Managing the 2-year & 4-year Campus Model

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Hinderances to the Work (Globally)

- A. Title and Positionality
- B. The Programming Czar
- C. We will get to it (the work is not a priority)
My Experience: 
A Community College in Tennessee

- A. Diversity Contact for the College (Recognized by the Board of Regents) but not given the title, authority or salary
- B. Consulted in a crisis
- C. Never consulted about curricular/program of study matters
- D. Responsible for the Cultural Diversity Committee
- E. Tasked to compose and execute a Diversity Strategic Plan
It Feels Like a Never Ending Battle
Ways to Combat the Struggle When You Have the Responsibility But No Authority

- A. Take your ego out of it, don’t worry about the credit
- B. Find Allies
- C. Make the work excellent
- D. Collaborate, Collaborate, Collaborate
- E. Create a network of supporters (internally/externally)
The Proof is in the Pudding
You got the role and title…now what?
The University Chief Diversity Officer

- A. Use Classification to determine where you are
- B. High, Moderate, Low
- C. Gauge the pulse of the campus
- D. Know what your Chancellor/President/Provost Wants
The Olivia Pope Syndrome
“The Fixer”
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- A. Constantly have to battle: You are here to fix us right?
- B. Avoid Tokenism
- C. Establishing validity to the role
Use the Authority and Influence You Have

- A. Make people accountable
  - ACE—U of Missouri
- B. Crisis Communication
- C. Unravel Myths and Rumors
  - Student Leader Concerns
My Observations Between 2yr and 4yr Schools With EDI Work

- A. Not being in demand until you needed
- B. Being the “only one”
- C. Large demand for results, zero/little staff or resources
- D. Figuring out where to start first
- E. Managing Faculty and Academic Colleges
- F. University relationships, Community Relationships and Governmental Relations
Helpful Resources for both Community College and Universities

- Damon A. Williams: Strategic Diversity Leadership
- Damon A. Williams & Katrina C. Wade-Golden: The Chief Diversity Officer Strategy, Structure, and Change Management
- Inclusive Directions: The Role of The Chief Diversity Officer in Community Colleges: Clyde Wilson Pickett, Michele’ Smith, and James A. Felton III
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Questions