Fostering Cohort Recruitment (FCR) Virtual Forum: Cultural change through Diversity
Julian Vasquez Heilig, Ph.D.
Dean and Professor of Educational Policy Studies and Evaluation
Education Chair, Kentucky NAACP
Steering Committee, Education Deans for Justice and Equity
With recognition and respect I live and work in the traditional territories of the Cherokee, Chickasaw, Delaware, Mosopelea, Shawnee, Wyandot and Yuchi
The Elephant in the Room


Banksy exhibition, 2006 Barely Legal show, Los Angeles
CLUSTERS OF FACULTY IN PROGRAM/DEPARTMENT/COLLEGE/UNIVERSITY

“HOMIE HIRE”
Richard Reddick, Associate Dean (UT-Austin)

Victor Saenz, Department Chair (UT-Austin)
HOMIE HIRES

- Drive professional development
- Clarify and set goals
- Collaborative accountability
- Network and leadership
- Address isolation
- Social comradery
DIALOGIC LEADERSHIP:

[Networking, relationship-building, equitable and transparent—characterized by the ability to lead and contribute through ideas and influence rather than exerting hierarchical authority.]
FIRST-EVER COLLABORATION BETWEEN A UNIVERSITY AND THE NAACP FOR THIS WORK

AMPLIFY RESEARCH FOCUSED ON CIVIL RIGHTS

EXPAND THE DIVERSITY & INCLUSION OF THE COLLEGE & IMPACT TEACHER TRAINING

DEEPEN TIES WITH OUR COMMUNITIES

VIRTUAL EVENTS:
• Navigating Your Teens in Breonna Taylor’s America
• Coronavirus Impact on Students and Education Systems
• Annual Civil Rights and Education conference
The Results

Data Across the UK College of Education

- Concrete action steps and results grounded in active listening and commitment;
- Named our first Associate Dean for Diversity and Student Success;
- In 2020, our College hired one-third African American faculty—overall faculty of color represented two-thirds of new hiring.
- In 2021, 40% of our hires were African American and 80% are faculty of color;
- In 2022, both faculty hired are of color
- College now almost 29% faculty of color
- President appointed to UK Many People, One Community strategic planning DEI workgroup.

Contact: Julian Vasquez Heilig, Dean  j.vh@uky.edu
The UK College of Education is built on compassion and respect for all people. We are united in a common cause to strengthen communities across our Commonwealth and beyond, and to do the transformative work that helps them thrive.