

# LEADING TOWARD INCLUSIVE EXCELLENCE

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# INTENTIONS FOR THE SESSION

1

**Trouble the  
“Diversity, Equity  
and Inclusion” Talk**

2

**Explore the  
Elements of  
Inclusive Excellence**

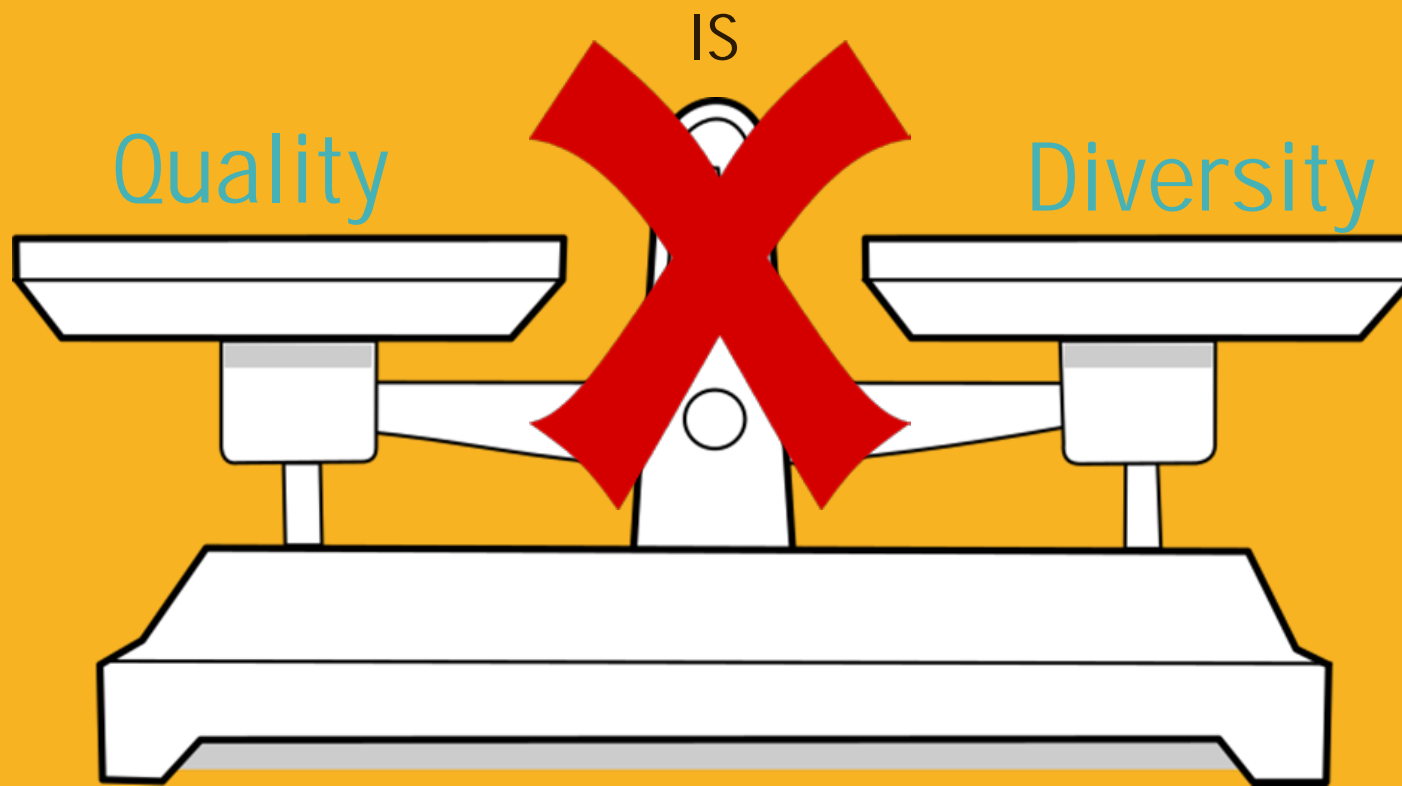
3

**Consider the  
Implications for  
Leadership  
Practices as Women  
in Higher Education**



# DITCHING DEI TALK





FALSE ASSUMPTION

# INCLUSIVE EXCELLENCE

Focuses on student intellectual and social development

Aligns resources and accountability to support achievement of all students

Embraces the cultural wealth of learners as assets that enhance the enterprise

Engages diversity in service of student and organizational learning

## The Synergy of Quality and Diversity

Student Facing

# INCLUSIVE EXCELLENCE

Focuses on Learner  
intellectual and social  
development

Aligns resources and  
accountability to support  
achievement of each  
learner

Embraces the cultural  
wealth of staff as assets  
that enhance the  
enterprise

