



# The Future of Higher Education

# **THE FUTURE OF HIGHER EDUCATION**

## **WESTERN ACADEMIC LEADERSHIP FORUM**

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# TODAY'S DISCUSSION

- The Challenge
- The Charge
- Consider Your Role
- Conclusion

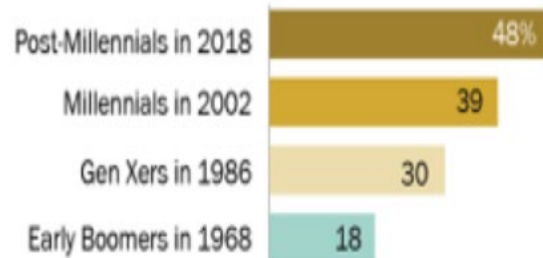
# THE CHALLENGE



# GEN Z – MOST DIVERSE GENERATION

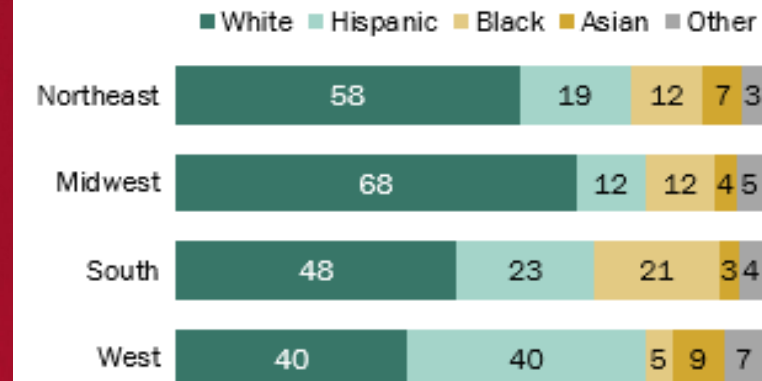
## Nearly half of post-Millennials are racial or ethnic minorities

*% of 6- to 21-year-olds who are nonwhite*

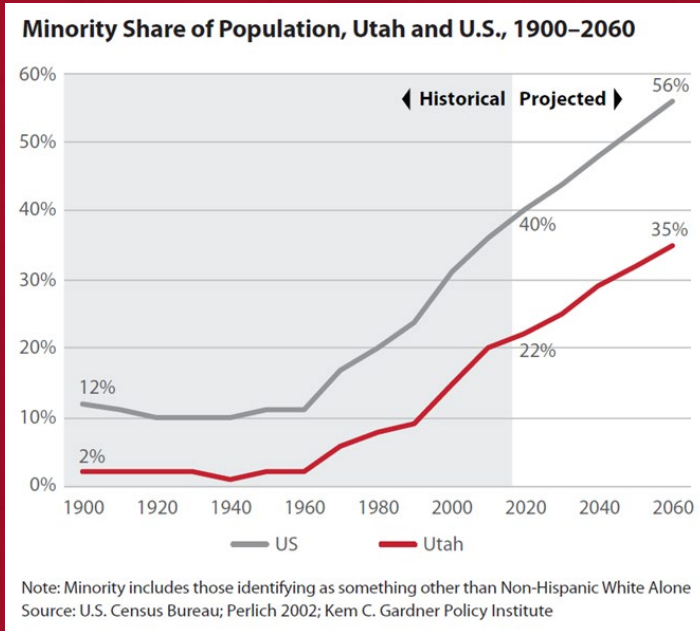


## In Western U.S., post-Millennials are as likely to be Hispanic as white

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



Source: Pew Research Center



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

Age Group	2020	2060
Preschool	28.7%	44.6%
School	26.4%	41.7%
College	25.8%	40.5%
Working	22.2%	35.6%
Retirement	10.8%	23.1%
All Ages	22.7%	34.8%

Note: Minority includes those identifying as something other than Non-Hispanic White Alone. Age groups: Preschool (0–4 years); School (5–17 years); College (18–24 years); Working (18–64 years); Retirement (65 and older)  
Source: Kem C. Gardner Policy Institute

# UTAH ALIGNS WITH NATIONAL TREND

- **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.

