HES Task Force on Inclusivity and Diversity
Interim Progress Report
Fall 2017
Members

• Travis Boley - Nutrition and Exercise Physiology
• Tashel Bordere - Human Development and Family Science
• Laura Danforth – SSW Fellow
• Joshua Dykes - Architectural Studies
• Dale Fitch - Chair, SSW
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• Jung Ha-Brookshire - Textile and Apparel Management, Office of Research & Graduate Studies
• Chris Hardin - Nutrition and Exercise Physiology
• Marianne Jones - Dean’s Office
• Richard Sternadori - Architectural Studies
• Ruth Tofle - Architectural Studies, Great Plains ADA Center
• Yilin (Elaine) Zhao - Textile and Apparel Management
Working as a team

• Our backgrounds and roles
• Our diversity
• Our privilege

Workbook - *Wicked Solutions: A Systems Approach to Complex Problems* (Bob Williams and Sjon van 't Hof)
Inter-relationships (knowing people via their roles in relating to other people) [possible relationships (R) is \[ N \times (N-1) / 2 \] = 364

- students
- staff
- faculty
- administration
- football team
- Mizzou Panhellenic Association
- Mizzou Interfraternity Council
- Unit chairs
- international students
- buddy system
- family
- by-standers
- legislators
- tenured faculty

- non-tenured faculty
- tenure track faculty
- donors
- alumni
- CoMo police
- Campus police
- student organizations
- curriculum
- recruits - faculty
- recruits - students
- curators
- lower and upper level students
- marginalized identities
- privileged identities
Perspectives (how inter-relationships may be experienced)
[R x P or 364 x 30 = 10,920]

- inclusivity
- diversity
- culturally affirmative
- diverse relationships
- diversifying curricula
- cross-cultural communication
- cross-cultural learning
- expectations
- respectful
- empathetic
- bias
- trust
- inviting-ness
- mentoring
- marginalization
- assumptions

- power
- privilege
- inequality
- ideologies
- culture/language
- fraternities that have liability insurance for sexual assault and alcohol incidents
- fostering conditions
- exclusivity
- wellness
- safety
- strengths
- apathy
- confused
- proximity
Boundaries (dimension reduction where R x P are experienced)

- classroom
- HES
- campus
- inclusive space
- units or departments
- space outside units or departments (but still within HES)
- Summer Welcome
- Industry (recruiters)
- MU System
- Legislature
- Missouri
- United States
Further refined knowing that...

• Inter-relationships
• Perspectives
• Boundaries

Decision Making
Ulrich: Boundary Categories of Critical Systems Heuristics

The reference system comprised of inter-relationships, perspectives, and boundaries

Those involved
- Sources of motivation
  - Client
  - Purpose
  - Measure of Improvement
- Sources of power
  - Decision maker
  - Resources
  - Decision Environment
- Sources of knowledge
  - Professional
  - Expertise
  - Guarantee
- Sources of legitimation
  - Witness
  - Emancipation
  - World view

Those affected
Student recruitment
underrepresented/served
enrollment
Dean
tuition & staff
other campus/schools/college
International centers/college access
college access; peer feedback
research; trust
rest of campus; parents
acceptance; fit
12. consider additional
diversity dimensions
1. Education – diversity content
2. To insure inclusiveness, diversity, and equity
3. More diversity in the course content
4. Faculty
5. Funding, course development; faculty training
6. Other faculty
7. Expert Panel: Peer evaluator; students; curriculum committee
8. Utilize internal expertise
9. Have experts evaluated by end-users
10. Students
11. External syllabus review
12. All students are able to see themselves and others throughout the curricular content
1. Building access
2. To increase access to programs, services, activities;
3. Unimpeded access
4. Buildings & Facilities – Gary Ward (but 3rd party review in CA and TX)
5. Federal funding; Office of Student Disability Services
6. But not individual buildings, classrooms or offices
7. ADA Office – Amber Cheeks; United States Access Board; Office of Civil Rights; EEOC
8. Training; legislation; legal remedies
10. Students; all end users of university program services activities and facilities
11. 3rd party review; class action lawsuit; legal remedy
12. Inclusivity
Our recommendation

• Transition from Task Force to Standing Committee
• Continue CSH analysis focusing on most pressing issues
• Collaborate with existing Unit program committees at the appropriate decision making level

Thank-you!