



NATIONAL  
**INCLUSIVE EXCELLENCE LEADERSHIP**  
ACADEMY

Connecting Leaders | Sharpening Vision | Innovating Change





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# The Fierce Urgency of Now

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## 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

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The National Inclusive Excellence Leadership Academy meets this challenge as a real-time, 4-week, online leadership development program. It is designed for experienced leaders who are responsible for developing and activating their institutions’ change agendas.

The Academy 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 cohort of leaders, who will collectively transform the higher educational landscape.

It is designed to benefit chief diversity officers, deans, diversity committee chairs and members, diversity, inclusion, and multicultural affairs officers, department chairs, deans, senior leaders, faculty members, and all those involved in business affairs, enrollment management, institutional advancement, legal counsel, marketing and communications, academic affairs, and student affairs.

# Program Topics

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- Strategic Diversity Planning & Implementation
- Innovation & Constraint
- Understanding the Centennial Generation
- Faculty & Staff Diversity Best-Practices
- Accountability & Incentives
- 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

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You can attend the Academy from your home or workplace, but it does require a significant investment of both time and effort. The program requires a four-week, intensive commitment to yourself and your learning community.

Here are some minimum guidelines, to help you understand what to expect from the Academy experience:

- 15+ hours of Course Readings
- 3 hours of Online Video Module Content
- 12 hours of Live Class Time (3 hours per week)
- 12 hours of Live Team Time with your strategy pod (3 hours per week)
- Preparation of 6 Individual Leadership Development Projects
- Preparation of 3 Institutional Case-Study Strategy Team Projects
- Participation in Online Discussion Forums
- 1-2 hours of Individual or Team Leadership Coaching

We will expect you to work harder than you have ever previously worked online. In return, you will receive a significant level of professional, individualized support, along with a range of appropriate tools, and a community who are collectively striving to improve their abilities as strategic diversity leaders, and do meaningful work that will create real change in the world.

# Selection

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The Academy is designed at the intermediate to advanced level, for those with a minimum of 7-12 years of progressive experience in higher education administration, academic affairs, and/or teaching at the post-secondary level.

The Academy is not just for Chief Diversity Officers, or CDOs in training. You do not have to be a diversity and inclusion expert or specialist to participate. Our approach is designed to strengthen the ecosystem of leadership on college and university campuses. We focus on enhancing leaders across multiple roles, to boost their strategic diversity leadership abilities.

While other leaders may also find the program beneficial, the Academy 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, but all case-studies focus on the higher education cultural context of leading change.



# Individuals & Institutional Teams

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

INDIVIDUAL LEARNERS	INSTITUTIONAL TEAMS
<ul style="list-style-type: none"><li>• Individual learners will be placed within a five-person strategy pod, with other leaders selected from across the country.</li><li>• 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.</li><li>• 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.</li><li>• 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.</li></ul>	<ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li><li>• 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.</li><li>• Both yourself and your individual team will receive coaching from Dr. Williams and other recognized learning coaches from the Inclusive Excellence Leadership Academy.</li><li>• A limited number of institutional teams will be accepted into the Academy, to maximize the diversity of learners attending and interacting on the program.</li></ul>

# Tuition

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The Academy experience is rigorous and is offered at a cost of \$3,850 per individual learner.

The program 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.

A discount is available for institutional teams, at a total cost of \$16,000 (\$3,200 x 5 Team Members). By definition, a team is comprised of 5 leaders.

A discount is available for individuals and institutions that hosted the National Inclusive Excellence Tour at a total cost of \$3000 (individual) \$15,000 (5-Person Team).

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



# Program Dates

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- First application deadline for priority acceptance is March 30, 2018
- Regular application deadline for Academy acceptance is May 11, 2018
- The formal program will run from July 8 to August 9 2018.
- All learning materials will be delivered approximately 14 days before program launch (June 22).
- Strategy groups will be introduced to one another approximately 14 days before program launch (June 22), to facilitate group integration and team building.

# Program Benefits

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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



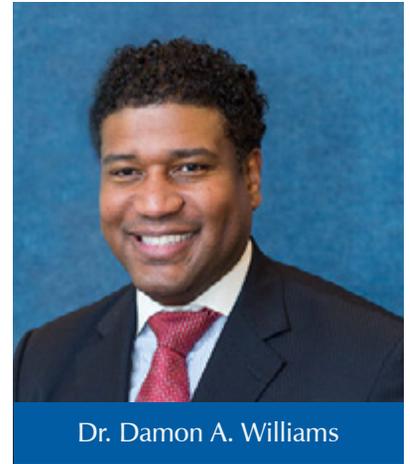
# Program Leadership

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## 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*.



# Program Leadership *(Continued)*

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## **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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FOR MORE INFORMATION:

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