 1%  
Multiple Races: 1%

Source: [www.acenet.edu/acps2017](http://www.acenet.edu/acps2017)



# Walking the Walk



“College leaders need to understand and examine the narrative about race at their institutions and be honest about what needs to change. Needless to say, if this was as straightforward as it sounds, it would have already happened.”

# System-Level Change



# Networks for Collective Action

## Strength in Numbers

A group of new liberal arts college presidents of color has formed an alliance to collectively address issues of racial diversity, equity and inclusion on their campuses.



# The Key Role of Governing Boards



# With Thanks ...

