

ELUSIVE MEASURES :
THE IMPERATIVE TO IDENTIFY AND
UTILIZE INDICATORS THAT SHAPE
STAKEHOLDER AND
ORGANIZATIONAL OUTCOMES

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GOALS

Positioning

Complexity is the Context

Limiters #*! – Practice, Stakeholders and
the Narrative of DEI

What are We Seeking to Understand?

What are We Measuring?

Imperative: DEI Assessment Strategy

Imperative: Visibility, Leveraged
Coordination, and Purpose

Conclusions

POSITIONING

Where I Stand is Where I am Coming From.

Organizational and Campus Leadership Perspective on Data-informed strategy, decision-making and how DEI challenges impact mission achievement.

The View is, well... Complicated.

How do I and others in leadership utilize effective means of understanding the impact of DEI challenges and opportunities in influencing the recruitment, retention, and success of our people?




COMPLEXITY

There is a LOT
going on that needs to be assessed in order to
Understand so that we can Define Success
and Implement the Means of Achieving DEI
objectives.

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COMPLEXITY

DEI Assessments	Cultural Intelligence	Staff/Faculty Multicultural Development
DEI in STEM	Identity in HE Participation	Diversity Training Scope and Effectiveness
Diversity-based Approaches to Recruitment	DEI and Curriculum Delivery/Content	Library Services
Library Collections Representation	Diversity in Research Extent and Awards	Safety/Safe Places
Staff and Diversity Climate	Sophistication of Climate Assessments	Toxic Consequences of Work and Stress
Inclusivity and Belonging	Workplace Expectations	Ethnic and Racial Attitudes and Differences
College Students Experiences	Multiculturalism and Interculturalism	Student Well-being and Influence on Persistence
Ethnic-based Services	KPIs for DEI	Inclusive Excellence
Equity in Responsibilities and Access Advancement	COVID Impacts on Participation	COVID and Mental Health



WHEN OBSTACLES ARISE, YOU
CHANGE YOUR DIRECTION TO
REACH YOUR GOAL; YOU DO NOT
CHANGE YOUR DECISION TO GET
THERE.

”

Zig Ziglar

LIMITERS TO UNDERSTATING DEI IN THE INSTITUTIONAL CONTEXT



THE NEED FOR STRATEGY COORDINATION

WHAT ARE WE DOING?

- What is the Extent of Assessment work at the institution?
- How are DEI factors positioned in the Assessment practices of the institution?
- How integrated are programmatic DEI assessments into the institutional strategy?

STAKEHOLDERS

- Who are the Audiences/Interests associated with program Assessments?
- How are DEI factors and assessments integrated into Institutional Performance evaluation and outreach?

WHAT DO WE SEEK TO KNOW?

EXTENT OF DIVERSITY

- Demographic composition of student and staffing
- Identities reported
- Distribution/representation of diversity
- Directional trends

HOW ENGAGED

- How engaged are students in the HE environment?
- How are diverse staff communities interacting with the institution? (Participation in development, training, and other work-related activities).

WHAT WE NEED TO UNDERSTAND

EXPERIENCE

- What are students and staff reporting as their lived experience in the institution/program?
- How are experiences documented and assessed?
- What are program and managerial responses to this information?
- Is there a commitment to acknowledge and change adverse experiences? (Follow- through)

SENSE OF BELONGING

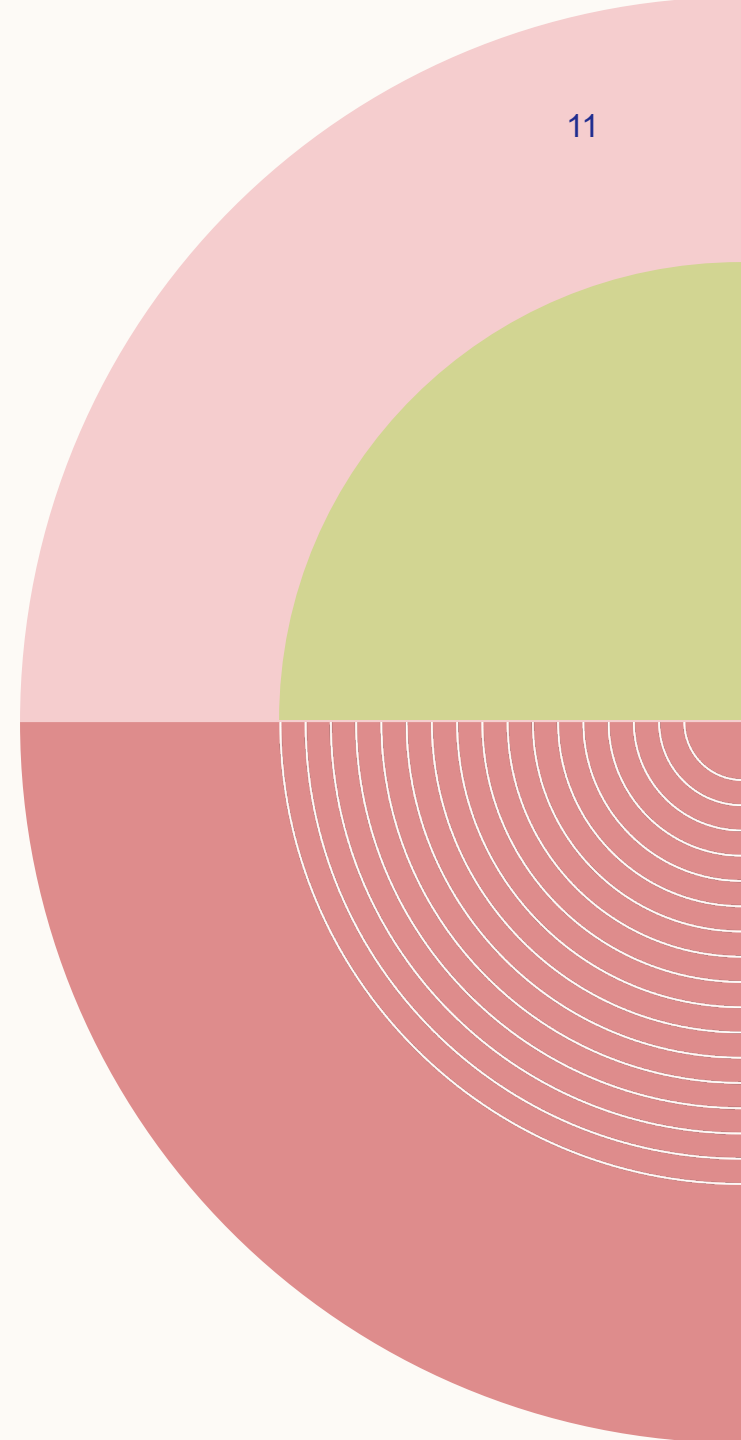
- How do students and staff reported their sense of belonging in the institution/program?
- How is this documented and assessed?
- How are student and staff persistence and success associated with factors associated with a sense of belonging (respect, inclusion, feeling valued, equity, academic completion, professional satisfaction)?

SUMMARY

We face significant leadership challenge at all levels to develop coherent strategies and increase our understanding of how DEI factors influence the success of our people.

The limiters to that work are largely within our power to manage, though not all.

A new area of mastery has emerged within which our institutions and organizations (yes, libraries) need to share an integrated view of DEI and its implications for our value and impact.



THANK YOU

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