



Defiance College
BOLD. BOARDS. B.REALL.

Yes We Must Webinar
November 30, 2022
Dr. Richanne C. Mankey
President

What to Expect

- Background and Overview
- Strategies (v. a Strategic Plan)
- BOLD Goal suggested by a trustee
- Board development related to the goal
 - Four sessions at four different board meetings
- Emerging concerns about the goal

Background and Overview

- Mission: To Know. To Understand. To Lead. To Serve.
- Affiliated with the United Church of Christ since 1902.
- 35% overall diversity
- 50% first generation and PELL students
- 70+% student athletes
- Inertia over decade before I arrived – needed to rebuild quality and distinctiveness
- Board now “holding the altitude for strategy and governance to occur”

Strategies (v. a Strategic Plan)

Strategy, in our context, is about differentiating Defiance College and delivering value-added education. We will express our espoused values through innovative programs. It will work best if trustees, faculty, staff, and students (when appropriate) work together to connect today to tomorrow – when we work together, it should be 'magical' say Eckel & Trower. (2019) Eckel & Trower (2019) . . . that we in higher education don't need a plan because, "we don't want to be better at planning; we want to be better at being strategic." They go on to note what academic administrators know inherently: "What we in higher education do best is plan." Higher education institutions must plan everything . . . I believe we know my overall goal: **To have Defiance College thriving by 2025, our 175th anniversary. We do that by working collaboratively with campus leaders and personnel**

Task Force on Anti-Racism 2020-21

✓ Become Presidential Advisory Council

1. Explore Campus Inclusion Statement
2. Facilitate Annual Assessment of Students, Staff, and Faculty
3. Encourage Inclusive Language Across Campus
4. Continue to Promote Understanding of Inclusive Terminology
5. Continue Training Opportunities and Open Dialog Forums for Students, Staff, and Faculty
6. Offer Opportunities Toward Restorative Justice
7. Increase and Promote Availability of Resources
8. Diversify Staff and Faculty Representative of Student Demographic
9. Encourage Curriculum Coverage of Anti-Racism, Multiculturalism, Equity, & Inclusion
10. Bridge the Gap between Campus and the Community

B.REALL

- **B**elongingness. **R**ace. **E**quity. **A**ccess. **L**ife-long **L**earning.
- Goal: To become a national model for diversity, equity, and inclusion (DEI). (in Strategy 5)
- Campus-wide (and beyond) committee
- Such initiatives are long over-due across America
- Our work offers some atonement and better prepares us for the increasing diversity across America
- **B.REALL** is about ALL forms of diversity

DEI Faculty Member and CDO Roles

Dr. Lisa Beringer

A tenure track position at the rank of Assistant Professor. with areas of expertise in broadly identified areas of identity including but not limited to class, gender, ethnicity, race, religion, sexual orientation, age, and abilities. The faculty member will teach three courses per semester; including two current offerings of cultural diversity and world issues. Other courses in the scholar's area of interest will be offered. The faculty member will coordinate efforts led by the President's Office and work closely with the Chief Diversity Officer for a one course release each term for programming.

Dean Mercedes Clay

Chief Diversity Officer is responsible for the overall direction, leadership, management and strategic planning for College diversity, equity and inclusion initiatives. This individual is responsible for creating, coordinating, promoting and implementing all aspects of a comprehensive multicultural experience for students in the areas of race/ethnicity, gender, culture, sexual identity, gender identity/expression, and worldview. The person is a senior member of the Student Life staff and also serves as the Primary Designated School Official (PDSO) within the SEVIS systems as well as a Deputy Title IX Coordinator.

BOLD Goal Suggested by a Trustee

- To become a national model for diversity, equity, and inclusion.
- Under the strategy: “Vibrant Campus Environment”

Board Development Related to the Goal

Four sessions at four different board meetings:

1. Awareness
2. Whiteness
3. Engagement (Ally-ship)
4. What it means to be mission-driven with a DEI agenda

Emerging Concerns about the Goal

- A couple of trustees quietly resigned – learned from conversations with their trustee friends that the DEI agenda was part of their decision-making (local trustees)
- One avid supporter of me and all that I've been leading at DC expressed concern because of the “T” in the LGBTQ+ portion of diversity
- Conservative community members see “DEI” as “anti conservative” rather than what it intended to be – belongingness, continued learning, and meeting students where they are.
- More “DEI discussion” at May 2023 board meeting

Grateful for your Attention

If you want to go fast, go alone.

If you want to go far, go together.

~ African Proverb



Coming together is the beginning.

Keeping together is progress.

Working together is success!

~ attributed to Henry Ford