

Class Meeting with Shontay Delalue

Shontay Delalue, Dartmouth V.P. for DEI met with class members in a Zoom meeting July 10th, 2023. We were asked to not record the meeting. During the meeting she shared three relevant URLs which are listed below. I've also included three slides from her presentation.

The first reference is for an article that provides quantitative background for the benefits of diversity.

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

The second reference is for the Dartmouth DEI effort titled "Toward Equity"

<https://sites.dartmouth.edu/teaaa/>

The third link discusses the tendency of minority groups to join together rather than merge independently of ethnicity.

<https://www.amazon.com/Black-Kids-Sitting-Together-Cafeteria/dp/0465060684>

Here are definitions of key DEIB concepts.

DEIB definitions

- **Diversity** includes attributes such as race, gender identity, age, ethnicity, ability, national origin, religion, sexual orientation, and socio-economic status, among other aspects of identity. The composite of the various backgrounds present in the Dartmouth community makes the campus diverse. Diversity coupled with equity, inclusion, and belonging allows for optimal creativity, innovation, and academic excellence.
- **Equity** is successfully creating structures and systems that disrupt existing and potential barriers to individual success and ensuring that all persons are treated fairly. Our progress toward equity, diversity, inclusion, and belonging addresses the historical legacies of exclusion, promotes social justice and equips every member of our community to thrive.
- **Inclusion** is an active, intentional, and ongoing individual and organizational effort in which people from different backgrounds or identities are treated equitably, culturally and socially welcomed, and included in decision-making. The result of effective inclusion efforts is belonging.
- **Belonging** refers to a personal sense of feeling seen and valued for being our authentic selves. Belonging is experienced and reenforced through cultural messaging that each member of the community purposefully creates.

The business case for diversity

The Diversity Bonus: *How Great Teams Pay Off in the Knowledge Economy*

- The book outlines “overwhelming evidence that teams that include different kinds of thinkers outperform homogenous groups on complex tasks, producing what he calls “diversity bonuses.” These bonuses include improved problem solving, increased innovation, and more accurate predictions—all of which lead to better results.”

Dartmouth Core Values

- *Dartmouth embraces diversity with the knowledge that it significantly enhances the quality of a Dartmouth education.*
- *Dartmouth recruits and admits outstanding students from all backgrounds, regardless of their financial means.*
- *Dartmouth fosters lasting bonds among faculty, staff, and students, which encourage a culture of integrity, self-reliance, and collegiality and instill a sense of responsibility for each other and for the broader world.*