

Diversity, Equity, and Inclusion Advisory Group Report

Submitted to:

Chancellor Bernadette Gray-Little and Provost Neeli Bendapudi

April 11, 2017

Co-Chairs:

Shannon Portillo
Lisa Wolf-Wendel

Members:

Charles Bankart
Tyler Childress
Vanessa Delgado
Matthew Gillispie
Mauricio Gómez Montoya
Jyleesa Hampton
Elizabeth Kronk Warner
Randy Masten
Jose Munoz
Abdoulie Njai
Tim Schlosser

Executive Summary

Objective:

During the 2016-2017 academic year the Diversity, Equity, and Inclusion Advisory Group (“DEI Advisory Group”) focused on tracking the progress of, and holding our campus accountable to, the recommendations of the Report of the Diversity, Equity, and Inclusion Advisory Group issued on April 27, 2016. This report provides an update to the 2016 DEI Report.

Background:

Chancellor Gray-Little and Interim Provost Rosen constituted the Diversity, Equity, and Inclusion Advisory Group in Fall of 2015 in response to student calls to address structural inequities at the University of Kansas. Building on the work of student activists and nationwide calls for campus reform, the DEI Advisory Group presented KU administration with a report outlining approximately thirty concrete recommendations for structural and programmatic change in Spring 2016. Throughout the 2016-2017 academic year the current DEI Advisory Group worked to hold the campus accountable to those requests.

The DEI Advisory Group engaged with offices across campus to better understand how these offices were responding to the recommendations included in the 2016 DEI Report. Below we present specific information on each of the 38 goals presented by the DEI Advisory Group. We highlight the progress made thus far, and the ongoing work that still needs to be done. While this advisory group is hopeful diversity, equity, and inclusion work will continue to garner the attention necessary to create sustained structural change, there are specific high priority areas we encourage the administration to take immediate action on. Specifically, KU must do more to embed diversity, equity, and inclusion work into the core functions of the University at every level.

Broad Structural Recommendations:

The University of Kansas has significant structural and programmatic work to do to achieve our goals for diversity, equity, and inclusion. This is a moment to focus on institutional, structural change as well as specific programmatic change. While there are many points of entry for structural change, over the past year we identified the following priorities:

1. *Faculty:* Provide space to encourage faculty to engage in DEI work by evaluating it as part of annual evaluations and in the promotion and tenure process.
2. *Staff:* Provide sustained, advanced DEI professional development opportunities for staff at all levels of the University and integrate this into staff performance evaluations.
3. *Students:* Restructure our recruitment to acknowledge diversity is part of our excellence for incoming undergraduate, graduate and professional students, and focus financial aid and time resources on recruitment and retention for underrepresented minority students.

4. *Administration*: Over the past two years a number of Schools and the College have appointed Associate Deans, or related administrative positions, of Diversity, Equity, and Inclusion. We encourage senior administration to create specific mechanisms to formalize collaboration between these roles and institutionalize a minimum of once a semester meetings between related roles and senior administration in order to ensure meaningful, institutional progress across campus.
5. *DEI Workgroup*: Continue to appoint an autonomous advisory group of students, staff, and faculty to report to the Chancellor and Provost on progress of DEI efforts across campus. The group represents a broad set of stakeholders and holds the institution accountable for ongoing structural improvements.

Throughout the following report, we discuss each of the goals put forward by 2016 Report of the Diversity, Equity, and Inclusion Advisory Group, exploring areas of progress and making structural and programmatic suggestions for improvement.

Student Centered Goals:

Goal 1: Provide greater clarity on overall cost and fees by improving the depth and range of frequently asked questions, help sheets, and advising.

Progress:

- KU is implementing a Student Experience Management System that allows students to search a database for answers to questions regarding enrollment.
- All new first-year FAFSA applicants receive a customized Financial Aid Overview.
- Financial Aid and Scholarships developed a number of web-based self-service tools and calculators to increase transparency related to costs (<http://affordability.ku.edu/costs/calculator>).
- KU Endowment Association (KUEA) recently purchased Academic Works, a scholarship management tool designed to facilitate the scholarship application process. The School of Social Welfare is pilot testing the tool.

Current Requests:

- Add an additional mode to calculate costs that does not require log in or FAFSA information.
- Present room and board costs clearly, with information regarding dining prominently displayed with housing costs.

Notes:

- Current calculator does not allow potential students to calculate costs without logging in. It is not accessible for students who may not be FAFSA eligible or who have not filed a FAFSA (e.g., undocumented students).
- Calculators do not clearly account for meal plans, books, etc.
- The personalization is really helpful, but the detailed information requested now makes it more difficult for people to access the tool.

Goal 2: Expand hardship funds through Endowment for first-generation, low socioeconomic status students.

Progress:

- Hardship or “Emergency” Funds exist. Most of the funds are under the “control” of the Office of Financial Aid and Scholarships – but some of the funds are housed within a School or a department within the College of Liberal Arts and Sciences.
- Students who need access to emergency funds are directed to go to the Office of Financial Aid to seek additional funds.

