My Career and DEI Journey

Information Technology
University of Florida
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Keith W. McIntosh
Vice President and Chief Information Officer
University of Richmond
About Me

24 Years in the U.S. Air Force
12 Years in Higher Education
Passionate Advocate for DEI
Situational & Inclusive Leadership

Why I am passionate about DEI?

[Source: Gardenswartz & Rowe, Diverse Teams at Work (2nd Edition, SHRM, 2003)]
U.S. Air Force

1983-2008
Driving While Black
Higher Education

2008-Present
Pima Community College is a comprehensive two-year, public, Hispanic-Serving institution situated in Tucson, AZ.
Ithaca College is a mid-size, nationally ranked, private, residential, liberal arts institution situated in Ithaca, NY
Discussion about Unconscious Bias focus on gender led by Dr. Belisa Gonzáles based on the work of Marilyn Frye

Dr. Belisa Gonzáles
- Associate Professor of Sociology
- Director of the Center for the Study of Culture, Race, and Ethnicity
POC at IC holds rally at Ithaca College admissions event

Editorial: Students must keep protesting against racial inequality

Protest organizers issue list of demands for Ithaca College

Ithaca College VP of Finance hosts dialogue on racial issues
The University of Richmond is a Top 25, private, residential, Liberal Arts University situated in Richmond, VA
So much has happened and is happening

Unite The Right Rally

Neo Nazis, Alt-Right, and White Supremacists encircle and chant at counter protestors at the base of a statue of Thomas Jefferson after marching through the University of Virginia campus.

Tragic murders

Ahmaud Arbery, a 25 year old, unarmed, African American was killed while out jogging in Brunswick, Ga., on Feb. 23 by a white father and son who armed themselves and pursued him after spotting “A Black Man” running in their neighborhood.

Breonna Taylor, a 26-year-old African-American woman, was killed in her home in Louisville, KY on Mar. 13 by police officers.

George Floyd, 46-year-old African-American man was killed in police custody in Minneapolis, MN on May 25th, 2020.

Monument Removals

Removal of several confederate monuments from our capital.

John Lewis

American politician and civil-rights leader who in Congress from 1987 until his death in last month from pancreatic cancer.
<table>
<thead>
<tr>
<th>Residing Leaders</th>
<th>Aspiring Leaders</th>
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<tbody>
<tr>
<td>It is your responsibility and you are accountable</td>
<td>People are our most important resource</td>
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<td>You actions must be visible</td>
<td>Understanding yourself and others</td>
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<td>Practice Inclusive leadership</td>
<td>DEI is as important</td>
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<td>CIO Commitment</td>
<td>Anti-Racism in Academia: A Learning Journey (YPAC)</td>
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Challenge
Push through your discomfort

Listen
• Listen with empathy
• Listen with an open mind
• Listen without judgment
• Listen without responding

Learn
• Learn about yourself
• Learn about other groups
• Review the data
• Build your cultural intelligence

Act
• Stay informed
• Speak up
• Sign petitions
• Donate
• Vote
• Become an advocate
• Become an ally
Resources