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The **Commitment** to Justice, Equity, Diversity, and Inclusion (JEDI) and the **Courage to Act**

2022 Board of Trustees Institute
San Antonio, TX
March 1, 2022

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Thanks for inviting me back to your community

Leading During Uncertainty:
The Value of Diversity, Inclusion, & Equity

2021 Board of Trustees Institute | CCATT Annual Conference

September 16-18, 2021



HOW WILL WE ENGAGE TODAY?



Please be open to new ideas and conversations.



Please think about how this talk applies to you?



Please have a pen & paper ready.



Please get your cell phone and send this text message: **luisponjuan439** to this number: **22333**

What I want to accomplish today

- To create **brave spaces for conversations** about justice, equity, diversity, and inclusion.
- Educate educational leaders about how **incremental organizational changes** could improve outcomes over time.
- Encourage you to increase **different dimensions of courage** to help community colleges achieve justice, equity, and inclusion excellence.



I have come a long way
from here.





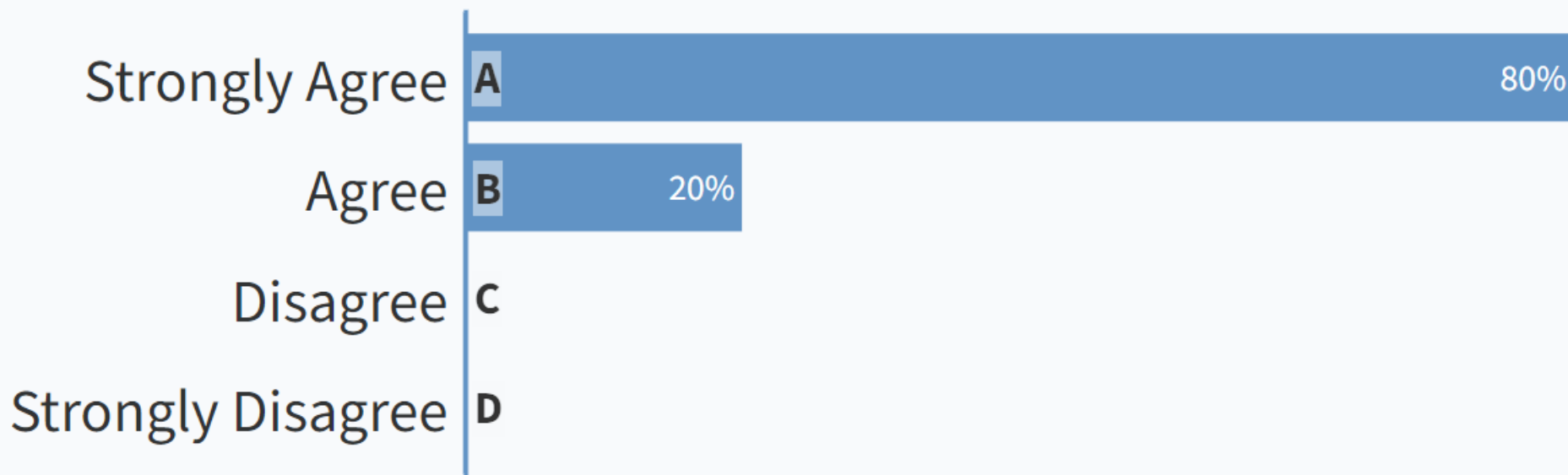
The Covid-19 pandemic has created a VUCA climate for many community college faculty members, professional and classified staff members, administrators, and the local community.

VUCA Climate:
Volatility, Uncertainty,
Complexity, & Ambiguity

As the pandemic ebbs and flows, we must remember to offer **grace, compassion, and patience** to everyone in our community college family.



The pandemic has been difficult for our community college enrollment



Justice, Equity, Diversity, & Inclusion (JEDI)



Justice requires us to treat our students, faculty,
and professional staff fairly.



Educational success should not have
low probabilities of happening.

Equity is the belief that leaders create
the campus conditions which are fair
and just so that everyone can fully
participate and reach their full
potential (**educational outcomes
success**).



