

Dean of Diversity and Inclusion Prof. Janet W. Steverson

➤ History

- Created by the president in January of 2016.
Official start date—August 15, 2016

[The Chronicle Magazine](#)
[Spring 2016](#)



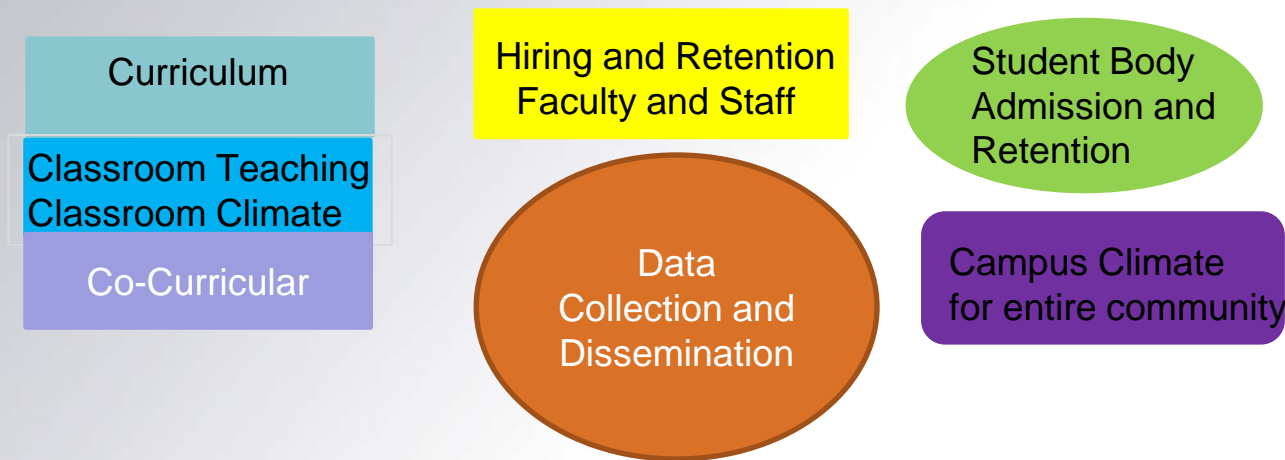
Scope of the Position

- An institutional position that assists with and/or creates the diversity and inclusion events, initiatives, and programs at



Scope of the Position

- Main duties—Facilitate communication and collaboration regarding diversity and inclusion within and across the three schools.
- Help create and implement the diversity action plan and a diversity strategic plan.
- Objectives in the plans exist in the following areas:



Scope of the Position

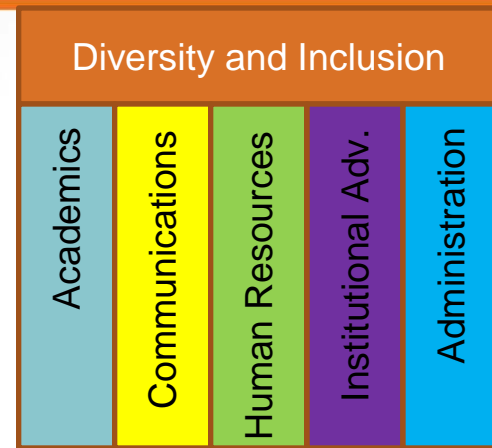
Objectives of the CDI

1. **Raise awareness** of existing formal and informal barriers to diversity and inclusivity, and recommend mechanisms for removing these barriers.
2. **Study and assess** the College's diversity and inclusion efforts, identify challenges in the current fragmented structure, and propose means to coordinate, concentrate, and enhance these efforts.
3. **Assist** the Dean of Diversity and Inclusion (DDI) in implementing the **Action Plan**.
4. **Assist** the DDI in creating and implementing a **diversity strategic plan**.
5. **Encourage and support** student, staff and faculty **experiences** that enhance diversity.
6. **Encourage and support** diversity-related **collaborations** between and among students, faculty, and staff.
7. Serve as **liaison and communicate** with relevant L&C offices and committees as necessary and appropriate.



Structure

- Positioning of DDI allows diversity and inclusion to be a part of all decisions, rather than as an add-on or afterthought.
- DDI is a member of the Executive Council.
- DDI is a member of the Deans Council.
- DDI is assisted in her work by the 27 member, institution-wide committee on diversity and inclusion and a program manager/assistant.
- DDI collaborates with a number of committees and departments including the law school diversity committee, the GSEC diversity committee, Human Resources, the office of Inclusion and Multicultural Engagement, etc.



Challenges

➤ It's a big job!



Challenges

➤ Balancing competing concerns



Opportunities

- An ability to enact meaningful and positive change.

The secret of change is to
focus all of your energy not
into fighting the old but on
building the new.

- *Socrates*

