The Future of Higher Education
THE FUTURE OF HIGHER EDUCATION
WESTERN ACADEMIC LEADERSHIP FORUM
APRIL 20, 2022

Mary Ann Villarreal, PhD
Vice President for Equity, Diversity, and Inclusion
University of Utah
TODAY’S DISCUSSION

• The Challenge
• The Charge
• Consider Your Role
• Conclusion
THE CHALLENGE
**GEN Z – MOST DIVERSE GENERATION**

Nearly half of post-Millennials are racial or ethnic minorities

<table>
<thead>
<tr>
<th>% of 6- to 21-year-olds who are nonwhite</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-Millennials in 2018</td>
</tr>
<tr>
<td>Millennials in 2002</td>
</tr>
<tr>
<td>Gen Xers in 1986</td>
</tr>
<tr>
<td>Early Boomers in 1968</td>
</tr>
<tr>
<td>48%</td>
</tr>
<tr>
<td>39</td>
</tr>
<tr>
<td>30</td>
</tr>
<tr>
<td>18</td>
</tr>
</tbody>
</table>

In Western U.S., post-Millennials are as likely to be Hispanic as white

% of 6- to 21-year-olds in 2017 who were...

<table>
<thead>
<tr>
<th>Region</th>
<th>White</th>
<th>Hispanic</th>
<th>Black</th>
<th>Asian</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>58</td>
<td>19</td>
<td>12</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Midwest</td>
<td>68</td>
<td>12</td>
<td>12</td>
<td>4.5</td>
<td>5</td>
</tr>
<tr>
<td>South</td>
<td>48</td>
<td>23</td>
<td>21</td>
<td>3.4</td>
<td>3.4</td>
</tr>
<tr>
<td>West</td>
<td>40</td>
<td>40</td>
<td>5</td>
<td>9</td>
<td>7</td>
</tr>
</tbody>
</table>

Source: Pew Research Center
UTAH ALIGNS WITH NATIONAL TENDENCY

- **Racial and ethnic diversification** – While the largest share of Utah’s population identifies as White alone, not Hispanic, increased racial and ethnic diversity is expected to increase into the future.

- **Younger Utahns are more diverse** – Utah’s younger population is much more racially and ethnically diverse than Utah’s older population.

**Table 1. Percent of Age Group Identifying as Minority in Utah, 2020 and 2060**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2020</th>
<th>2060</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preschool</td>
<td>28.7%</td>
<td>44.6%</td>
</tr>
<tr>
<td>School</td>
<td>26.4%</td>
<td>41.7%</td>
</tr>
<tr>
<td>College</td>
<td>25.8%</td>
<td>40.5%</td>
</tr>
<tr>
<td>Working</td>
<td>22.2%</td>
<td>35.6%</td>
</tr>
<tr>
<td>Retirement</td>
<td>10.8%</td>
<td>23.1%</td>
</tr>
<tr>
<td>All Ages</td>
<td>22.7%</td>
<td>34.8%</td>
</tr>
</tbody>
</table>

Source: Kem C. Gardner Policy Institute, “Race, Ethnicity, and Sex in Utah”, 2021
DIVERSITY

• We all know to start here.
DIVERSITY

• What does diversity mean?
  • Checkbox or body count
• Starting point for the journey, not a destination
• We get stuck “doing diversity”
INCLUSION

• Removing politics of gratitude
  • “Welcome and be like us”
    • They are a good fit
    • They are lucky
More Than A Body Count

Diversity without Equity and Inclusion is Dead
THE CHARGE
LEADING WITH EQUITY

• An equity framework is the recognition and analysis of historic, persistent factors that have created unequal systems *

• Leading from equity fosters change, engagement, and justice for the purposes of dismantling supremacy in all forms

• Intentions, Actions, Budgets and Outcomes are aligned.

* Source: Lumina Foundation
Equity is a form of corrective justice which provides equal opportunities, access, and support to learn, succeed and grow.

People are not deficient, systems are deficient. We don’t fix the people; we fix the inequitable system.

Equity is an intentional practice which helps increase retention, engagement and belonging.
Equity leadership is distributed throughout the University through personal commitment, divisional engagement, and institutional responsibility.

ONE U THRIVING

The mission of Equity, Diversity, & Inclusion at the U
The Power of Naming
• Call out and name oppressive systems in order to transform them

Leading From A Place of Discomfort
• Engage in difficult conversations
• Becoming courageous to face tense moments
• Create a culture of truth, resiliency, and inclusion

Unearthing, Replanting and Nurturing New Roots
• Confront and untangle a legacy of exclusion
• Simultaneously growing the EDI practice/Embedding Principles
• Integrating EDI into the fabric of the University
CONSIDER YOUR ROLE
MY ROLE:

- Convenor
- Collaborator
- Disruptor
Align Intention With Action

• We must be willing to walk our talk.

• We can’t keep issuing statements and doing other performative actions.

• We must be steadfast in our intent to align our actions with our stated intentions.

• We must start from a point of equity. Equity shifts our intention from counting people to ensuring their success.

• We must ask the right question: “If we lead with equity, what will we grow?”
GETTING STARTED

• Listen
  • Drives Inclusivity
  • Drives Self-Reflection

• Information
  • You have data, but need to know what to do to affect the culture

• It gets messy and uncomfortable
  • Not one size fits all
  • Recognizing Systemic Racism

• Reparations
  • Removing barriers that have existed
  • Providing access to the playing field
THANK YOU!
RECRUITMENT – I Know You Know

• What is the message of our culture?
  • What are we doing to open the culture beyond a body count?
• Make conscious efforts to expand the search beyond your network of friends
• Explore and embrace non-traditional methods and experience
• Review the job descriptions to look for terms that may include unconscious bias and are welcoming to potential candidates whose backgrounds are different from yours
RETENTION

- What is the message of our culture?
  - What are we doing to open the culture beyond a body count?
- Make conscious efforts to expand the search beyond your network of friends
- Explore and embrace non-traditional methods and experience
- Review the job descriptions to look for terms that may include unconscious bias and are welcoming to potential candidates whose backgrounds are different from yours
• Students must possess more than critical thinking and excellent verbal communication skills to understanding that they are global citizens
  • Organizations want students who reflect those values
• Universities must work to graduate students who are ready to express their viewpoints and see themselves in this organization