

Advancing Inclusive Excellence Through Internal Resource Development and Cultivating External Partnerships

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NADOHE

Moderator



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Introduction to Strategic Resource Development

Strategic resource mobilization is pivotal for higher education diversity officers and practitioners, facilitating the pursuit of inclusive excellence. This strategic approach focuses on internal resource development and cultivating external partnerships, crucial for advancing diversity and inclusion initiatives within higher education institutions.

Internal Resource Development Strategies



Implementing mentorship programs to foster talent and leadership from within the institution.



Creating professional development opportunities to enhance skills and knowledge among staff.



Establishing a culture of inclusivity and diversity to maximize the potential of all members.



Encouraging collaborative projects and cross-department initiatives to leverage internal expertise.

Leveraging Internal Relationships



Resource Mobilization Strategies

Encouraging stakeholder involvement in funding initiatives, fostering a sense of community and shared responsibility for financial support.

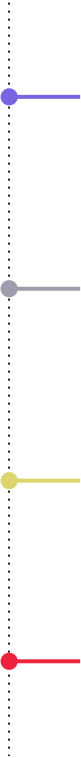
Philanthropic Engagement Approaches

Cultivating relationships with potential donors, aligning institutional values with donor interests, and demonstrating the impact of contributions on advancing inclusive excellence.

Internal Partnership Development

Collaborating with various departments and centers within the institution to jointly support inclusion efforts, fostering a culture of cross-departmental teamwork.

External Resource Cultivation Strategies



Developing strategic partnerships with external organizations to enhance diversity and inclusion initiatives.

Creating fundraising campaigns that align with the institution's diversity and inclusion goals to secure external funding.

Participating in grant opportunities that support diversity and inclusion efforts within the institution.

Establishing collaborative projects with community partners to access shared resources and further diversity objectives.

Partnerships and Collaborations

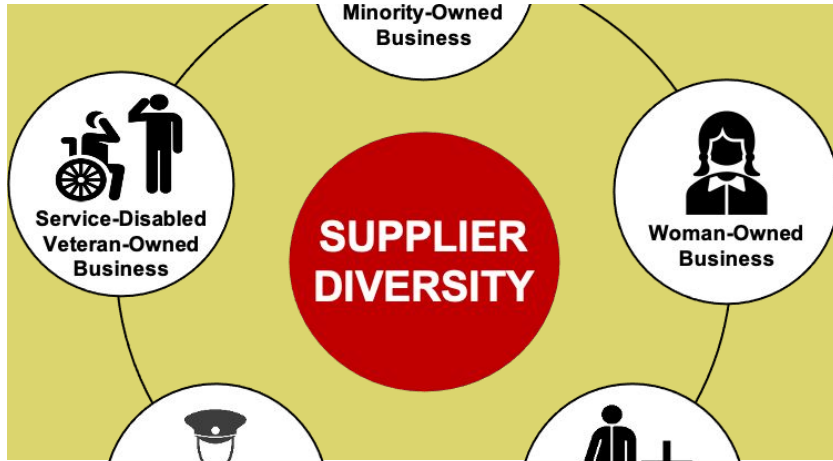
Internal Partnerships

- Engage academic departments in collaborative funding efforts.
- Align with the institution's strategic goals for mutual benefit.
- Encourage a culture of inclusivity and diversity in all partnerships.

External Collaborations

- Forge partnerships with local businesses for sponsorships and support.
- Collaborate with community organizations to co-fund inclusive programs.
- Seek philanthropic support through alumni and external networks.

Internal Resources Examples



Supplier Diversity Programs

Increasing the diversity of suppliers to support a more inclusive procurement process.



Food Insecurity Programs

Addressing food insecurity among students through support programs and initiatives.

External Partnerships Examples



Educational Leadership Programs

Outreach to local schools, leadership training, mentorship.
Enhance community engagement and talent development.



College Pipeline Programs

Partnerships with high schools, prep programs. Aimed at underrepresented groups. Focus on college prep, support.

Implementing Supplier Diversity Programs

Strategic Planning

Develop a strategic plan aligning supplier diversity with institutional goals. Assess current state and set objectives.

Partnership Development

Collaborate with diverse suppliers, leveraging support organizations and building mutually beneficial partnerships.