A photograph showing five hands of different skin tones (dark brown, medium brown, light brown, and two shades of white) resting flat on a dark wooden table. The hands are arranged in a row, with the dark brown hand on the far left and the lightest hand on the far right. The lighting is warm, highlighting the textures of the skin and the wood grain.

We meet so
many people
who are
different from
us.

Diversity requires
us to gain humility
and realize that
everyone deserves
dignity and
respect.



Our Board of Trustees and community college leadership must **create and support inclusive practices and policies** so that everyone in our community colleges feels respected, valued, seen, and heard.

How should Justice, Equity, Diversity, & Inclusion happen at Community Colleges

Policies

- How does the Board of Trustees advance Institutional policies which helps marginalized students, faculty, & staff?

Programs

- How can the Board of Trustees support programs that help, empower, and engage diverse communities?

Practices

- How does the Board of Trustees guide their work to advance justice, equity, diversity, & inclusion?

Politics

- How does the Board of Trustees understand the campus politics to help create and support institutional change?

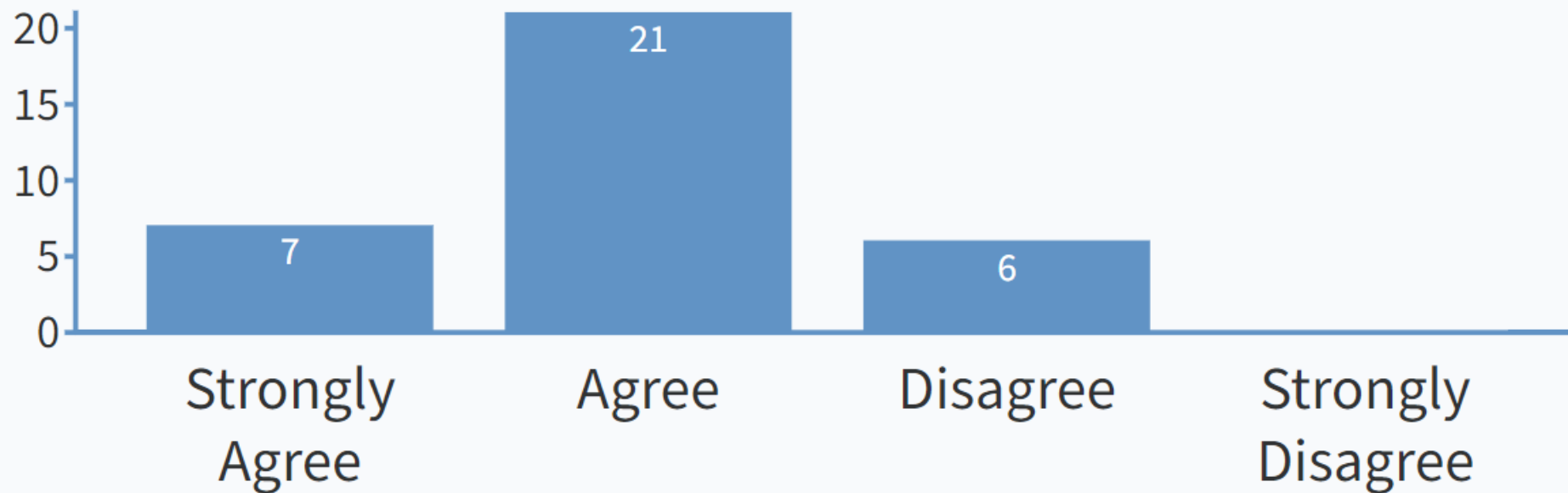
People

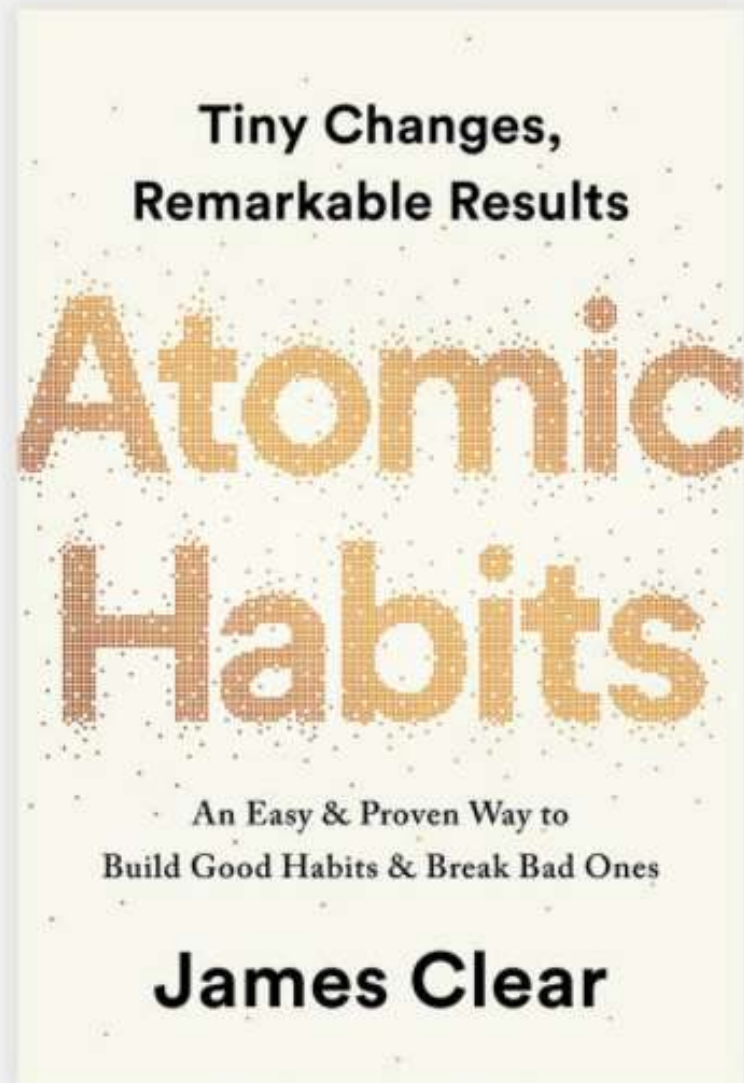
- Who are the potential shareholders that need to be heard (e.g., faculty, administrators, staff, students, families?)



In order to advance
**Justice, Equity, Diversity,
& Inclusion**, we need
work as an effective team
to have **honest and
productive conversations**
to achieve these
institutional goals.

JEDI ideals are still difficult to achieve at our community colleges





Changing organizational outcomes

- Many community colleges want to improve retention rates, increasing enrollment numbers, or reducing faculty turnover rates.

Changing organizational process

- Many community colleges develop systems and routines that help people achieve goals

Changing organizational identity

- Many community colleges attempt to change individual beliefs which drive actions.



