Does the “D” in EdD stand for diversity? We think so!

OLC Virtual presentation
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In my personal and professional life, I reflect on my young adult years as a first-time college student Latina pursuing my dreams and aspirations. There are many firsts along the way, and I still find myself navigating an educational path that many in my family have not traversed. My parents understood that the promise of an education was a way to break out of poverty, future success, and prosperity. Completing an undergraduate and Master’s degree was satisfying, but I had the desire to keep going. My families now, including my husband and my daughter, are my biggest supporters, and they keep me going. The past two years of doctoral studies have been a remarkable experience with a rigorous curriculum, phenomenal faculty, student support, and cohort of colleagues that I respect and admire. The relationships I have developed with my cohort are a definite bright spot of this program. This program has served as a springboard, further shaping my leadership philosophy, focusing on my career priorities, and providing additional strategies to lead and teach.

ANABEL ROMERO-juarez
Diversity vs. Inclusion

“Diversity is being invited to the party. Inclusion is being asked to dance.”

~ Verna Meyers
Program Diversity

- Racial Diversity
- Age (ranging from 26-64)
- Career background
- 60% female
- First in line degree earners

*Based on 7 cohorts of students at Fall 2020*
My experience in this EdD program has been transformative and truly inspiring by gaining insight and awareness of diversity, race, and culture within education and the impacts discovered through our discussions and targeted studies. I feel supported through my Baylor professors and colleagues on key topics relating to diversity and equity that have prepared me to be a stronger leader and advocate in education. This program has enlightened me on multicultural aspects that continue to refine my educational mission and journey. One of the program’s fascinating perks is developing the expertise to navigate and lead communities and organizations on topics of race and culture while fostering healthy dialogue that produces unity and bridges cultural barriers. I am blessed to be connected to my cohort peers who are lifelong learners seeking to understand the challenges we face in our society and the needs in our organizations with a desire for healing, improvement, and restoration.

LD JOHNSON III
Issues in Diversity

To begin the program...

★ Asset-Based Perspective
★ Students Explore Social, Political, and Educational Issues
★ Reciprocal Teaching
★ Student Led Instruction
I am friends with many other doctoral students, candidates, and folks in academia from other institutions, and when they share their concerns and experiences past and present, oftentimes and thankfully, I cannot relate to many of their issues. We have an attentive, diligent, and experienced writing center, an outstanding advisory team, and professors who are willing to not only work with us through coursework but also invite us into the field as future colleagues through our individual research endeavors. Everyone’s journey is different, but I can tell there are folks at Baylor who are willing and working hard to make this program as equitable as possible. A true mark of the integrity of the program has been that during a time of intense sociopolitical unrest, professors and advisors make and share space for us and do not shy away from difficult conversations. My voice as a Black woman and an emerging scholar in my field is sought out, valued, and respected. The voices of my diverse class of peers are also sought out, valued, and respected. That makes me feel hopeful for the authenticity of this learning community and confident that future students in this program and beyond will enjoy the same if not increased equity, inclusion, and access. Our program is not without its flaws, but it is one that I feel has reinforced my vision for my life, affirmed my identity and talents, and prepared me for my future in educational leadership and beyond. I am also incredibly thankful that I have made lifelong friends along the way.
The EdD Writing Center

★ Program Specific
★ Writing Center Faculty
  ○ Understanding of the Problem of Practice (PoP)
★ Writing Workshops

The EdD WC takes 680 appointments each term:

★ PoP Feedback and Support
★ Coursework Feedback
★ Presenting Scholarly Work (individually, with peers and/or faculty)
I’ve really enjoyed the support from Baylor faculty and staff. As someone in the minority in this program by race and profession, I appreciate how they welcome diversity in my research through my passion on the lack of diversity on leadership teams in predominately White organizations. I like that I can be myself during our live sessions and how I’m embraced by my colleagues. Due to COVID, we have not had the opportunity to meet in person as originally planned for our immersion, but we remain close. I often receive texts, calls, or social media messages from someone in my cohort to share a laugh, ask a question, or just a general check-in. It is all much appreciated! I’m happy I said yes to Baylor and this program. They truly go out of their way to make us all feel heard by assigning student success personnel to us, pairing us with writing geniuses in the writing center, staying after the weekly live class sessions to answer questions, and rapidly replying to emails. The work is rigorous but worth it.

MECHELLE ROBERTHON
Connecting to Difficult Content

How does understanding statistics make me a better leader and an agent of change?

★ Jump Start: Math Pre-Test and Tutorial Videos
★ Big Picture Understanding of Statistics
★ Student-Created Data
★ Consistent Access to Private/Group Tutoring
★ Data Visualization and Course Alignment
I am currently enrolled in my 3rd trimester of courses, and although this program has been very rigorous, the overall experience has been gratifying. When I first decided to earn my doctorate, I had no idea what to expect, but I knew it would require a great deal of sacrifice and dedication from my family and me. I was hoping to find an inclusive program that was challenging and provided students with a great deal of support. Fortunately, I found the EdD Baylor program, immediately applied, and was accepted. I applied for various reasons. Aside from the high level of prestige this institution holds, I knew the level of instruction I would receive would be world-class.

Thankfully, this is exactly what I have received in the EdD curriculum and from my professors. I am also very grateful for the relationships I have cultivated with my fellow cohort members. Our cohort is very diverse not only professionally but, more importantly, from a personal standpoint. However, this has been facilitated by the welcoming environment the professors and the Baylor leadership has created. It provides us with a judgement free platform and empowers us to share our culture and life experiences. Personally, I feel valued as a student, and I am very appreciative of the constant support I have received from my Success Advisor, writing team, and round-the-clock guidance from professors and the Problem of Practice team.

RAUL JUAREZ
Progress Monitoring

★ Student Services Program Manager
★ Student of Concern Form
★ Mid-Semester Check-in Survey
★ Formal Mid-Semester Grade Check
★ EdD, not AbD
When I first began this EdD program I was worried that it might not be the right fit since I do not work in a traditional education environment, but that worry is dispelled over and over with each term. Every class within this program continues to provide new insight and enhance my view as a leader in the realm of community health and engagement. I work for a non-profit children's health care system, not in delivering clinical health care, but in the realm of building strategic community partnerships and guiding collaborative efforts around education, awareness, and outreach programs for underserved families. My department's role is to work with key community partners to improve the health of children and families regarding preventable illnesses and injuries. This EdD program has taught me new ways to think creatively, how to build new or strengthen existing partnerships, and best practices for communication. I've learned to approach my work with community partners and families from an asset-based view. Professors model best practices for adult learning that are transferable to many different professional environments. And most of all, this program has given me the opportunity to improve and strengthen my research and writing skills that I will continue to use throughout my professional journey. My lens has been widened thanks to the professors and my classmates within this EdD program. The most serendipitous aspect of this program has been the development of strong relationships with my classmates. I continue to learn from my classmates regularly and am so impressed with the work that they are all doing.

BECKI HALE
Moving Forward

- End-of-Course Survey
- Faculty Commitment to Learning/Growing
- Highlight Student Accomplishments
- Hiring BIPOC faculty
- Student Representative Group
- Listening Opportunities
Debrief

What questions do you have?
What is working for you?
What ideas can you take away from this presentation?
Questions?

www.baylor.edu/eddonline

Thank you!
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