

Practical and Political Challenges



**for Inclusion at
the University Level**

Not All Walls are Literal

- barriers to diversity and inclusion can also be practical and/or political
- **practical challenges:** visibility, resources, coordination, and logistics
- **political challenges:** bans, funding restrictions, legal discrimination
- **What can we do? (action/discussion items)**

Practical Challenges

- organizations may have **multiple groups** and individuals with a focus on inclusion
- may be oriented toward different themes or even the same theme
 - e.g., ASU has 10+ groups for everything
- Do they **talk** to each other? **Know** each other? Are they **competing** for resources?

Get the Word Out

- identify or create mailing lists, websites, and other **channels of communication**
- **incentivize** communication with meaningful updates, polls, and interactivity
- **advertise** leaders and points of contact for questions

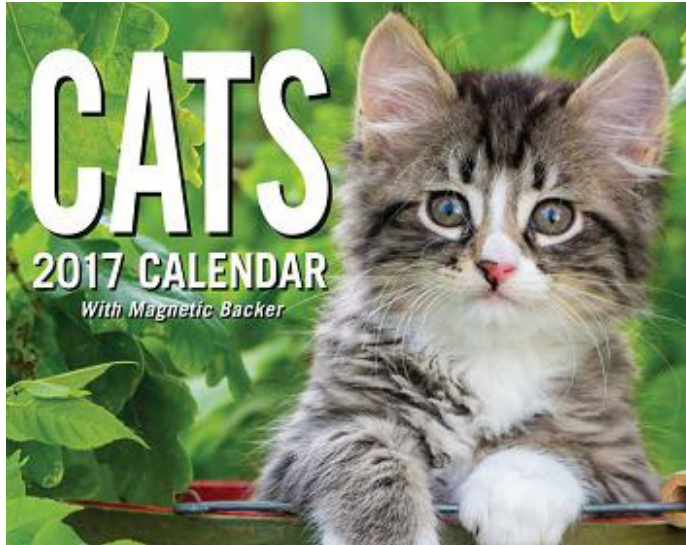


Building Bridges between Islands



- **identify** all organizations, clubs, and groups working on shared inclusion goals—there may be many!
- **connect** group leaders and members via both social and action meetings
- create **shared** forums for dialog

One Calendar to Rule Them All



2016

January							February							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
							1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
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March							April							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
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May							June							
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July							August							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
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September							October							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
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November							December							
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2017

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2018

January							February							
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- create a shared calendar that is compiled across groups
- connect to **blogs** and **galleries** that highlight achievements, projects, and participation

Calendarpedia
Your source for calendars

Federal Holidays 2018

Jan 1 New Year's Day
Jan 15 Martin Luther King Day
Feb 19 Presidents' Day
May 14 Memorial Day
Jul 4 Independence Day
Sep 2 Labor Day

Calendarpedia

Your source for calendars

Oct 8 Columbus Day
Nov 11 Veterans Day
Nov 22 Veterans Day (observed)
Nov 22 Thanksgiving Day
Dec 25 Christmas Day

Data provided to us without warranty.



Political Challenges

- some barriers to diversity and inclusion are, unfortunately, **on purpose**
- ideological resistance to inclusion can **masquerade** as “good intentions”
- **legalized discrimination** creates a “culture of exclusion” to overcome

A Handful of Examples

- Several states have considered or enacted **bans on affirmative action** (using minority status hiring or admission decisions)
- scholarships supported by government funds **cannot have minority status for eligibility** (since the 1990s)
- Arizona (HB 2281) **banned ethnic studies classes** because they foster “resentment” or “promote overthrow of the government (passed in 2010, upheld in 2013, challenged in 2017)
 - university-level version (HB 2120) failed

A Culture of Exclusion

- Discriminatory laws and initiatives make it **directly harder** to attain inclusion
- Also create a **fearful environment** that may hinder applications and enrollment
 - i.e., who wants to move to a city or state that allows blatant discrimination?
- Conscientious organizations must serve as **sanctuaries; advocate** for inclusion

Stack the Deck

- expand **recruitment** to grow pool of minority applicants
- create **programs** that are attractive to minorities
- **outreach** efforts that raise awareness; build **pipelines**



Loopholes

- offer scholarships and awards that are **open to all**, but have a focus on inclusion
- **private industry** is not limited in giving scholarships or their eligibility requirements



You're Already Political, but...



- **participating** in inclusion efforts is **political**—e.g., giving this talk
- must still **be active and proactive** in contacting representatives
- **encourage your organization** to lead the way—**inclusion** is not passive
- be an **advocate** and **sanctuary**



Stay Vigilant



- political and legal challenges are **constant; new tactics and laws**
- appoint members who **monitor the news and local government**
- connect with the ACLU



Thank you!