Diversity, its value, and influence in the workplace, is a concept that has gained prominence and continues to develop over time. In its early beginnings, diversity initiatives were essentially nonexistent and consisted of mostly compliance-based directives from the Equal Employment Opportunity Commission (EEOC). Today, the concept of diversity has been transformed to encompass the ideas of inclusion and equity. Diversity management is viewed as a needed business skill and is embedded within organizational goals, strategies, and values to improve outcomes in a very global society.

To create a culture of inclusion and equity, organizations do not simply make the decision to value diversity and as a result, transform overnight. It takes awareness, buy-in, strategic initiatives, and opportunities to promote diversity and emphasize its influence on the success of an organization.

Ivy Tech Community College recognizes the importance of creating an inclusive climate and supporting a diverse learning and work environment. We serve a student body that is diverse with regard to cultural background, age, economic status, beliefs, as well as various other differences. We also employ faculty and staff who are diverse. Naturally, Ivy Tech has included diversity as one of its core values. The College has implemented programs and processes to enhance diversity and promote inclusion through Talent Acquisition efforts and Talent Development programming.

In Talent Development we have aligned our initiatives and programs to reflect the College’s values. Specifically, diversity focused lessons and experiences have been incorporated into our talent pipeline programs. These experiences encourage our participants to value differences and develop skills to more effectively interact with diverse students and colleagues. Some lesson topics from our programs have included awareness of perceptions and stereotypes, understanding differences based on thoughts and opinions, conflict management styles, and differences regarding economic status.

We recently began working with the Statewide Diversity Committee to develop a training module emphasizing diversity and inclusion. Additional details forthcoming.

The Talent Development team proudly supports efforts toward achieving equity and enhancing diversity throughout the College. We have dedicated this issue of The Talent Developer to highlight a few of our program components and other professional development efforts from around the state that support the College’s core value of diversity.
Appreciating Differences

Leadership Academy participants enjoyed a day long training led by the Peace Learning Center staff entitled “Appreciating Differences.” The Ivy Tech Leadership Academy has partnered with the Peace Learning Center for the past three years to provide a module focused on diversity. Peace Learning Center’s philosophy is to educate, inspire, and empower people to live peacefully.

Leadership Academy participants focused on exploring issues in diversity, learning their conflict management style and discussed best leadership practices. They participated in a number of self reflection and group activities which heightened their awareness of their personal differences and the differences of others.

For more information on the Peace Learning Center, please visit www.peacelearningcenter.org

“I learned a lot about myself and tools I could use to build my team and resolve issues.”

LA participant: Christine Burr during Appreciating Differences module

African American Leadership Institute

In the Fall of 2014, the Office of Professional Development in the Central Indiana Region launched the African American Leadership Institute program as a pilot. The program was designed to support the retention efforts of African American faculty and staff as well as develop key leadership competencies amongst its participants. The American Association of Community College’s Lakin Institute and Ivy Tech’s Leadership Academy are programs that have inspired the creation of this Institute.

The three-session program was composed of various activities, discussions, and projects to equip African American faculty and staff with the leadership skills necessary to lead within a community college system.

Various guest speakers from the College were invited to share knowledge and give advice to the up-and-coming leaders. “It sends a powerful message when seeing an African-American in a leadership position,” explained Roderick Brown, a co-founder of the Institute.

Participants also appreciated the candid and transparent atmosphere within the Institute. They had clear discussions of the topics presented, shared their career aspirations, and built a supportive network of colleagues. They also created a professional development plan and identified a professional mentor. “The mentoring relationship is very helpful to the participants’ overall growth and they have really appreciated the overall mentoring process,” revealed Sherry Moore, co-founder.

The Institute concluded with a valedictory luncheon to celebrate the accomplishments of the participants and highlight their experiences from the program. Various leaders of the college shared in the celebration and expressed their support in the efforts of the Institute.

The program pilot was deemed successful and could not have been implemented without the hard work and support from the Office of Professional Development within the Central Indiana Region. The future goals are to offer the program annually and to inspire other regions to consider providing a similar opportunity for the faculty and staff within their region. For more information contact Roderick Brown or Sherry Moore.

African American Leadership Institute members (front row, left to right) Sharnell Johnson; Dr. LaWanda Jobe; Gisele Brown (middle row, left to right) Brandy Gildon; Shalamar Lundy; Brandon Houston (back row) Rolando Calhoun
Embracing Diversity
Quick Tips and Helpful Hints

Diversity is an asset. Studies show that diverse teams produce better results, are more creative and innovative, and are better at problem solving. By embracing our differences and appreciating our unique experiences and strengths we can build stronger teams.

