

## ~ Coop Di Leu Inaugural Community College Diversity Institute Recap ~ September 22-24, 2021

The Coop Di Leu and Community College of Allegheny College (CCAC) Inaugural and national Diversity Institute experience was a resounding success! The Institute was attended by more than one hundred thirty professionals. It boasted a star-studded slate of presenters and an award-winning headliner, Dr. Ibram X. Kendi.

A special thank you and appreciation are for Dr. Quintin Bullock, President of the Community College of Allegheny County. And to Dr. Stuart Blacklaw, CCAC Provost and Executive Vice President. These two men were instrumental in opening the CCAC campus for the inaugural experience and orchestrating a team of professionals to make the event memorable and remarkable.

We thank our sponsors for the Institute: Citizens Bank, Black Brown & College Bound (BBCB), and Diverse: Issues in Higher Education. We also thank our inaugural speakers: Dr. Ibram X. Kendi, Dr. William Harvey, Dr. Ken Coopwood, Dr. Angelica Perez-Johnston, Dr. Christopher Lee, Dr. Joan Holmes, Dr. Clyde Wilson Pickett, Dr. DeRionne Pollard, Dr. Janet Evelyn, and Mr. Ralph Newell.

The inaugural was fashioned to imitate Coop Di Leu's Bootcamp for diversity professionals. Each day was themed and featured content to help participants prepare for the Institute's learning experience, acquire new visions for performance, and demonstrate their learning. This Recap provides highlights and takeaways for a quick review of the excitement and learning!

### The Experience Highlights

- Day One was themed *Camaraderie and Capacity* because it featured experiences that helped participants absorb the challenges of diversity work. Participants expressed their more deep-seated anxieties about occupying the seat of "diversity leader."
  - Drs. Coopwood, Bullock, and Christian opened the Institute. Dr. Christian brought an enthusiastic greeting from the American Association of Community Colleges!
  - Dr. William Harvey conducted an insightful and **transformative conversation with Dr. Ibram X. Kendi, the Institute headliner, and a 2021 MacArthur Foundation Award winner!**
  - The introduction to paradigm-shifting by Dr. Coopwood set the stage for transformative thinking and engagement
  - Dr. Long showed what is possible when transformative diversity leadership and education are at the heart of an institution! **Kudos to the transformers at Tallahassee Community College!**
  - Dr. Schoos increased awareness of Title IX issues facing community colleges and enlightened participants about an upcoming webinar on the subject!
- Day Two was themed *Acquisition and Acclimation* and featured presentations that provided essential knowledge and practice for transformative diversity administration. Leading from a place of authenticity as a matter of daily performance was also emphasized.

- Dr. Angelica Perez-Johnston gave her first major presentation as **the new Chief Diversity, Equity, and Inclusion Officer at CCAC!**
- Dr. Christopher Lee showed where the **gaps lie between the expertise of diversity and HR professionals.**
- Participants were **exposed and coached through real-life diversity scenarios** by Drs. Joan Holmes and Clyde Wilson Pickett.
- Day Three was themed *Application and Affirmation*. Participants demonstrated the depth of their learning experience via short group speak outs. But first, Dr. Pollard, President at Nevada State College, gave a resounding perspective about the relationship between the chief diversity officer and the president.

### **Institute Take-a-ways**

- Institutions should prepare to assist staff, students, and the surrounding communities in the upliftment of themselves. – Dr. Ibram X. Kendi
- If you don't understand the current paradigm of your workplace, then transformation is a mere figment of the imagination. – Dr. Ken Coopwood
- Fear of transformation means service to all students remains inadequate, and disservice reigns as the norm. – Dr. Angela Long
- It's essential to admit gaps in your knowledge about aspects of diversity work. The result is authentic reception of information that's wanted by you but needed by others. – Dr. Angelica Perez-Johnston
- Perhaps the most essential component of the relationship between CDOs and the president is clarity about responsibility and authority. – Dr. DeRionne Pollard



**Keep Your Eye on Us!**

**The Coop Di Leu's announcement about the 2022 Institute will come soon!**