

# **How To Support Your New Chief Diversity Officer Plymouth State University**

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*Wisdom to make a difference.*

# Land Acknowledgement

- **The earth beneath us is more than just a rock covered in water, stone, and dirt. The mountains, the forests, all bodies of water, and air that you breathe are all a part of the magical living being that is the earth, or the land. The indigenous people are those who have lived in harmony with the land for countless generations and continue to do so today. Through their knowledge and wisdom, we can learn about our relationship with nature, living a life of empathetic awareness, and how to do better with our relationship with the earth and with each other. This circle takes place on what we now know as New England which is the land of Ndakinna (meaning to the Algonquin people, Our land or Land of the Rising Sun in the Algonquin language) and is the homeland to the Abenaki, Pennacook, and Wabanaki peoples past and present who have ongoing cultural and spiritual connections to the area. At this time, we take a moment to acknowledge the painful genocide and forced occupation.**
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**Late Dr. Wanda Mitchell  
University of New Hampshire**

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**Peace to my  
ancestors and  
elders.... I walk in  
your strength,  
legacy and power,  
today and everyday**



# Reflection questions

- **What kind of university do you want to have and how will the CDO position contribute to co-creating that kind of university?**
- **What are some key things you think the CDO will need?**
- **What are institutional support structures do you all have in place?**
- **What are institutional support structures do you think you need to put in place?**
- **Readiness for change? And What kind of change?**
- **Underlying principles based in**
  - **Diversity?**
  - **Inclusion ?**
  - **Equity?**
  - **Social justice?**
  - **Antiracism/anti-oppression?**
  - **Something else?**

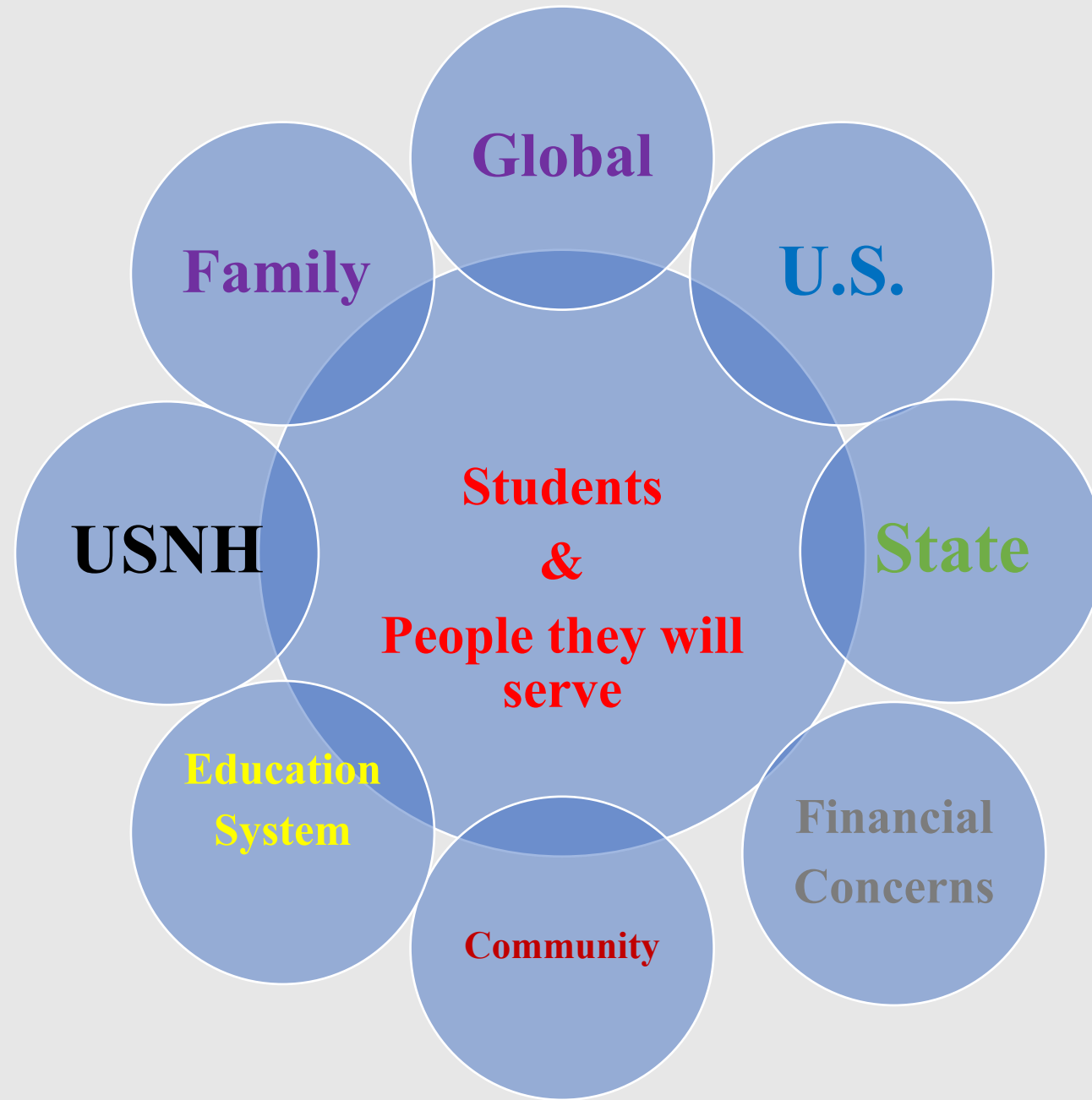
# National Association of Diversity Officers in Higher Education