# 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

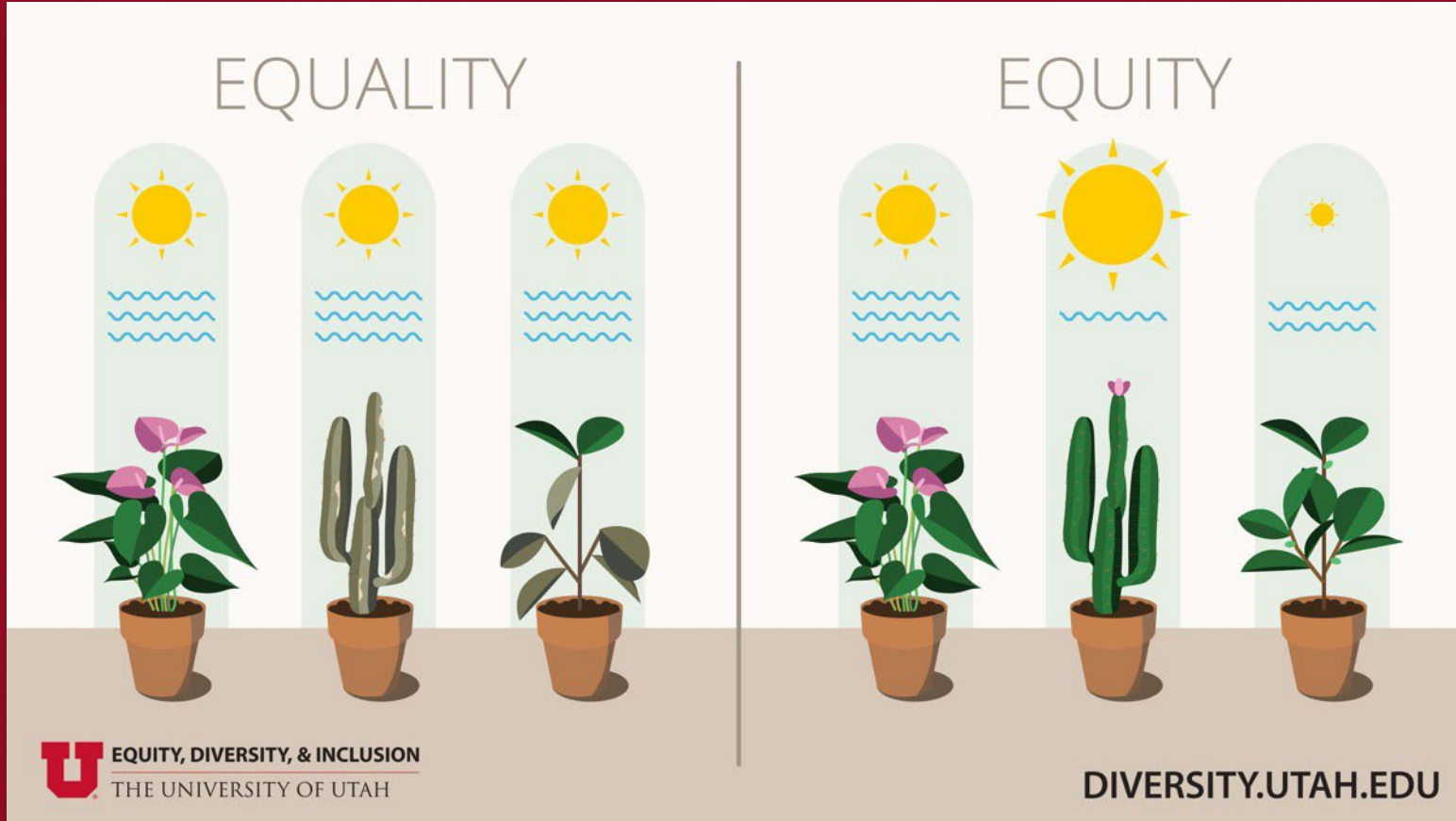
- An equity framework is the recognition and analysis of **historic, persistent factors that have created unequal systems** \*
- Leading from equity fosters change, engagement, and justice for the purposes of **dismantling supremacy in all forms**
- Intentions, **Actions, Budgets** and **Outcomes** are aligned.



\* Source: Lumina Foundation



# EQUITY IN ACTION



- 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.**

# SHARED EQUITY LEADERSHIP

Equity leadership is **distributed** throughout the University through **personal commitment, divisional engagement, and institutional responsibility.**



Kezar, Adrianna, Elizabeth Holcombe, Darsella Vigil, and Jude Paul Mathias Dizon. 2021. Shared Equity Leadership: Making Equity Everyone's Work. Washington, DC: American Council on Education

# ONE U THRIVING

The mission of Equity, Diversity, & Inclusion at the U

# ONE U THRIVING THEMES



## **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:

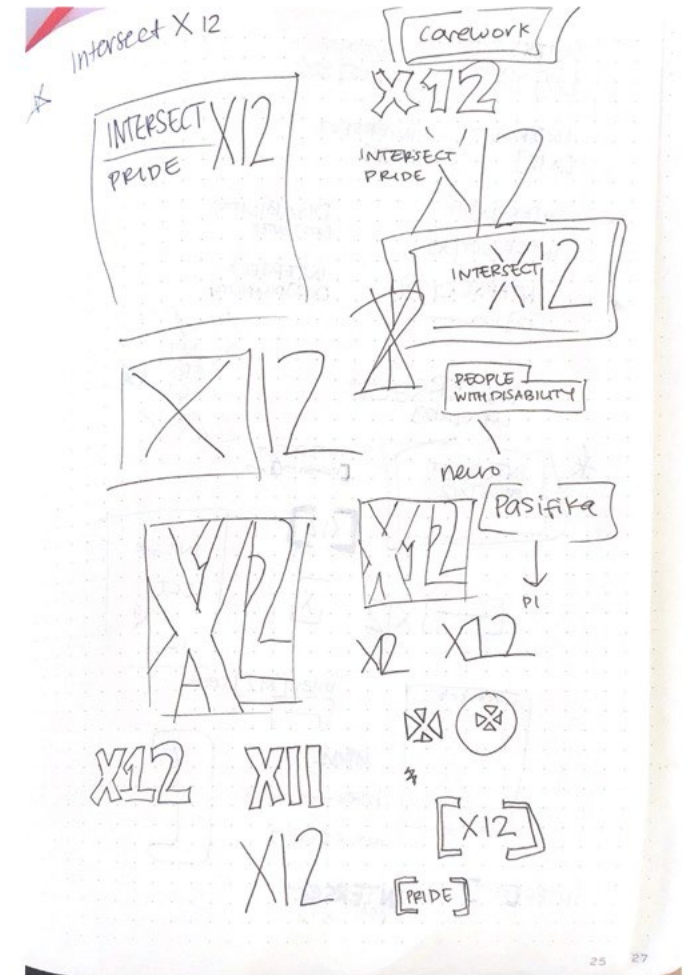
- Convenor
- Collaborator
- Disruptor

# 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!

# SLIDE PURPOSELY LEFT BLANK



# 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

# WHY EDI MATTERS IN HIGHER EDUCATION

- 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