Monitoring and Evaluation

Establish KPIs to track program effectiveness. Regularly evaluate performance, make data-driven decisions for continuous improvement.

Addressing Food Insecurity on Campus

Creating Support Programs

Establishing a campus food pantry, offering meal assistance programs, and organizing educational workshops on budgeting and nutrition.

Community Engagement

Collaborating with local food banks, community organizations, and establishing partnerships to support food insecurity initiatives.

Promoting Awareness and Resources

Raising awareness about food insecurity, promoting available resources, and integrating support services into the campus community.

Building Educational Leadership Programs

Program Design



Creating a curriculum that integrates diversity, equity, and inclusion. Offering mentorship and practical experience.

Partnerships



Collaborating with local schools or community organizations. Engaging with underrepresented groups to foster leadership development.

Resource Development



Securing funding for scholarships and program growth. Cultivating a network of supporters and alumni for ongoing support.

Developing College Pipeline Programs

Partnerships & Outreach

Establish partnerships with high schools and community organizations. Design outreach programs to attract diverse students.

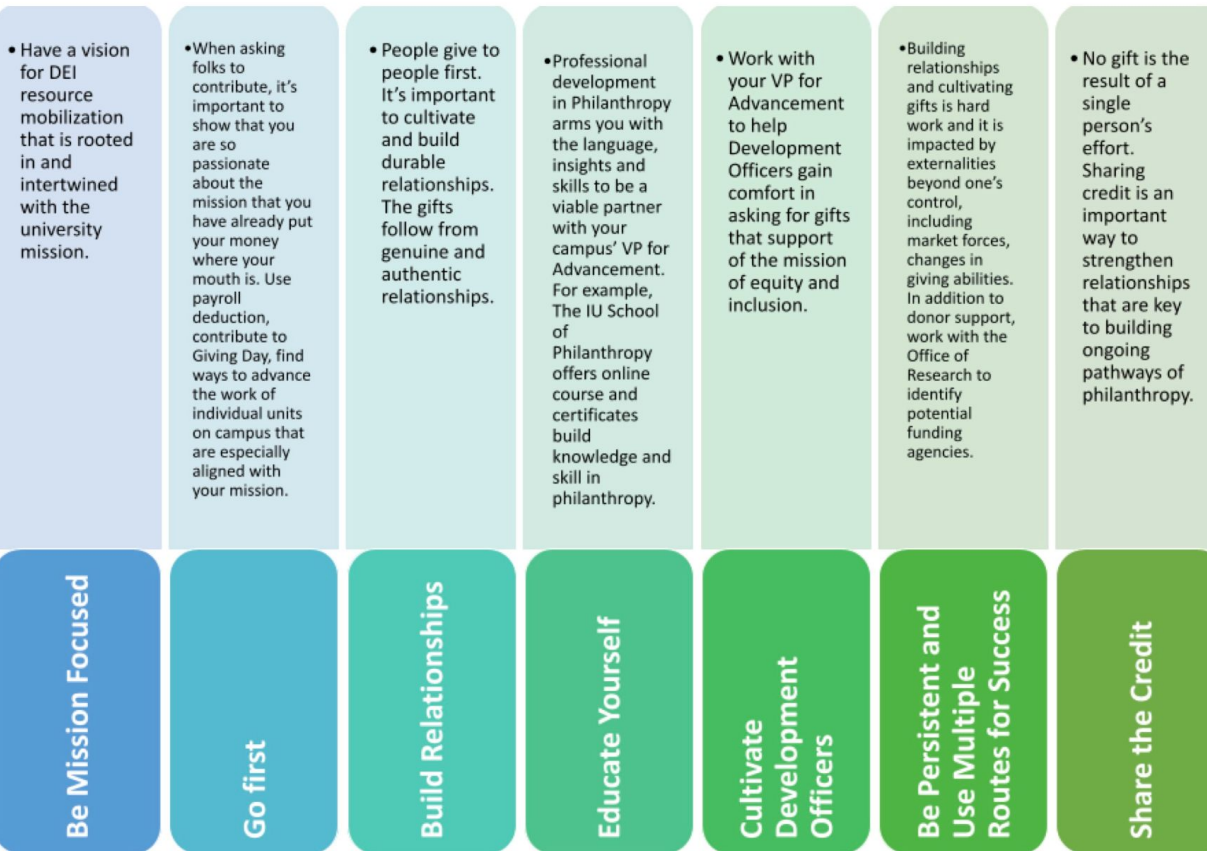
Mentorship & Support

Provide mentorship, financial support, and academic resources to prepare underrepresented students for higher education.