Engages diversity in  
service of individual and  
organizational learning

## The Synergy of Quality and Diversity

Faculty and Staff  
Facing

Adapted from the Association of American Colleges and Universities

# INTERROGATE THE CULTURE AND ENVIRONMENT

Policies

Hiring

Opportunities for Growth

Stretch Assignments

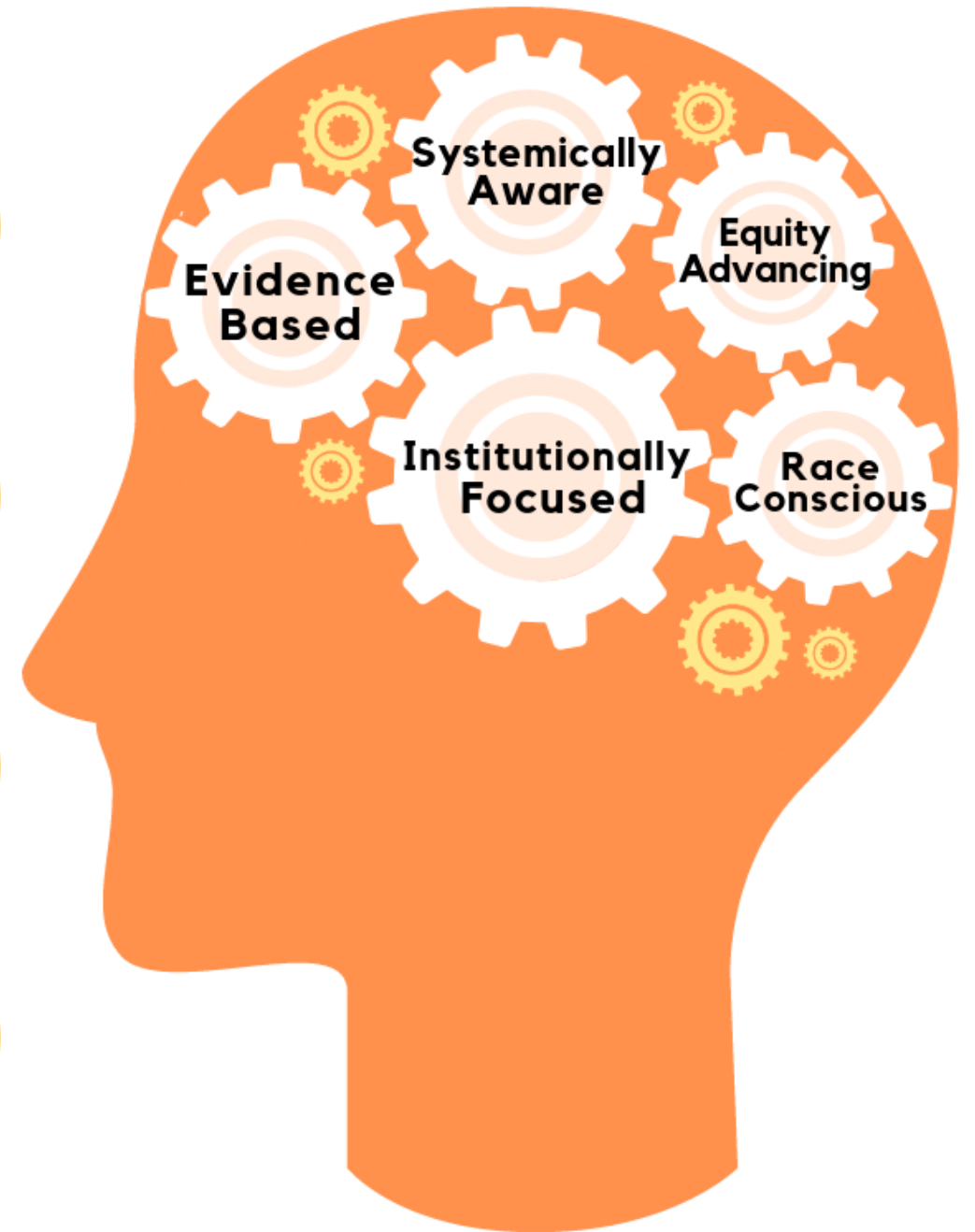
Evaluations



Gorski (2020)



# CREATE EQUITY BY DESIGN



Center for Urban Education (2015)

# EXPECT COMMUNAL RESPONSIBILITY

- Foster a sense of group belonging
- Reciprocity
- Working Together
- Right Action
- Being Responsible for Each Other
- Collective Decision Making
- Giving Back to Communities





*My Ask:*

**//**

*If you are free, you  
need to free somebody else.  
If you have some power,  
then your job is to  
empower somebody else."*

*— Toni Morrison*



# IN CASE YOU MISSED IT...



*You've always had the power my dear, you just had to learn it for yourself.*

– Glinda the Good Witch

# AM I ALL I CAN BE AS A LEADER?

THANK YOU FOR JOINING ME!  
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# RESOURCES

McCuen@aacu.org. (2019, November 19). Making excellence inclusive. Retrieved February 18, 2021, from <https://www.aacu.org/making-excellence-inclusive>

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