- Dean Roberts and Vice Provost Day met with KUEA representatives to plan an April Launch KU (<https://www.launchku.org/>) fundraiser to add to the graduate student emergency fund that Dean Roberts established.

Current Requests:

- Work with KU Endowment Association (KUEA) to create more hardship funds for students in financial distress.
- Provide more education to staff and faculty to publicize the existence of, and process to access, emergency funds.
- Make the process more transparent for students.
- Create policy/processes to assist offices that administer the funds to help determine what constitutes an emergency.
- Create a website/internet link to these funds.
- Make funds available in a timely manner.

Notes:

- Funds that are “unrestricted” from Endowment could technically be used to assist students in emergencies – though policies and practices to administer these funds do not seem to exist.
- The Office of Student Financial Aid and Endowment seems hesitant to directly advertise the existence of emergency funds to students – as they are worried that the funds may be too widely sought out and because there are not sufficient funds available.

Goal 3: Improve the visibility and intentionality of support for transfer students.

Progress:

- Established pipelines with Johnson County Community College (JCCC).
- Degree Partnership Program: JCCC & Kansas City Kansas Community College.
- Offer Winter Welcome Program for transfer students.
- Offer advising to JCCC students on their campus.
- First Year Experience (FYE) will hold focus groups with transfer students.

Current Requests:

- Establish one group/person responsible for Transfer Student Experience in Undergraduate Studies.
- Establish partnership between University Advising Center (UAC) and First Year Experience (FYE) to provide webinar for transfer students prior to orientation.
- Participate in John N. Garner Institute’s Foundations of Excellence program.

Goal 4: Establish formal pipelines with minority-serving institutions in the region, with particular emphasis on improving connections between KU and Haskell Indian Nations University and enhancing KU's Indigenous Studies Program.

Progress:

- Provost's office in communication with the Haskell/KU Diversity and Equity Program Coordinator to review KU's partnerships with Haskell.
- Currently reviewing memorandum of agreement between KU/Haskell.
- Implementing the Degree Partnership Program (DPP) with Kansas City Kansas Community College. Expansion to other community colleges.
- Undertaken process improvements to determine in-state residency for purposes of tuition for Haskell students.

Current Requests:

- Establish Native American/American Indian Student Center with full-time staff that collaborates with OMA, admissions and recruiting, financial aid, and other student support services, as well as Haskell Indian Nations University and tribal communities in the region.
- Elevate and expand the Indigenous Studies Program to a department with faculty lines.
- Review memorandum of agreement between KU/Haskell, and identify additional collaborative strategies to benefit both institutions.
- Publicize the reverse transfer arrangement between Haskell and KU.

Goal 5: Recognize Indigenous People's Day in honor of Native American contributions to the community.

Progress:

- Chancellor sent an email encouraging people to attend Indigenous People's Day events in Lawrence.
- It was added to the University Calendar.

Current Requests:

- Clearly state that the University recognizes Indigenous People's Day annually.
- Organize community-wide discussion and events related to Indigenous People's Day.

Goal 6: Facilitate more formal and sustained collaborations between faculty and staff around the goal of ensuring the successful recruitment, retention, progression, and graduation of racially underrepresented and first-generation students.

Progress:

- Increase in recruitment of these students.
- Retention at or above the KU average retention rates.
- Designing new summer bridge program.

Current Requests:

- Partner with Student Veterans Center, Office of Multicultural Affairs, Multicultural Scholars Programs, Center for Sexuality and Gender Diversity.
- Provide regular feedback to Provost and Chancellor on recruiting goals and progress.
- Increase collaboration between Vice Provost of Diversity and Equity and the Vice Provost of Faculty Development on a strategic plan for sustained faculty/staff collaborations with measurable goals.
- During annual evaluations ask staff and faculty to discuss how they have collaborated with staff/faculty.
- Create an incentive program that provides additional travel and/or research funds for faculty who collaborate and matching professional development funds for staff who collaborate.
- Provide more staff and faculty partnerships like those that characterized the February 2016 “Destination KU” luncheon sponsored by Undergraduate Admissions
- Establish undergraduate mentoring program for academically struggling students

Goal 7: Supplement needs-based models of recruitment for students of color and all first-generation students with active efforts to recruit high achieving students of color. Move away from a deficit model of undergraduate multicultural student recruitment.

Progress:

- Staff in the Office of Admissions have put a number of efforts in place:
 - Each recruitment representative must have a DEI plan in place
 - All high achieving students are referred to the Honors Program recruiter

Current Requests:

- Rather than approaching all students of color with a deficit lens (implying they are either academically or financially underprepared for KU), we must shift our

thinking and recognize the many high achieving students of color we miss in our recruitment efforts.

- Close the gap in applications to the Honors Program between white students and underrepresented minority students in ability bands one and two.
- Increase collaboration between the Multicultural Scholars Program recruitment efforts and the Honors Program
- Enrollment Management leadership must make this a priority.

Notes:

- There are two types of deficit based models often used for recruiting students of color – one academically and one financially.

Goal 8: Conduct more inclusive outreach when engaging potential students.