Bridge Programs

Offer bridge programs to ease the transition to college. Include academic, social, and financial support components.

Seven Tactics for Mobilizing External DEI Resources



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STRATEGIC RESOURCE MOBILIZATION

Presented by

Jason F. Kirksey, Ph.D.

Vice President, Access and Community Impact

Oklahoma State University





**The LOGIC and
COMMON CENTS\$**
of Development and Inclusive Excellence



Who Am I?

- 30-year OSU Department of Political Science (January 1995)
–14 years *Hannah D. Atkins Endowed Chair*
- 15-year OSU Vice President (April 2009)
- Federal and State Court Voting Rights Litigation Consultant
- OSU Alum (BA & MA)/UNO Ph.D.
- President of Big XII CDO Consortium (2013-2017)
- President of ODOPC (2013-2017)
- NADOHE Board of Directors (2018-2021; 2021-2024)
- The Oklahoma Center for Community and Justice Board of Directors (2016-present)
- Oklahoma Foundation for Excellence (2020-2023; 2023-present)
- KIPP Tulsa Board of Directors (2018-2022)
- Proud Northeast Denver Head Start Alumni

Why You Might Care!

During my 15-year tenure as OSU Vice President:

- National Science Foundation PI for \$9.9M in competitive grants (2014 – present)
 - Administrative oversight for an additional \$4.5M (2009 - 2014)
- Co-PI U.S. Department of Energy OSU IAC grant for \$3.75M (September 2023 – August 2027)
- Administrative oversight of approximately \$10M in U.S. Department of Education TRIO programs
- Developed, implemented, and successfully executed a five-year university capital campaign
 - 2014-2019 OSU Division of Institutional Diversity – “A Passion for Excellence”
 - Campaign Goal -- \$1.65M
 - Raised just under \$7M
 - Including yielding approximately 50 endowed scholarships

AND

Approximately \$20M (and counting) in private, corporate, and foundation funds!

\$1M (Luck) ;

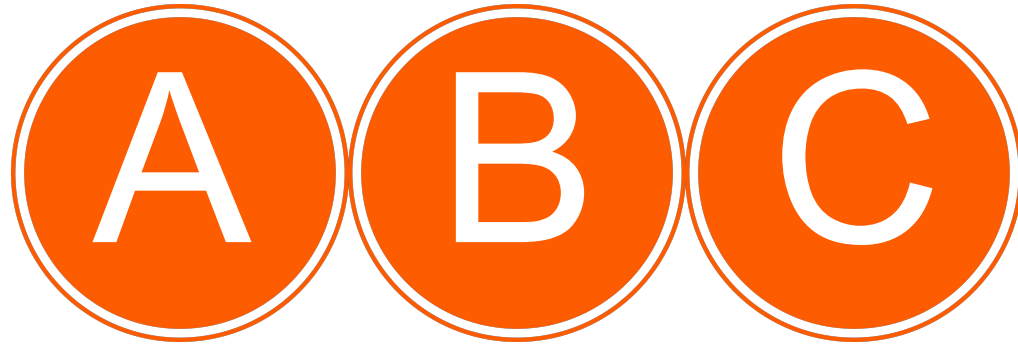
\$2M (Coincidence) ;

\$20M (Legendary!) -- *** Pre-retirement or later endowed scholarship ***

Red State; 9 of 11 w/AA; .0008% of university annual \$1.7B budget; Rural-based land-grant

**IF IT DON'T
MAKE DOLLARS,
IT DON'T
MAKE SENSE.**





ALWAYS BE CCLOSING!

Singular Goal of Advancement Effort is Securing a Gift



If It Don't Make [Major Gift] Money ...!

