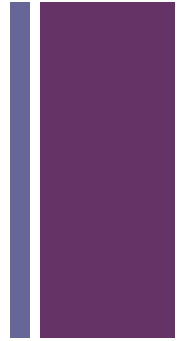


# FIVE TIPS FOR INAUGURAL CHIEF DIVERSITY OFFICERS (CDOs) IN UNIVERSITIES

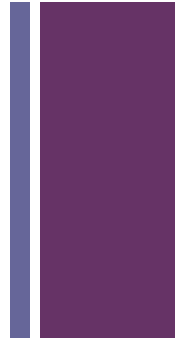
January 5, 2016

# + 1 – Make Yourself Visible



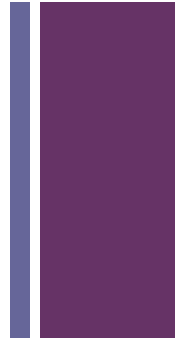
- Attend as many events and functions as possible to connect with your university community
- Listen with an empathetic ear
- Trust what your community is telling you
- Read institutional reports, recommendations, and research to better understand what's happening on your campus

## + 2 – Understand the Power Structure



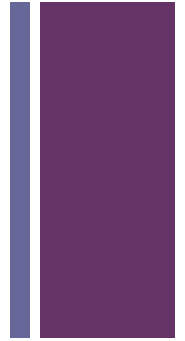
- Have a connection to the president
- Understand the president isn't the only powerbroker
- Understand there are many different powerbrokers
- Determine who has positional power
- Determine who has power by way of influence

## + 3 – Resources Are Needed



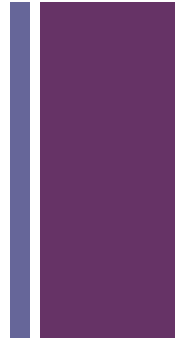
- Staff/Funding/Space
- Mandate that connects with the university's mission and/or strategic/academic plan
- Institutions that are serious about changing organizational culture will put resources towards this type of work
- Need many different individuals to be a part of your team, whether they report to you or not
- Understand that getting this work done is a shared responsibility

# + 4 – Determine Your EDI Footprint



- Know what you want to establish
- Understand that it takes at least five years to establish an EDI unit
- Be aware that leadership turnover will impact your ability to implement your mandate
- Multiple EDI functions are needed (education-related, visibility-related, policy-related) but can't be done all at once

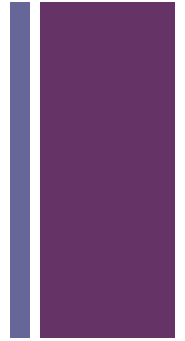
## + 5 – Establish a Working Group of Allies



- Allies may or may not fully agree with you on matters related to EDI
- Bring together people from across the organization
- Include people who understand institutional politics, institutional climate, and institutional powerbrokers
- Include allies who can support you and alert you in case you are going off track



# Summary of Five Tips for Inaugural CDOs



- Increase your visibility in the university community
- Understand the dynamics of power on your campus
- Secure the appropriate resources
- Understand your EDI footprint
- Bring together allies to support the work of EDI