

## **Diversity Catalyst Team Member Application**

Opportunity Available: Immediately

University Outreach & Extension (Lincoln University Cooperative Extension and University of Missouri Outreach and Extension) is re-establishing the Diversity Catalyst Team. Team members must be committed to working toward the creating of a multicultural organization. These exceptional individuals should embrace diversity and pluralism and have the willingness to carry out the Catalyst Team purpose as described below.

The **purpose** of the team will be to help UOE achieve the organizational outcomes related to diversity including working with UO/E processes and systems to insure that faculty and staff, volunteers, and councils reflect the diversity of the state.

**What is a Catalyst Team?** A Diversity Catalyst Team is a work group comprised of approximately 15 representatives from Lincoln University and University of Missouri and their stakeholders that reflect the diversity of the organization. The team works in partnership with administrative leadership to actualize the strategies, and serves as a resource to the system on diversity and multicultural issues.

### **Background**

Our operational definitions are as follows:

**Diversity** is defined as differences among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and other human differences.

**Pluralism** is defined as an organizational culture that incorporates mutual respect, acceptance, teamwork, and productivity among people who are diverse in the dimensions of human differences listed above as diversity.

**Multicultural** organizations are defined as organizations that:

- Value human differences as a competitive advantage;
- Have a pluralistic culture that reflects the interests, contributions, and values of members of diverse groups;
- Have full and influential participation by all members of the organization in decisions and policies that shape the organization; and
- Eliminate discrimination throughout the organization.

The catalyst team will receive training to develop a common language and to learn more about “leading diversity” for organizational change. There will also be system recognition and support for participation.

The Team will:

- Model inclusiveness

- Use a multifaceted, multilevel approach as a framework for change
- Assist with developing policy issues related to diversity
- Develop awareness and skills for working with specific marginalized groups

Catalyst Team Members will be expected to make between a 5 and 10% time commitment. Team meetings are scheduled each month for approximately 2 hours in the beginning and will later move to quarterly. The meetings will be via teleconference, interactive video conference and in some cases face to face. There will be some additional sub committee work to complete between Catalyst Team Meetings.

**How To Apply:**

For self-applicants –In light of the goals and objectives of the Catalyst Team and responsibilities stated above, please submit a letter (max of 2 pages) which addresses your interest in this area and your passion for this work. Please indicate how you are uniquely qualified to serve on this team.

Applications should be submitted electronically to Catalyst Team Coordinators (Julie Middleton [middletonj@umsystem.edu](mailto:middletonj@umsystem.edu) or Yvonne Matthews [matthew@lincoln.edu](mailto:matthew@lincoln.edu)).

**Selection Process:**

Catalyst Team Coordinators will review the nominations and select team members in consultation with key administrators.