HAVE A PLAN

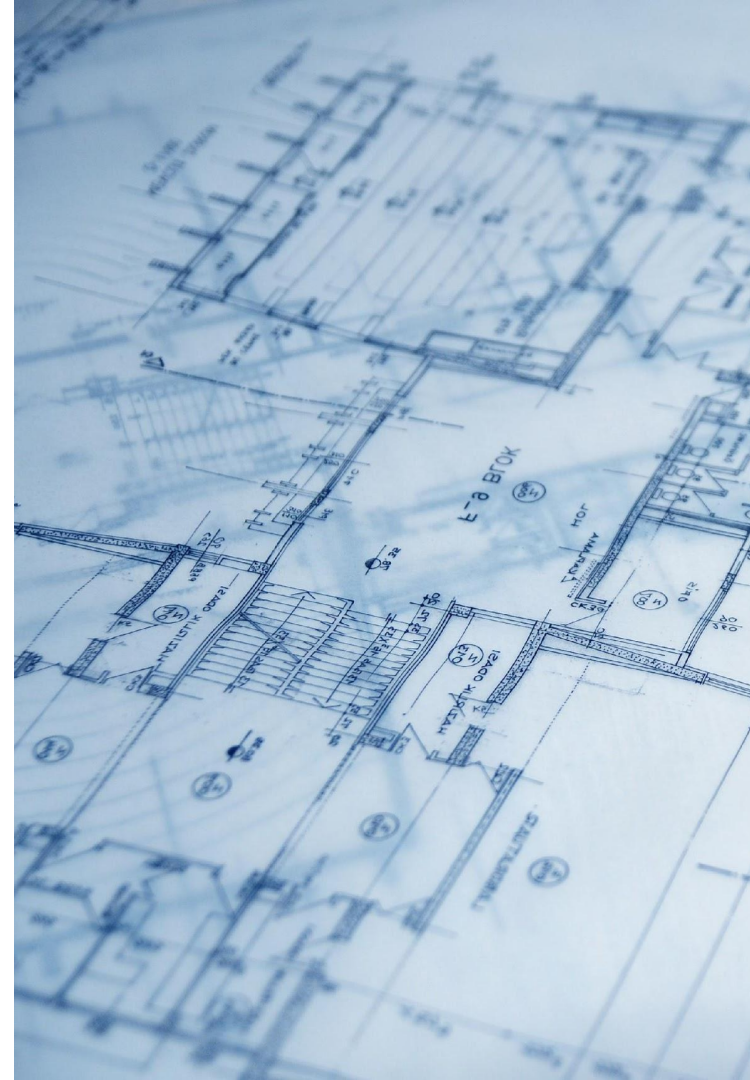
I. Discovery Visit

A. Traveling to Your Area

- Love to Meet & Learn Your OSU Story
- Provide Updates on Your Alma Mater
- Come Back to Campus
- Meet and Talk with Students

B. Location

- Proximity for the Prospect
- Meal or not
 - Saying grace? – Do not assume!!!
- “I don’t care, what do you think?”



HAVE A PLAN

II. Rainbow Banana

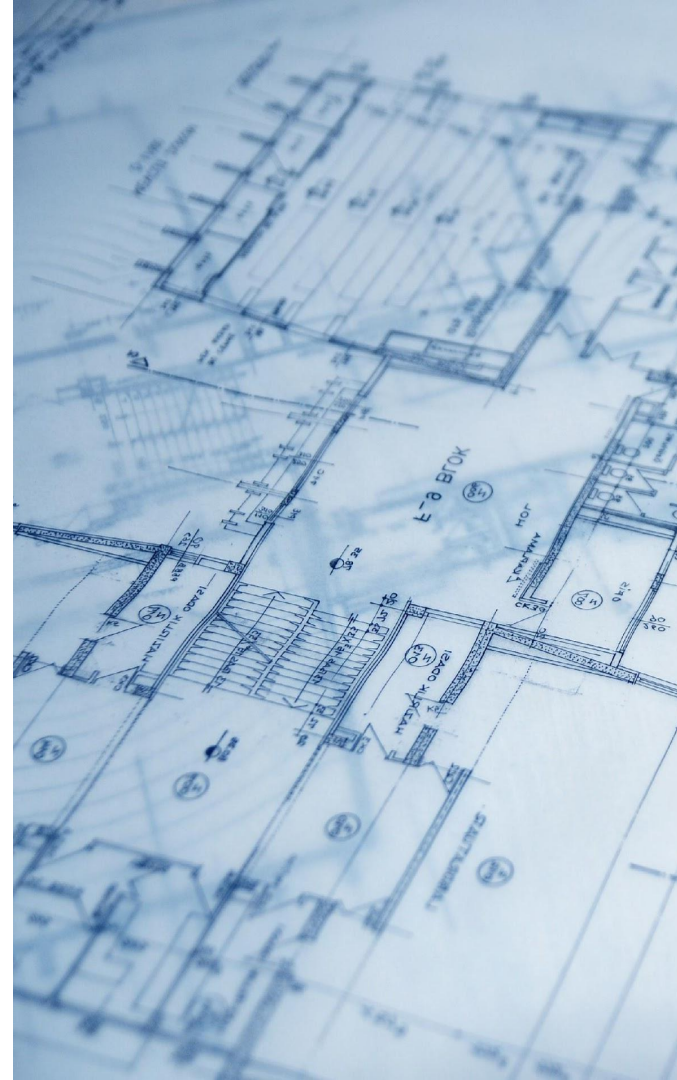
- "Selling Ice in Alaska"
- "Be quick, but don't hurry!"

