



NATIONAL
INCLUSIVE EXCELLENCE LEADERSHIP
ACADEMY

Connecting Leaders | Sharpening Vision | Innovating Change



For more information visit
www.inclusiveexcellenceacademy.org



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The Fierce Urgency of Now

OUR NATION IS IN THE MIDST OF A PROFOUND DEMOGRAPHIC AND CULTURAL SHIFT AND IT AFFECTS US ALL.

The themes of this shift are passionate and dramatic. As the world changes around us, leaders are being charged to get diversity, equity, and inclusion right.

To quote Dr. King, there is a “fierce urgency of now.” We’ve watched as countless universities have been rocked by diversity and inclusion crises as our nation’s youngest, most diverse generation, the Centennials, arrive at our doors expecting more inclusive environments, more diverse faculty, and a more engaged learning experience.

The fierce urgency truly is now, and it’s time we mastered the opportunity so that we might create a better reality today.



Program Overview

The National Inclusive Excellence Leadership Academy (NIXLA) meets this challenge as a real-time, 5-week online leadership development program. It is designed for experience leaders, primarily in the field of higher education, who are responsible for developing and activating their institution’s change agenda.

The NIXLA is dedicated to helping participants boost their strategic diversity leadership skills, disrupt the status quo at their institutions, and become innovators around issues of diversity, equity, and inclusion. Our vision is to build an outstanding network of leaders, researchers, educators, and scholars, who will collectively contribute to the transformation of the higher educational landscape.

Program Overview (cont'd)

The NIXLA is designed to benefit:

- Chief Diversity Officers
- Diversity, Equity, and Inclusion Officers
- Multicultural Affairs Officers
- Deans & Department Chairs
- Strategic Planning Chairs & Committee Members
- Diversity Committee Chairs & Members
- Faculty Members

It will also benefit those administrators and seasoned professional staff working in one of the following areas within their institution:

- Academic Affairs
- Enrollment Management
- Finance & Business Affairs
- Institutional Advancement
- Legal Affairs/General Counsel
- Marketing & Communications
- Student Affairs

Program Topics

- Strategic Diversity Planning & Implementation
- Innovation & Constraint
- Engaging and Educating the Centennial Generation
- Faculty & Staff Diversity Best-Practices
- The Concept of "A.I.I.R." (Accountability, Infrastructure, Incentives, and Resources)
- Diversity Crisis Response
- Assessing & Improving Campus Climates
- Building a Training, Leadership, and Coaching Program
- Managing Your Institutional Diversity Brand
- Fundraising for Diversity & Inclusion
- Culturally Relevant Decision Making™

Program Structure

Leaders are able to participate in the NIXLA from anywhere – including your home or office. However, it does require a significant investment of both time and effort. The program requires a 5-week, intensive commitment to yourself, your own professional development, and the other members of the NIXLA learning community.

Here are some guidelines to help applicants better understand what to expect during the NIXLA experience:

- A team-driven, collaborative, immersive, and rigorous learning experience
- 15+ hours of course readings
- 15+ hours of video modules and online lectures
- 15+ hours of live seminars
- 12+ hours of team meeting time, called your Virtual Strategy Pods
- Development and completion of individual assignments and team projects
- 3 institutional case-study team analyses exercises
- Virtual, online engagement with NIXLA Faculty, Coaches, and other fellows
- 30-minute Individual and/or Team Professional Coaching sessions
- Access to up to 20+ hours of additional video and lecture content

The expectation is all NIXLA fellows will work harder than ever before in an online course environment. In return, participants in this program will receive a significant level of professional, individualized support along with a range of relevant tools and resources, in addition to membership within a network of leaders all collectively striving to improve their abilities as the strategic diversity leaders, and do meaningful work that will create real change in the world.

Program Structure (cont'd)

2020 NIXLA Program Dates

Tuesday, July 7 – Friday, August 7, 2020

MONDAYS	TUESDAYS	WEDNESDAYS	THURSDAYS
<p>Burning Question Sessions (optional, various topics, each are 75-minutes in length, taking place between 1 – 7 p.m. EST)</p>	<p>3-hr Live Seminars (weekly, 4 – 7 p.m. EST)</p>	<p>Burning Question Sessions (optional, various topics, each are 75-minutes in length, taking place between 1 – 7 p.m. EST)</p>	<p>Virtual Strategy Pod Meetings (weekly, 4 – 7 p.m. EST)</p>
<p>Individual Assignments and Team Case-study Analyses Projects (submitted weekly online on the NIXLA Course Website, for review by coaches 11:59 p.m. EST)</p>	<p>Team Presentations of Weekly Case-Study Analyses Beginning in week 2, 1-3 teams will be asked to briefly present their case-study analyses during hour 3 of the weekly seminar.</p>	<p>Individual & Team Coaching Sessions (optional, opportunities available each week and made by appointment)</p>	<p>Individual & Team Coaching Sessions (optional, opportunities available each week and made by appointment)</p>

Selection

The NIXLA is designed for intermediate to advanced level professionals who have at least 6-7 years of progressive experience in higher education administration, academic affairs, and/or teaching at the post-secondary level.