## Vision

- **To lead higher education toward inclusive excellence through institutional transformation**

## Slogan

- **Leading Higher Education Towards Inclusive Excellence**



The state we  
work, play  
and stay  
in...  
In case you  
haven't  
heard

<https://www.wmur.com/article/new-hampshire-bill-cold-war-teachers-loyalty-racism/38416390>



# **Influences on educational culture: Past, Present and Future**

**What is the “culture” of higher education in the United States?**

**What are some things influencing how we engage in the process of preparing students?**

**What are some key attitudes, assumptions, beliefs and worldviews influencing education (K-higher education) in the United States?**

**How do you think the history of education has an influence on the current system?**

**What things are needed to ensure that all students regardless of their cultural background are able to maximize their potential?**

**What things do you think are necessary to adequately prepare students in New Hampshire to meet the demands of the future?**



# **Ten things to consider**

## Head in the lion's mouth

**Wait! We can't do that so fast! What's the urgency? Priorities? Who are we centering?**

**“For years now I have heard the word ‘Wait!’ It rings in the ear of every Negro with a piercing familiarity. This ‘Wait’ has almost always meant ‘Never.” Martin Luther King**

**“Look in the room, is that an elephant, no it’s a ghost or am I going crazy?”**

**Gaslighting?**

**Can support CDO by confirming the elephants and ghosts in rooms**

**Afterthought  
inclusion**

**After everything has been  
decided then ask for input**





**Stay in your JEDI lane**

**Viewing CDO as someone to only weigh in on  
“JEDI work” and not institution wide work**



# **The invisible person**

**Downplaying someone's  
contribution**

**Not being heard**

**Contribution is not acknowledged  
until someone else says it then good  
idea, credit not given to original  
speaker**



**Hey, Ms.  
Rosa Parks**

**When the going gets tough,  
JEDI work goes to the “back  
of the bus”**




**“I can’t  
be...some of  
my best  
friends  
are...”**

**Owning your “stuff” especially if  
CDO is POC and challenging you as  
a “liberal, progressive” white person**

**Some reflection is hard to hear if it  
is doesn’t fit with how you see  
yourself – ideal self and real self out  
of line**

**Square peg into a  
everchanging shaped hole  
under the microscope**



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**“We want a CDO, but.... We need someone  
who fits in.”**

**Plessy v.  
Ferguson -  
Separate but  
equal?**

**Let's develop a diversity,  
equity, inclusion and justice  
plan without a clear path to  
overall plan for institution**

**JEDI Work,  
Let's get  
Mikey to do  
it or CDO  
will do it!**

**<https://www.youtube.com/watch?v=CLQ0LZSnJFE>**

**”I am not the miracle Negro”.  
Loretta Ross**

**JEDI work is everybody's work -  
Support CDO by demonstrating  
your understanding of this reality.**

Questions,  
Comments,  
Final  
Thoughts

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