

# INCLUSIVE EXCELLENCE

## Chair's Leadership Workshop

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Professor of Law



## Icebreaker Exercise

- Using the cards on your table....





## The Challenges Framing UB's D&I Efforts

- Compositional Diversity - Inclusive Climate = Unsustainable Diversity
- Dispersed, uncoordinated diversity, equity & inclusion resources
- Less competitive for major diversity-related grants
- Less “bang for the buck”
- Faculty diversity is average among AAU peers, but only hovering between 5-6% for underrepresented minorities - not a critical mass
- Only about 33% of faculty are female

## The Challenges Framing . . . (cont'd.)

- Student diversity has increased due to holistic admissions
- Large international student population, but largely un-integrated
- Willing leadership lacking strategic insight
- New challenges stemming from increasing polarization and segregation in the US



## Premises

- Excellence and success can only be achieved within a community that is itself diverse & inclusive
- Responsibility for diversity & inclusion rests in every unit, & all individuals across UB
- UB's investments in diversity & inclusion are maximized through an integrated, comprehensive diversity & inclusion infrastructure
- Accountability = transparency + a cycle of continuous improvement

## Diversity, equity & inclusion

Significance in a public university setting?


- Research universities expand the frontiers of knowledge; aspire to solve problems
- Public universities emphasize access to education regardless of economic, other disadvantages



*If everyone is thinking alike,  
then someone isn't thinking.*

– GEORGE S. PATTON

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## Governor Cuomo Announces New SUNY Diversity Policy

September 10, 2015

*From the office of Governor Cuomo*

*New Policy Approved by SUNY Board Aims to be the Nation's Most Inclusive*

*Students will have Opportunity to Voluntarily Self-Identify Sexual Orientation, Gender Identity*

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[Governor Cuomo Creates New Fellowship and Scholarship Programs to Honor the Life and Achievements of Carey Gabay](#)


- Diversity is essential to excellence in the university setting.
- Every campus will have a CDO
- Campuses will develop/implement strategic diversity & inclusion plans

sexual orientation and gender identity.

"New York has a long and proud history of embracing diversity, and our world-class SUNY system is no exception," **Governor Cuomo said.** "With this new Diversity, Equity and Inclusion policy, we are once again sending a



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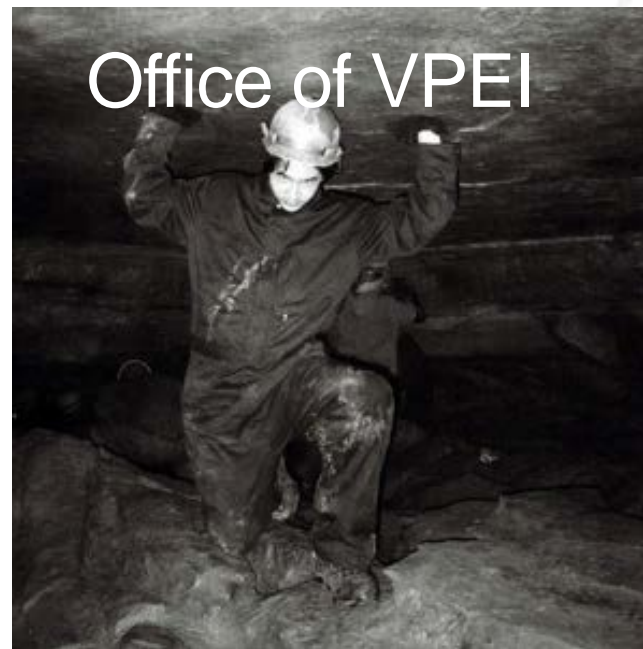
- Administrative staff, faculty and students will be representative of the diversity of NYS, recognizing the value of international experiences.
- Search firms will be scrutinized for success in generating diverse candidates

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## Structure of Equity, Diversity & Inclusion Efforts at UB



Laying down  
and maintaining the floor



Pushing up  
the ceiling

WE CONNECT.

# DINE WITH FACULTY

Dine with Faculty will be held Mondays at 12 PM in the Tiffin Room and Tuesdays at 5PM in the Crossroads Culinary Center (C3). No registration required. Meal plans, cash, cards and other payment methods are accepted.

EVERY MONDAY & TUESDAY  
STARTING OCT. 24TH  
details at: [buffalo.edu/inclusion](https://buffalo.edu/inclusion)

Here  
IS HOW

Presented by the Office of Equity and Inclusion – University at Buffalo