Ways to embrace and celebrate diversity:
1. Seek to understand others before being understood
2. Listen for understanding, not agreement
3. Appreciate how others see the world
4. If you disagree with someone’s views react with curiosity rather than defensiveness or tuning them out
5. Ask at least one earnest, non-threatening question to learn more about someone’s perspective
6. Encourage open and respectful dialogue
7. Find common connections to bridge perceived differences

SafeZone Training

SafeZone Training is a training focused on the education, support, and advocacy for the LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) community. This training was created by the Gay Alliance; they provide a Train the Trainer Certification program for organizations interested in creating a "SafeZone." Ivy Tech employees within specific regions are certified SafeZone Trainers and offer this training to faculty, staff, and students within their regions. The training aims to create "allies," individuals who are committed to creating a “safe space.” A national study revealed 58% of LGBTQ workers say someone at work makes a joke or derogatory comment about LGBTQ people at least once in awhile. The study also showed that 51% of LGBTQ workers hide their identities to their coworkers. SafeZone Allies attempt to combat these statistics and work to create a nonjudgmental campus and community where support and awareness are available to others. This training is offered in the Wabash Valley/Evansville regions, Kokomo, Northeast, and the Northwest/North Central regions. These trainings uphold the College’s commitment to diversity and creating an inclusive environment.

http://www.gayalliance.org/safezonet.html

Recommended Reading & Resources

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Diversity in the Classroom

| Diversity & Inclusive Teaching |
| Creating Inclusive Classrooms |

Diversity in the Workplace

| Diversity Impacts Team Performance |
| Managing a Diverse Team |

The Spotlight is on...

This spotlight edition we are recognizing a graduate of the 2013-2014 Leadership Academy whose work is dedicated to diversity and its impact on the College, its students, faculty and staff. Touré’s role has recently expanded from the Director of Multicultural Affairs in Richmond to the Director of Diversity, Equity and Inclusion for the East Central and Richmond regions, serving six campuses: Richmond, Connersville, Anderson, New Castle, Muncie and Marion. Touré oversees several diversity-centered initiatives that are unique to each campus including a mentoring program for minority students in East Central and Richmond, which will be launching this Fall 2015. On all campuses, Touré focuses on embedding diversity within courses, advising faculty on diversity assignments, collaborating with other community college minority groups and involvement in diverse organizations within the communities. Touré also serves as a Statewide Diversity Committee member. Touré attributes much of his success in transitioning to this new role to the relationships he built during the Leadership Academy, as well as Dr. Andrew Bowne, Chancellor and Dr. Benjamin Young who have encouraged and guided him. Touré looks forward to the impact he can continue to make within this role. We acknowledge Touré for his efforts in diversity and wish him success with his endeavors!
The Talent Development team has used the Cost of Poverty Experience (COPE) Poverty Simulation for the past several years to help Master Teacher Seminar (MTS) participants learn and understand economic diversity and the real cost of poverty. COPE was developed by The Think Tank Team as a way of providing a snapshot of what poverty looks like to a low-income family and the role the broader community plays in their interactions with families in poverty. The COPE Poverty Simulation actually represents the lives of 15 real families who agreed to share their story to bring light to the situations and barriers people in poverty face daily.

As a participant in the COPE Poverty Simulation, MTS participants learn about economic diversity, and specifically, factors that contribute to poverty. They also get a better understanding of what it feels like to be in survival mode as well as an increased understanding of what a person living in poverty must do to care for their family. Through the simulation, participants begin to develop an awareness of skills and tools needed to navigate the various systems put in place to be of assistance to the poor.

Why should MTS participants have this experience? Ivy Tech Community College prides itself on being student centered. Our students come from economically diverse backgrounds. In order to truly understand the needs of our students, we must try to understand their individual situations and how their situation might impact their success here at Ivy Tech. Participation in this simulation opens the eyes of MTS participants, giving them greater insight and increased empathy for their students. Students, who believe faculty and staff genuinely care about their success are more likely to succeed. Participation in the COPE Poverty Simulation can have a positive impact on student success.

Program Application Information:

Are you interested in participating in our programs? The application process for our 2015-2016 Master Teacher Seminar and 2015-2016 Leadership Academy will begin very soon!

- Master Teacher Seminar applications available April 8, 2015
- Leadership Academy applications available June 19, 2015

As we approach the application dates, look for application information on Ivy News as well as the Team Ivy Human Resources webpage, accessible through Ivy News: https://ivynews.ivytech.edu/Login/. We will be sending out application details to Ivy Tech leaders to pass along to faculty and staff. Feel free to contact us for additional information.

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For more information, please visit us on the web:

http://www.ivytech.edu/hr/talent-development.html

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