



WELCOME

Leave Nothing to Chance:
Intentionally Supporting ALL
Students, Staff, and Faculty

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Challenging Ourselves as Leaders

- What does it mean to intentionally serve ALL students, staff, and faculty?
- What does it mean to elevate the needs of those with less-recognized agency, voice, and visibility
- What does it mean to be Creative, Strategic, and Courageous?

Contextual Ground Setting

- Reframing Diversity, Inclusion and Equity
 - Compliance, Consciousness, and Commitment
- The Dual Pandemics
 - Covid-19 and Systemic Oppression
- Prioritizing and Reallocation of Resources
 - Where do these efforts “fit” and Who makes that call

Intentionally serving ALL faculty and students

- Intentionally Serving Faculty
 - Professional Development, Evaluation, and Ranks
- Intentionally Serving Students
 - Representation, Co-curricular Programs, and Equitable Access

Intentionally Serving ALL Staff

- Contract Staff Members
 - Shared values and overlap in support
- Non-Exempt Staff Members
 - “Other duties as assigned” and central to mission
- Exempt Staff Members
 - Backbone of student support and retention efforts

Elevating Minoritized and Marginalized Stakeholders

- The rationale for the *IHE* piece
 - Awareness, Affirmation, and Timing
- Why focus on the three specific groups
 - DACA/International Students, LGBTQ+ community members, and Professional Staff Colleagues
- What are other areas/trends to consider
 - Admissions, Fundraising, and Lingering Covid-19 Effects

Creative, Strategic, and Courageous Support

- Creative Support
 - Community-based, innovative, and framework-based
- Strategic Support
 - Individual, Departmental, and Institutional
- Courageous Support
 - Visible, Accountable, and Transformational

- Inquiry and Dialog -