1% philosophy approach

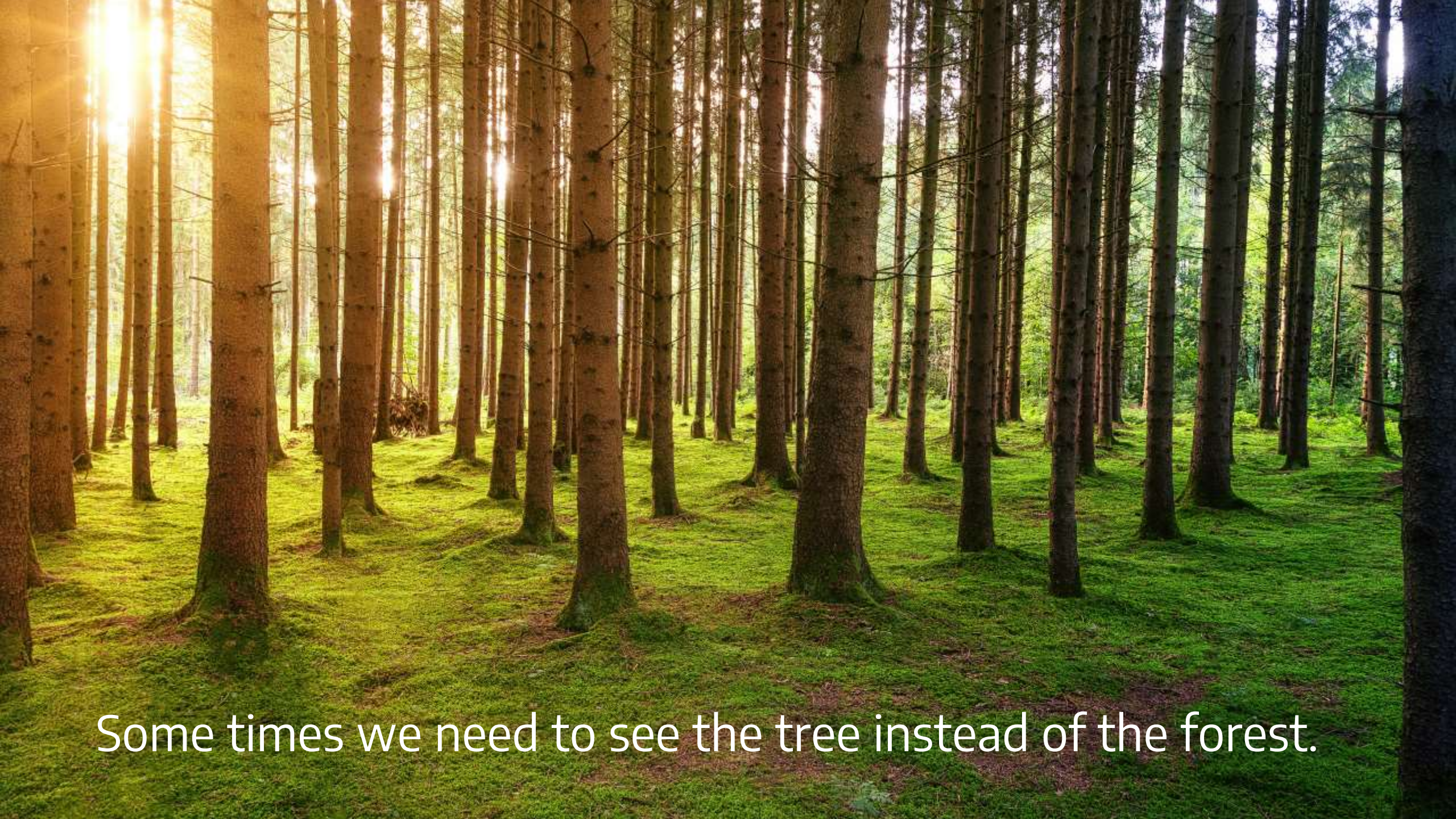
You are part of the **larger puzzle**. The 1% philosophy approach asks one person in an organization what they can do to make a 1% difference in how they achieve success.

Over time, the efforts of **EVERYONE** makes a cumulative difference to the success of the community college.

The power of 1%



The Power of One:
Each person in this room
has the potential to to
improve the educational
outcomes for many
marginalized student
groups.



Some times we need to see the tree instead of the forest.

We must disrupt institutional complacency

11.2 /

WE
CARE

An annual report is usually read for around three minutes. In our opinion, that was far too short for action Mensch, one of the largest organisations in Germany for people with disabilities. The solution was a tear-off calendar. The calendar reader through the year and ensure that the activities of AKTION MENSCH remain in people's conscience. The calendar was that one thing when we carefully pointed out all the extra work it involved, it was charmingly teasing and ensured that more money for the agency would mean less money for the pony stables at a home for



The most important goal is for Board of Trustees and Community college leaders to create the ideal conditions to advance JEDI during VUCA times.

We can't just meet, discuss, and create organizational changes.

We need to have more **COURAGE**

"Courage is the most important of all the virtues because without courage, you can't practice any other virtue consistently." -Maya Angelou



"Courage, very broadly, involves making a decision or taking action where a risk is involved—something actual or imagined to fear. Courage is the necessary force ensuring growth rather than retreat." (Dungate & Armstrong)

courage

Six Dimensions of Courage

Physical

Intellectual

Moral

Emotional

Social

Spiritual



Courage to Act for JEDI during VUCA times

Physical Courage

Feeling fear yet choosing to act. Involves bravery at the risk of bodily harm or death; and, **developing physical strength, resilience and awareness.**

Emotional Courage

Following our heart. Open us to feeling the full spectrum of emotions – pleasant and unpleasant – without attachment.