III. Competent, Confident, Conversationalist

- Know; Like; and Trust -- They don't buy used cars!
- Genuine, Authentic, and Honest

IV. Conversation Engagers and Questions

- Go with the conversation flow -- Don't be nosey!
- OSU experience and favorite memory





**WAIT
YOUR
TURN**
TWO EARS
ONE MOUTH

Critical Lessons in Advancement Efforts

I. Effective and Present Listener

- Paying attention will identify donors' priorities

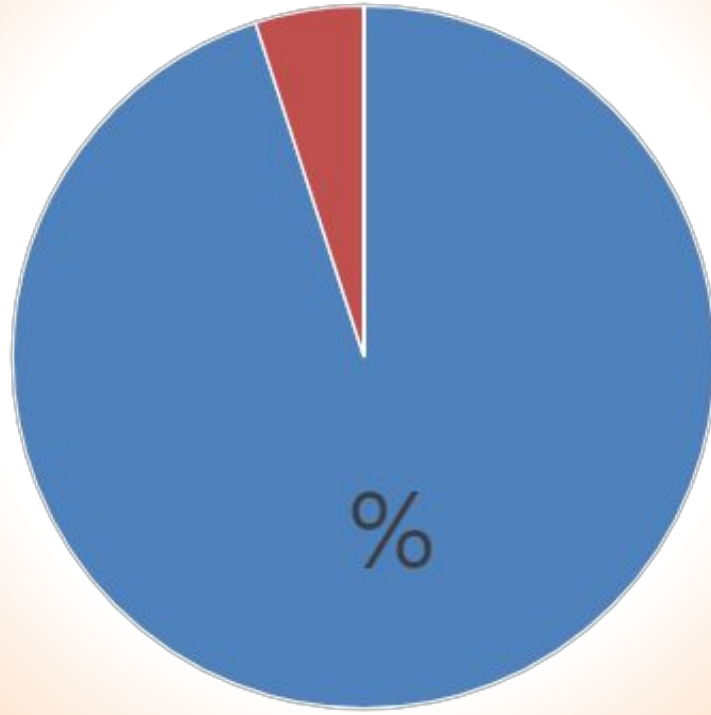
II. Raised \$20M and Shame on Me!

- Spent Way Too Much Time Talking
- A Gift is the Donors' Passion, Not Yours
- Lost Lots of Early Major Gift Possibilities
 - HVDs (High Value Donors) Who Agreed to Meet
 - Leave Ego at Home!

