

“Learning to lead inclusively is a crucial enhancement of your leadership skillset.”

The College of Arts & Letters subscribed to Academic Impressions, a professional development online platform for leaders in higher education, for department chair DEIBJ training. Department Chairs selected specific DEIBJ areas of intrigue to explore via webcasts, virtual training, etc. available in Academic Impressions. They then met regularly to discuss their knowledge acquisition. These are some of the chairs’ key takeaways for leading through a DEIBJ lens.

Leadership Lens

- We are all politicians—identify and create relationships with critical stakeholders.
- Gather data to validate DEI processes (qualitative, quantitative) and support them.
- Be intentional with your language—choose carefully to draw people in, not put up shields.
- Be strategic—you can’t fight on every front 100% of the time.

Attribution:
From “Advancing your DEI Strategy Across Viewpoints.” Julian R. Williams, J.D. and Belinda Higgs Hyppolite, Ed.D., released 11/15/22 by Academic Impressions.

Recruitment & Retention

- How do you understand the meaning of “culture”? Ethnic, social, generational; assumptions, communal beliefs, behavior, etc.
- How does your own culture affect how you communicate and interact with others?
- Enhance belongingness by having Black Men reach out to Black Men prior to their arrival.
- Speak to them/ask them: Don’t walk past BIPOC or any other student.

“To operate effectively in today’s higher ed environment, leaders must continuously broaden their own lens of cultural understanding.”

Four Elements of Cultural Intelligence



Attributions:
From “Retaining Black Men—Strategies for Pre, During and Post-College,” Vincent Windrow, Ed.D., Retired Associate Vice Provost, Office of Student Success, Middle Tennessee State University (MTSU), released 7/28/22 by Academic Impressions.

From “Cultural Intelligence: A Training for Higher Ed Leaders,” Brenda J. Allen, Ph.D. Vice Chancellor for Diversity and Inclusion and Professor of Communication at the University of Colorado Denver, released 12/13/2021 by Academic Impressions.

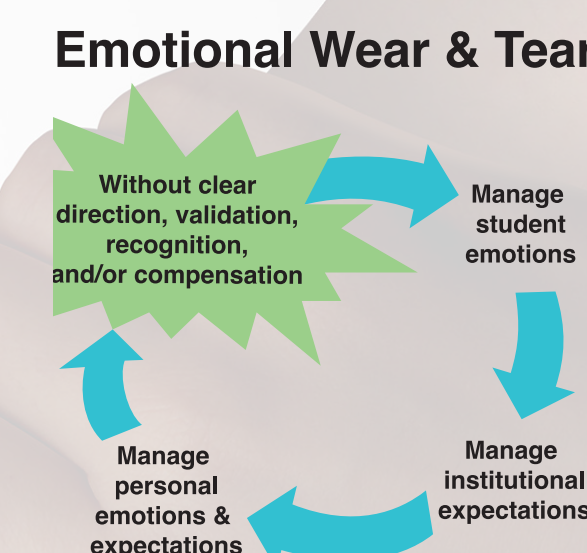
Emotional Labor

Identifying Emotional Labor



4 Steps to Manage

- Create a Support System
- Protect Your Time
- Speak Your Truth
- Set Your Boundaries



Protecting Your Time

Build mindfulness into your work schedule

Prioritize personal & professional needs

Normalize taking time back



Create rituals for beginning and ending the workday

Ensure that professional values align with your work schedule

Schedule your vacations and time back in advance

“Remember that you are one person, and you cannot make everything happen and give the same quality. There’s a maximum... there’s a hundred percent; there’s no such thing as 200%.”

Attribution:
From “Manage Your Emotional Labor in the Workplace,” Paige Gardner, Asst. Dean of Students, Loyola University Chicago, released 9/2020 by Academic Impressions.



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