Intellectual Courage

Expanding our horizons, letting go of the familiar. **It is about our willingness to learn, unlearn and relearn with an open and flexible mind.**

Social Courage

To be ourself in the face of adversity. Involves the risk of social embarrassment or exclusion, unpopularity or rejection. It also involves leadership.

Moral Courage

Standing up for what is right. Involves doing the right thing even when it is uncomfortable or unpopular.

Spiritual Courage

Facing pain with dignity or faith. **It helps us live with purpose and meaning through a heart centered approach** towards all life and oneself.

Action steps to improve outcomes

Identify the
key issues

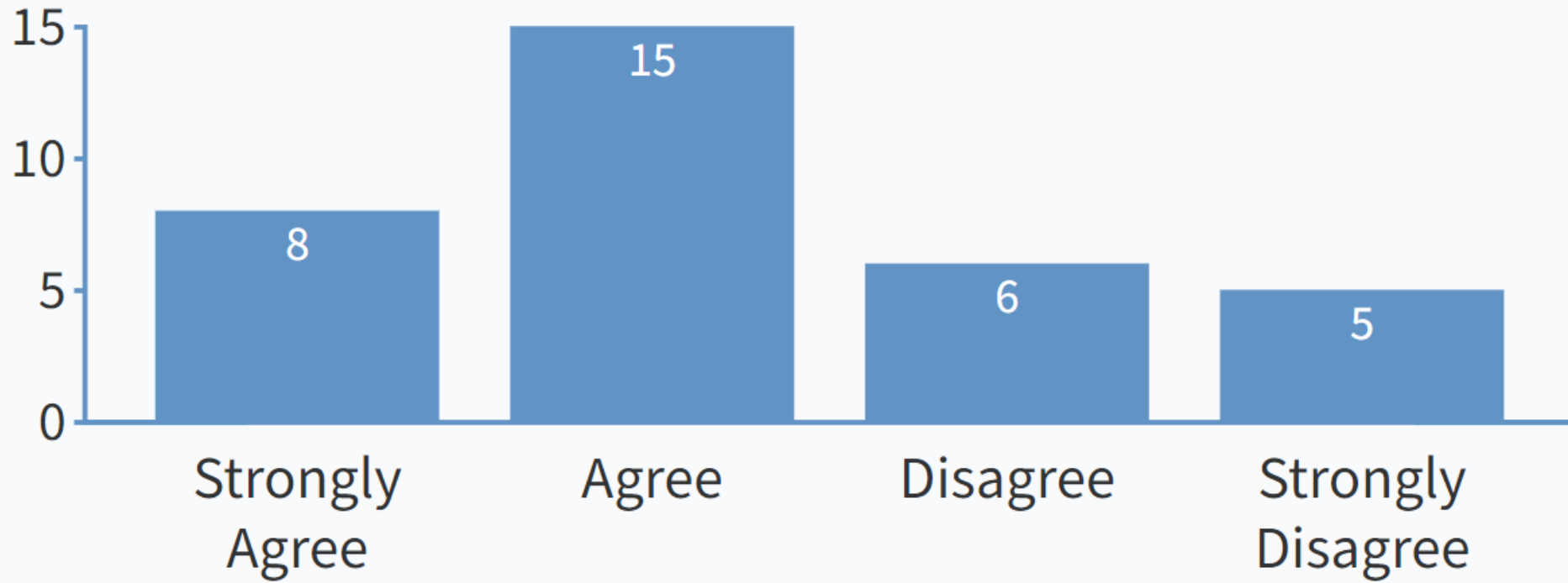
Assemble
the
shareholders

Develop
consensus

Identify key
milestones

Have
courage
when you
face barriers
in making
progress

It is difficult to be courageous about JEDI issues



"Be brave to
stand for what
you believe in
even if you stand
alone."

-Roy T. Bennett, The Light
in the Heart



Every Board of Trustee
member and
community college
leader plays a critical
role in making every
community college
advance the ideals of
**Justice, Equity,
Diversity, & Inclusion.**



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