

Leadership Development through a Lens of Equity, Diversity, and Inclusion

New Leadership Academy Modules for Utah Board of Higher Education (UBHE) and Utah System of Higher Education (USHE) Executive Staff

May 2022

Friday, May 20th, 2022

- Session Hours: 9:00– 11:00am (In-Person)

Session 7: Leading for Equity in Utah’s Higher Education System

Speaker: Governor Spencer J. Cox, Governor of Utah

Session 8: Reframing Leadership in a State System

Speaker: Noe Ortega, PhD, Former Secretary of Education, State of Pennsylvania

Purpose: This session will focus on conceptualizing and reframing the state system of higher education, where each institution serves its unique mission while contributing to the education, growth, and development of all students in the Utah higher education system.

In this final session of the New Leadership Academy curriculum, Governor Cox will hold a discussion on the work done by the Utah System of Higher Education and the Governor’s Office. Dr. Ortega will share strategies for continuing to employ the Utah Equity Lens Framework, utilizing an organizational change approach of small wins for making progress that builds toward larger equity goals. This session will also provide possible next steps for participants to continue their work around equity, diversity, and inclusion in a way that moves them from **Awareness to Understanding** then **Commitment to Action**.

Knowledge. Tools. Courage.

Curriculum Goals:

- Provide NLA leadership development for equity, diversity, and inclusion as a guiding framework for UBHE members and reinforce USHE's Equity Lens Framework.
- Provide a foundation for UBHE members to initiate or continue their personal journeys toward critical consciousness and equity-minded leadership. NLA's curriculum provides leaders with the knowledge, tools, and courage needed to take an active role in improving the system of higher education for all students, especially students from historically marginalized groups.
- What are the expected outcomes? Board members will be able to demonstrate the following leadership competencies:
 - Acknowledge and understand historical contexts that have led to exclusionary institutions, policies, practices, and everyday behaviors.
 - Recognize the role leadership (including their own) can play in uprooting unequal practices and policies through intentional interventions and everyday behaviors.
 - Understand the unique roles of the different institutions within the USHE system and relate their missions back to quantitative and qualitative student data utilizing a lens of equity.
 - Develop a personal philosophy of leadership that centers equity, diversity, and inclusion.
 - Identify where they are on their own journey toward critical consciousness, and plan for continued progress and reflection on that journey.
 - Apply leadership development principles for equity, diversity, and inclusion to transforming processes, practices, and policies to benefit Utah students.

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