This online leadership and professional development program is not just for current or aspiring chief diversity officers. Applicants do not have to work specifically in a traditional campus designated diversity, equity, and inclusion role to participate. The program is designed to empower you to help strengthen the ecosystem of leadership within your institution or organization. The program focuses on enhancing the leaders across the multiple roles to boost their strategic diversity leadership abilities.

While leaders who work in the corporate or other non-profit sectors may find the beneficial, the NIXLA has been created specifically for leaders working in the higher education sector. In some instances, relevant experience in other industries can be substituted for higher education experience. However, all case-studies will focus solely on the cultural context of leading change.



Individuals & Institutional Teams

The Academy's approach has been developed for both individuals and institutional teams.

INDIVIDUAL LEARNERS	INSTITUTIONAL TEAMS
<ul style="list-style-type: none">• Individual learners will be placed within a five-person strategy pod, with other leaders selected from across the country.• While every participant will have a chance to interact across the cohort as a whole, the unique benefit of the Academy experience is the valuable experience gained by working within your strategy pod, drawing on the skills of four fellow leaders from different and varied institutions.• The individual learner experience allows you to compare and contrast your institutional experiences, learn about different institutional cultures, and build close relationships with a group of leaders embarking on a similar journey.• Your strategy pod will receive personal and strategic coaching from Dr. Williams and other recognized learning coaches from the faculty of the Inclusive Excellence Leadership Academy.	<ul style="list-style-type: none">• If you apply to the Academy as a five-person institutional team, this group will comprise your strategy pod. A special group registration rate is available for institutions sponsoring a team at the Academy.• This approach allows your institutional community to develop a stronger and more cohesive leadership team to steward diversity and inclusion efforts, as the Academy experience ensures that they have intentionally invested in building strong relationships with one another.• This approach also allows your team to be introduced to a wealth of best-practice diversity resources, and to work on their institutional diversity initiatives within a structured and supportive space.• Both yourself and your individual team will receive coaching from Dr. Williams and other recognized learning coaches from the Inclusive Excellence Leadership Academy.• A limited number of institutional teams will be accepted into the Academy, to maximize the diversity of learners attending and interacting on the program.

Tuition

- The Academy experience is rigorous and time-consuming and is offered at a cost of \$4,000 per individual learner. The cost of an institutional team is \$20,000 for a team of 5.
- By definition, a team is comprised of at least 5 learners.
- The course is entirely virtual in nature, so no travel is required. There may be optional opportunities to meet fellow Academy change makers, but this is not included in the tuition fees.

DISCOUNTED TUITION

- A discount is available for individuals (\$3,600) and teams (\$18,000 - \$3,600/Team Member), working at institutions that hosted the National Inclusive Excellence Tour, or its pre-cursor program featuring Dr. Williams in 2016, 2017 or 2018.
- This same discount is also available for leaders and teams that apply and are accepted on the April 1, 2020 early application deadline.
- Finally, the same tuition discount is available for leaders and teams nominated for participation by NIXLA Alumni.



Your tuition will cover the cost of all books, resources, instruction, coaching, and digital leadership tools. No travel, hotel, or additional fees are required.



[Click here](#) to access a proposal template to support your request for institutional support to participate in the program, as either an individual or team.

Program Dates

ACTION ITEM	DESCRIPTION	DATE
Applications Open	Applications open	February 3, 2020
Early Application Deadline	Deadline for those who wish to be considered for early acceptance	April 1, 2020
Early Decision Notification	Early applicants are notified of acceptance into	April 15, 2020
Early Decision Payment Due	Deadline for successful early applicants to make full payment for course participation	May 1, 2020
Final Application Deadline	Final application deadline for Academy admissions	May 15, 2020
Final Notification	Final applicants are notified of acceptance into the program	June 1, 2020
Final Tuition Payment Due	Deadline for successful regular applicants to make full payment for course participation	July 1, 2020
Materials Shipped	All participants receive all books, resources, tools, and case-studies associated with the	Week of June 29th, 2020

OTHER IMPORTANT DATES:

- 1-hour 2020 NIXLA Orientation Webinar
Week of June 21st
- Team Assignments communicated to NIXLA Fellows who applied as Individual Learners
Week of June 21st
- Coaching Assignments communicated with all NIXLA Fellows
Week of June 21st
- 2020 NIXLA Program Dates
July 7 - August 7, 2020

Program Benefits

Here are just some of the concrete benefits of attending the Academy:

- Professional Development Credential: LinkedIn “Inclusive Excellence Alumni” badging and official Community Membership
- Letter of Commendation: A letter certifying your participation in the Academy (traditional and digital format)
- Formal Certificate: A framed certificate of participation and learning
- Individual Development Vision: A personal Inclusive Excellence Leadership Manifesto
- Institutional Impact Plan: An Institutional Translation Plan to bring the transformation home



Program Leadership

DR. DAMON A. WILLIAMS

The Academy experience is led by award-winning leader, scholar, and educator, Dr. Damon A. Williams. He is currently Chief Catalyst of the Center for Strategic Diversity Leadership and Social Innovation in Atlanta, GA; and a Senior Scholar and Innovation Fellow with Wisconsin's Equity and Inclusion (Wei) Laboratory, at the University of Wisconsin-Madison.

He is also the inaugural Distinguished Scholar-in-Residence with the National Black MBA Association, where he provides thought leadership and research products for their more than 500 corporate partners and national affiliate chapters.



GENERATIONAL

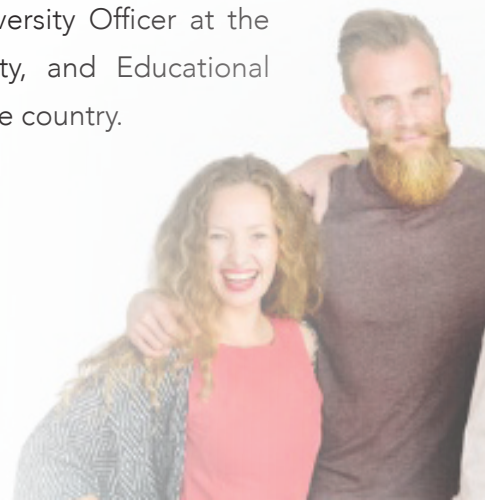
Dr. Williams is the author of the best-selling *Strategic Diversity Leadership: Activating Change and Transformation in Higher Education*, and co-author of *The Chief Diversity Officer: Strategy, Structure, and Change Management* with Dr. Katrina C. Wade-Golden of the University of Michigan.

He is one of the founding architects of the Inclusive Excellence Movement in American higher education, serving as the lead author of *Towards a Model of Inclusive Excellence and Change in Post-Secondary Institutions*.

GAME CHANGING EXECUTIVE

Dr. Williams served as Senior Vice President and Chief Education Officer at the Boys & Girls Clubs of America, where he shaped the learning experience of nearly 4 million diverse youth and teens globally, while also leading training and development for more than 54,000 professional staff.

He was the founding Vice Provost, Associate Vice Chancellor, and Chief Diversity Officer at the University of Wisconsin-Madison, building the Division of Diversity, Equity, and Educational Achievement (DDEEA), the third largest vertically integrated CDO division in the country.



TRAILBLAZING CHANGE AGENT

Dr. Williams has served on the faculty of the American Council of Education (ACE) Fellows Program and the Association of American Colleges and Universities (AACU) Greater Expectations Leadership Institute.

LEADERSHIP INSTITUTE

He has also worked with more than 1000 organizations as invited keynote speaker, strategist and funded social impact leader.

Dr. Williams is experienced with corporate, government, non-profits, and colleges and universities. His research is in use at small liberal arts institutions, catholic universities, private institutions, research universities, HBCU's, Hispanic Serving Institutions, community colleges, and public state systems of higher education.

As the University of Michigan celebrates its 200-year anniversary, he was recently awarded the Bicentennial Leadership Award, a one-time honor for 20 trailblazing alumni who exemplify the best of the academic and leadership values of the University's 200,000 living alumni.

He is also the 2017 recipient of the Western Reserve Academy – Waring Prize, the highest alumni award presented by this prestigious boarding school, originally founded in 1826, to recognize exceptional leadership achievements to improve the human condition.

In 2013, he was awarded the coveted Inclusive Excellence Award of Leadership from the National Association of Diversity Officers in Higher Education (NADOHE), and a leadership commendation from the 14 research universities comprising what is now known as the Big-Ten Academic Alliance (BTAA), for his landmark contributions to diversity, equity, and inclusion strategy globally.





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