

# Diversity & Inclusion Action Steps

In response to concerns voiced during the fall 2015 semester, University of Kansas leadership began developing a number of action steps to amplify and accelerate measures to improve the living, learning, and working environment. Closely aligned with goals previously outlined in Bold Aspirations, the

university's strategic plan, the initial 45 action steps are the foundation of a strategic framework to further the goals and aspirations of all KU students, faculty, and staff, especially those from underrepresented communities on campus. This is a living document that will grow and evolve as we go along.

## Education and Training

## Recruitment and Retention

## Communication and Accountability

## Campus-wide Strategic Framework

FALL 2015 TO SPRING 2016 ACTIONS

The provost hosted an all-day social justice and diversity training session on January 14, 2016, for all deans and vice provosts; led by the Office of Multicultural Affairs (OMA). The chancellor also attended.

The permanent director of the OMA was hired.

The vice provost for diversity and equity convened a planning group for education and training to recommend a framework to design, assess, and coordinate all diversity and inclusion training.

Vice provost for faculty development and faculty fellow held a workshop for department chairs on faculty mentoring.

The Center for Teaching Excellence (CTE) posted and shared resources for faculty on inclusive teaching.

Developed the Sexual Assault Prevention and Education Center (SAPEC) and hired a director. Two new educator positions will be hired soon.

Hired the new director of Accessibility and ADA Education.

Completed interviews for new director of the Office of Institutional Opportunity and Access on January 12.

Established a workgroup to increase retention rates for first-generation, low-income and students of color.

OMA extended the Hawk Link program to include the spring semester to provide yearlong academic support for first-generation, low-income and students of color.

Began review of KU faculty mentoring and support programs to ensure they reflect best practices and meet the needs of underrepresented faculty.

Formed the Diversity, Equity and Inclusion Advisory Group. This group will have independence and flexibility to identify and report new and rising concerns. The first meeting was held in December 2015.

Started KU Climate Study. Consultant Rankin & Associates met Climate Study Task Force on November 9.

FALL 2015 TO SPRING 2016 ACTIONS

PLANS FOR SPRING 2016

Provide additional diversity workshops for department chairs.

Hold the 2nd Annual Cultural Competency Conference on March 10 and 23, hosted by the offices of diversity and equity and human resource management.

Ensure that staff in the office of Institutional Opportunity and Access receive diversity training.

Recommend ways to increase capacity on campus to offer diversity and inclusion programs including mandatory training.

Consider a leadership program to help students from underrepresented populations connect and be successful.

Review and develop processes to attract diverse applicant pools in all faculty, staff, and administrative hires.

Implement comprehensive set of strategies and tactics to attract an academically qualified, diverse student applicant and admit pool.

Create clear and timely pathways for transfer students.

Complete review of KU faculty mentoring programs and develop models to support underrepresented faculty success.

Complete evaluation of the MU Advising Corps model as a means for KU to recruit more first-generation, low-income and students of color and set them up for success.

Expand the ability for Institutional Opportunity and Access (IOA) to investigate reports of discrimination and sexual harassment.

Develop unit specific diversity action items to address areas of concerns, opportunities, and strengths within units. Report action items to provost.

Develop a tracking mechanism to inventory existing resources and programs in units across campus. Post comprehensive list of resources and activities at [www.diversity.ku.edu](http://www.diversity.ku.edu).

Develop an online training module for reporting discrimination.

Develop a job description for a cultural competency position in the Office of Multicultural Affairs. Identify financial resources for this position as well as for the Emily Taylor Center for Women and Gender Equity.

Host the 4th Annual Diversity Symposium on April 12.

Develop a diversity framework that includes action steps and metrics that can integrate into KU's next strategic plan.

Ensure that the diversity initiatives put forth in *Bold Aspirations* are prioritized and addressed.

PLANS FOR SPRING 2016

2016-2017 ACADEMIC YEAR

Implement education plans developed.

Incorporate CTE resources into new faculty orientation.

Continue to develop training and implement programs as finalized.

Incorporate diversity training into new department chair orientation.

Expand participation in the Multicultural Scholars Program (MSP). The provost office has increased funding to double the number of students served in 2014.

Implement processes to attract diverse applicant pools in all faculty, staff, and administrative hires.

Implement a mentoring program in Hawk Link to increase student success.

Implement faculty mentoring programs.

University Innovation Alliance (UIA) and the U.S. Department of Education's First in the World (FITW) advising initiative is underway for 2016-2019, and involves KU students. The project analyzes gaps in attainment and offers proactive advising.

Conduct a search to fill two new positions in Counseling and Psychological Services (CAPS) to better serve underrepresented students.

Provide regular updates on diversity and inclusion activities to the KU community.

Develop tools and timeline to regularly communicate training opportunities and obligations to the KU community.

Design and launch a diversity and inclusion newsletter for students, faculty, and staff.

Promote university wide participation in the KU Climate Study.

Complete KU Climate Study information gathering and analysis. Share findings with university community.

Develop action steps to integrate climate study data into the diversity framework and campus strategic plan to improve KUs living, learning and working environment.

Consider a leadership program to help students from underrepresented populations connect and be successful.

2016-2017 ACADEMIC YEAR

Framework of programs and policies to continue assessing and addressing concerns related to diversity and inclusion at the University of Kansas. This framework will grow and change as we go along.