Inclusive Leadership: Perspectives from AdvanceRIT

ACADEMIC SENATE WORKSHOP PRESENTATION
Campus Center/Bamboo Room 2610
October 15, 2015 12:45 – 1:45 p.m.

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Inclusive Leadership at RIT

• How we operationalize:
  – Core Values (P04.0) - Respect, Diversity and Pluralism
  – Greatness Through Difference Strategic Plan
  – Faculty Candidate Review – Statement Requirements
  – Middle States and ABET Accreditation

• Institutional accomplishments (subset):
  – Faculty hiring practices
  – Strategic plan
  – Division of Diversity & Inclusion
  – AdvanceRIT grant

• Today’s goals: clarify path to inclusive leadership; provoke thinking; and call to action for the senate
Robert’s Rules

• Activity
• Unwritten Rules—Norms
• Targets for Learning
• Raising unwritten rules (norms) to the level of consciousness
• Checking alignment of norms with values
Senate Demographics

• Number of women Senators determined at College level
• Adapt norms to align with core values
• Build awareness and mindfulness
Stages of Change

Mindfulness is key to each stage

Learning Continuum

Unconscious Incompetence
You don’t know that you don’t know how to do something.

Conscious Incompetence
You know that you don’t know how to do something and it bothers you.

Conscious Competence
You know that you know how to do something and it takes effort.

Unconscious Competence
You know how to do something and it is second nature; you rock at it.

What do you see?
DIE Model

- Describe
- Interpret
- Evaluate
What next?

• Mindfulness
• Debrief Activity 1
• New norms
• Commitment to Action
Thank-you and Questions?

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