III. First, Learn How To Be A Development Professional

- Work With Your Foundation or Advancement Office
 - Advancement Workshop(s) or Certificate Programs

The 95% Rule



**NEXT
STEPS**



BILD YOUR CONTACT NOTES

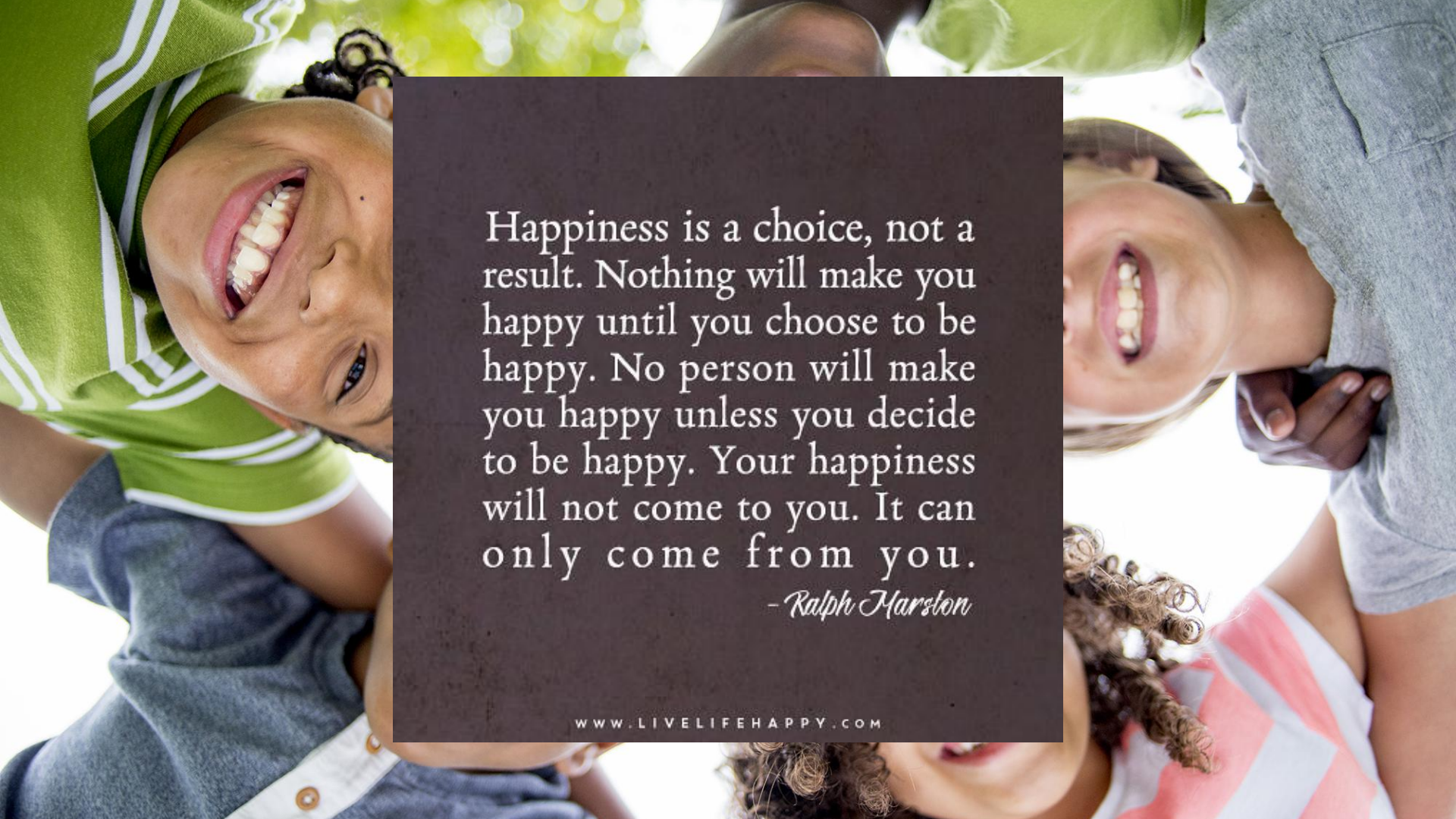




Create Your Own Pyramid Scheme!



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Happiness is a choice, not a result. Nothing will make you happy until you choose to be happy. No person will make you happy unless you decide to be happy. Your happiness will not come to you. It can only come from you.

- Ralph Marston

A blurred background of a crowd of people clapping at an event. The focus is on the hands and forearms of several individuals in the foreground, showing they are actively participating in the applause. The lighting is warm and slightly dim, suggesting an indoor evening event.

**THANK YOU!
THANK YOU! THANK YOU!**

QUESTIONS





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**Thank you for attending:
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Development and Cultivating External Partnerships**

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Please take a moment to
complete this brief survey:



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