



Change Agent States for Diversity



Making Organizational Diversity a Reality: Lessons Learned Through the Change Agent States for Diversity Project

Patreese Ingram, Associate Professor, Diversity Education, Pennsylvania State University
Julie Middleton, Director of Organizational Development, University of Missouri

Project Outputs:

- Changed approach to diversity
- Created a “critical mass” of states around common issues and goals
- Appointed state coordinators
- Created catalyst teams
- Completed demographic profiles
- Completed climate assessments & analyses
- Conducted leadership training
- Compiled a set of “Tools for Change”
- Developed a web site

Project Accomplishments:

- Increased workforce diversity
- Improved workplace climate
- Strengthened professional development
- Strengthened partnerships among 1862, 1890 and 1994 land grant institutions
- Expanded audiences
- Expanded program offerings for diverse audiences
- Connected with other institutional/organizational diversity efforts
- Established or enhanced recognition & awards
- Developed Strategic Plans
- Expanded resources
- Changed organizational culture
- Created changes in institutional policy
- Expanded project to 7 more states