FRAMEWORK FOR INCLUSIVE EXCELLENCE

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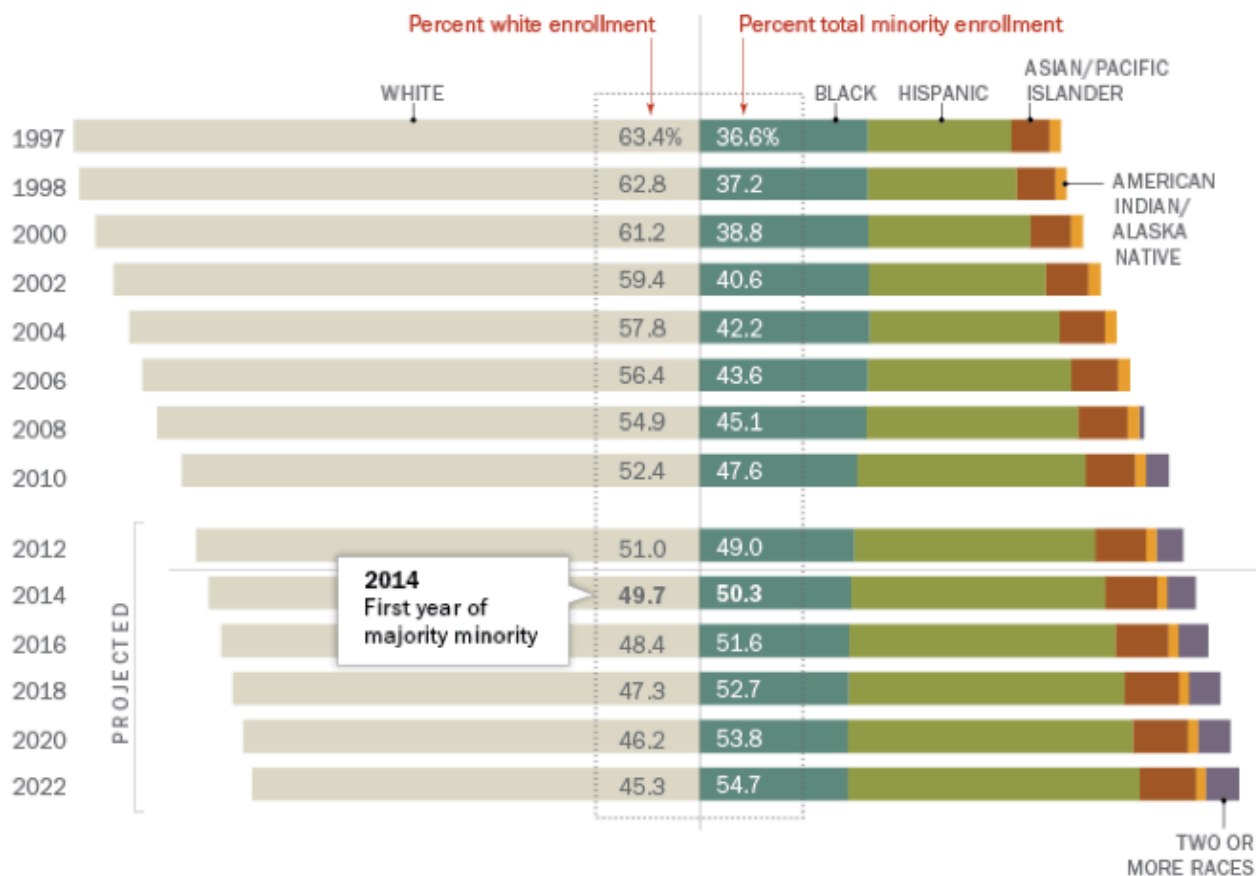
DIVERSE

CITY LABS

We help organizations advance diversity and inclusion with an impactful, evidence-based approach.

WHY ARE
DIVERSITY, EQUITY & INCLUSION
IMPORTANT?

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Public Schools in the United States Projected to Be Majority-Minority in 2014

Actual and projected share of enrollment in public elementary and secondary schools, by race/ethnicity

Percent white enrollment | Percent total minority enrollment

WHITE | BLACK | HISPANIC | ASIAN/PACIFIC ISLANDER

Year	White	Total Minority
1997		63.4%	36.6%
1998	62.8	37.2
2000	61.2	38.8
2002	59.4	40.6
2004	57.8	42.2
2006	56.4	43.6
2008	54.9	45.1
2010	52.4	47.6
2012	51.0	49.0
2014	49.7	50.3
2016	48.4	51.6
2018	47.3	52.7
2020	46.2	53.8
2022	45.3	54.7

AMERICAN INDIAN/ ALASKA NATIVE

2014 First year of majority minority

PROJECTED

TWO OR MORE RACES

Note: Whites, blacks, Asian/Pacific Islander and American Indian/Alaska Native include only non-Hispanics. Hispanics are of any race. Prior to 2008, "two or more races" was not an available category. In 2008 and 2009, some students of both Asian origin and Hawaiian or Other Pacific Island origin were included in the two or more races category. In 2010 and 2011, all students of both Asian origin and Hawaiian or Other Pacific Islander origin were included in the two or more races category. In 2008, five states reported enrollment counts for students of two or more races. In 2009, 14 states reported enrollment counts for students of two or more races.

Source: National Center for Education Statistics, U.S. Department of Education.

PEW RESEARCH CENTER

SHIFTING PARADIGMS

DIVERSITY VS. EXCELLENCE

DIVERSITY AND EXCELLENCE

DIVERSITY IS EXCELLENCE

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ACCESS & SUCCESS

➡️ **Compiling and monitoring demographic data regarding key populations of interest**

➡️ **Recruiting, retaining and growing underrepresented populations**

➡️ **Developing mentorship and pipeline programs for underrepresented groups**

EDUCATION &
PROFESSIONAL DEVELOPMENT

➡ Providing a variety of diversity, equity and inclusion-related educational offerings for students

➡ Developing the expertise of faculty and staff in diversity, equity and inclusion

➡ Exposure to grant opportunities and financial resources that engage diverse populations and address complex societal problems

CLIMATE & INTERGROUP RELATIONS

➡ **Enhancing the type and quality of interactions among cultural groups in the community**

➡ **Developing the capacity of individuals to engage in intercultural interactions**

➡ **Cultivating a climate of shared responsibility and collaboration within the community**

INSTITUTIONAL INFRASTRUCTURE

➡️ **Aligning diversity, equity and inclusion with the institution's mission, vision and strategic plan**

➡️ **Developing policies, procedures and programs that expand equity of opportunity**

➡️ **Cultivating the public's perception of the institutional commitment to diversity, equity and inclusion**

COMMUNITY ENGAGEMENT

➡️ **Increasing individuals' knowledge of relevant community issues**

➡️ **Soliciting input from a diverse group of community stakeholders**

➡️ **Developing partnerships between individuals and organizations with mutual objectives**

THANK YOU

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