Create Change 2.0: Council on Diversity + Inclusion

A global discussion in industry + higher education...

**THE MANY FACES OF INNOVATION**

How Diversity in the Workplace Can Help Drive Success

As companies continue to expand globally, executives understand that their companies can't be successful if they ignore diversity and inclusion strategies. Ultimately, including a heterogeneous but cohesive blend of different genders, ages, and ethnic groups provides multiple perspectives, allowing for better problem solving and more creativity. As more social business tools enter the workplace, it is becoming easier to bring diverse groups of people together to collaborate more effectively on projects and innovate even faster.

**THE BUSINESS CASE FOR DIVERSITY**

According to a 2011 Forbes Insight survey of 321 executives from large, global enterprises, **85 percent** recognize the fact that diversity and inclusion in the organization drives innovation.

A diverse and inclusive workforce is crucial to encouraging different ideas that drive innovation.

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Co-Chairs: Sam Holtzman / Ann Field / Karen Hofmann
“In the next generation of work on diversity, student population mix and performance will no longer be acceptable indicators of an institution's diversity effectiveness.

To become more relevant to society, the nation, and the world while remaining true to their core mission, institutions must begin to see diversity, like technology, as central to teaching and research.”

- Daryl Smith

“Diversity’s Promise for Higher Education: Making it Work”
The expanding definition of D+I in the industry... sounds a lot like “design thinking”...

“Great ideas and great problem-solving can come from anywhere, and the collective power of all of those different viewpoints is much stronger than what you see from people who all think alike. Working with a talented, diverse group is always going to generate better ideas than if you just think about a problem by yourself.”

- Arnold W. Donald, CEO Carnival Corporation

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Trends driving workplace diversity:

More CEO’s are piping up.
Diversity’s definition has changed.
Drivers for the next generation.

- Selena Rezvani article, Forbes
D+I drives innovation at companies like Intel, J&J, L’Oreal, BASF, Bayer, Deutsche Bank. How is ArtCenter preparing our students for, and to lead, innovation in industry?
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Who we are - The Council Representatives:

ArtCenter Student Government
Center for Student Experience
Center for Educational Effectiveness
Counseling + Wellness
Faculty
Faculty Council
Chairs
Educational Directors
Office of the Provost

Faculty Development
Library
Enrollment Services
Admissions
Development + Giving
Marketing + Communications
Study Away
Public Programs
Human Resources

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The **focus** of the group:

- Community + People / Campus Climate
- Practices + Governance
- Creativity + Innovation / Ways of Thinking

The **challenge**:
How is ArtCenter defining diversity and inclusion across the college?
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Our starting point...

- Our "classic" region/call minus neutrality
- Community + build + learn from each other
- Act of creativity = diversity
- Our culture... natural ways of inclusivity
- Study away enables learning + immersion
- Current... lack of...
- Making it what we want it to be... need to figure out what it is... deeper issue...
- We are not healthy (current)
- Different types of learners + makers
- Understanding diff. audiences to create need for infrastructure to serve disabled
- Needs to be safe space to address issues
- Perhaps misdirected at times

- Making it more accessible... defined + PLO's/CLO's that reflect...
- Social interaction to prepare them
- Understanding + learning from a variety of P.O.V.'s + experiences
- Bringing together different P.O.V.'s + experiences
- Healthy mix of individual cultures + experiences beyond the obvious
- Serving the underserved + underrepresented
- Our differences make us strong
- Tolerance + celebration of respect + understanding
- Variety of walks of life
- Intercultural competency
- Justice
- Everybody is different + connecting in that way + it is enjoyable
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Observations:

The definition is evolving

Drivers from the industry and a responsibility to education

Informed by our community to make sure we define it for “us” + determine what it means for ArtCenter

{Community + People}

{Practices + Governance}

{Creativity + Innovation}
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Main Issues:

How is D+I represented at ArtCenter?  

Will ArtCenter really invest in D+I...especially in resources and scholarships?  

How does D+I benefit/impact the ArtCenter experience?

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Our approach today…
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6 Topics / 6 Working Groups:

• Defining Diversity for ArtCenter
• Recruitment (in liaison with Recruitment Task Force)
• Curriculum + Course Development (Stipend)
• Mentoring: Student Academic Support
• AICAD Outreach
• Diversity in the Classroom Guide
Looking forward to 2020…
BIG IDEA #1

In 2020, the work of D+I Council has **integrated diversity** in everything the College does - expanding ArtCenter’s culture of inclusivity.
BIG IDEA #2

In 2020, ArtCenter has a multi-million $$$ scholarship fund... that means the most talented students from around the world won’t be prevented from coming to ArtCenter because of the cost.
BIG IDEA #3

ArtCenter has an international fund that supports global faculty exchange - or at least the ability to get “Visionaries in Residence” and other types of visiting professors from all over the world to spend time at Art Center. And...we have the ability to support more faculty going on “study away” as well.
BIG IDEA #4

In 2020, pilot programs that launched in 2016 - like the Language and Design Intensive and the Grad Writing Center, the peer mentoring programs and other student support groups, have had tremendous positive impact on student success.
BIG IDEA #5

The “Experience Portfolio” is regarded as highly as the work portfolio. ArtCenter’s students are getting hired for their *mindset* not just their skillset. They are globally relevant, embrace and leverage diverse thinking, value cultural collateral, redefine what innovation is, influence the industry pipeline and transform the workplace.
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What’s first:
Defining diversity + inclusion

Assess what are we currently doing that is diverse + inclusive and identify opportunities for improvement

Create goals and tools to measure our progress and success in order to hold ourselves accountable

{Community + People}
{Practices + Governance}
{Creativity + Innovation}