Progress:

- Admissions has secured greater numbers of URM students in this year's recruiting class.
- Full-time recruitment positions now exist in Kansas City, KS and Wichita, KS where diversity recruitment does not face out of state tuition roadblocks. Both these positions now focusing on relationship building and outreach in local areas.
- Admissions has various FAQ's in various languages on the website.
- While active recruitment of undocumented students doesn't seem to be occurring, KU's domestic application guides students toward qualifying for admission and Kansas residency status by actively identifying them as undocumented students or as registered under the Deferred Action for Childhood Arrivals (DACA) program.
- Admissions has a position dedicated to diversity recruitment and the position is responsible for multi-cultural recruitment plans and implementation.

Current Requests:

- The Office of Admissions & Scholarships should continue to increase the representation of domestic, underrepresented minority students.
- Increase the allocation of time and funds to the recruitment of URM students.
- Resolve disconnect between mission of senior leadership and the efforts being done on the ground to engage more effectively with diverse populations.
- Since limited out of state scholarships still present structural roadblocks for recruiting URM students, it is imperative admissions continue to focus on key in-state areas where diversity recruitment is more likely attainable (e.g., Kansas City, KS, Topeka, Garden City, Wichita, and four Kansas tribal communities).
- Enhanced support of these regional recruiting positions will provide greater stability and longevity.

- Review and restructure the scholarship model to include funds to recruit out-of-state URM students.
- Increase funding for transportation to recruiting events.

Goal 9: Increase support for, and expand, the International Student Services office, and designate an international student member to the Tuition Advisory Committee.

Progress:

- Center for Teaching Excellence (CTE) has hosted faculty workshops on international support in the classroom
- International Programs (IP) intends to develop a two-day faculty internationalization workshop tailored to exploring the incorporation of evaluative rubrics around Core Goal 4.2 on cultural competency development.
- IP is actively collaborating with the Office of Undergraduate Studies and Information Technology, and the Academic Accelerator Programs to begin the process of integrating orientation content across the institution's domestic and international orientation programs.
- IP is significantly expanding sponsored and visiting student programs to bring larger numbers of international students to KU for semester-long study and cultural immersion.

Current Requests:

- Provide a specific position to be filled by an international student on the Tuition Advisory Committee.
- International Programs needs increased support to expand the services available and the integration initiatives for international and domestic students.
- Expand outreach to faculty to promote and disseminate the results of faculty and student research on international topics
- Increase programs such as the Global Partners Program that bring domestic and international students together.

Goal 10: Enhance efforts to provide gender-neutral or all-gender restroom options campus-wide.

Progress:

- Inclusive Restroom Workgroup was established and Design and Construction Management did an evaluation of main campus buildings and submitted a report to the Provost's Office.

Current Requests:

- Move forward with units prepared to dedicate bathrooms as gender neutral.
- Provost to lead a concerted campaign to challenge barriers to offering gender-neutral restroom facilities across the institution.

Notes:

- Units are ready to designate restrooms as gender neutral. Need the authorization from the Office of the Provost.

Goal 11: Increase support for the Center for Sexuality and Gender Diversity (CSGD).

Progress:

- Many units and individuals on campus have participated in safe zone training.

Current Requests:

- CSGD should prepare an accounting of their staff and compensation needs, along with metrics that demonstrate the anticipated tangible gains of increased funding.
- Increase staffing to CSGD by one FTE and elevate Assistant Director to an Associate Director level position.
- Increase operating budget to increase promotional efforts and allocate a more visible, accessible, furnished space for the center.

Goal 12: Ensure University Honors Program (UHP) opportunities are distributed in a more participatory and equitable manner.

Progress:

- The UHP hosted a series of meetings with students during the 2015-2016 academic year to discuss DEI issues within the program.
- The UHP staff developed a DEI report.

Current Requests:

- Close the gap in UHP applications between white students and URM students in ability bands one and two.
- Create a clear pathway for transfer students to participate in UHP.
- Create a clear pathway for current KU students to apply to UHP.

Goal 13: Ensure greater representation by faculty and staff from racial and ethnic minority groups in the University Honors Program (UHP).

Progress:

- UHP engaged with more diverse faculty for faculty fellow positions and honors seminars

Current Requests:

- Establish relationships with the Black Faculty Staff Council, Latinx Faculty Staff Council, Asian/Asian American Faculty Staff Council, Native Faculty Staff Council, and Sexuality and Gender Diversity Faculty Staff Council to spread the word about honors opportunities.
- Ensure all current Honors Program faculty and staff engage with safe zone training and diversity training.

Goal 14: Recognize and support the effort to create the Multicultural Student Government.

Progress:

- University Senate established a committee to consider ways to support the Multicultural Student Government. Their report is due April 16th.
- The Student Senate Finance Committee is working with MSG to ensure funding for executive positions, as well as an operating budget.

Current Requests:

- Continue to work towards finding a way to fund the ongoing work of students in MSG.

Goal 15: Place Student Senate under immediate review, and restructure student governance so that it functions in a more participatory, inclusive, and representative manner.

Progress:

- Student Senate has ongoing efforts to push for more inclusive practices.
- Student Senate created an election fund to provide increased resources for low income students to participate in Senate elections.
- Student Senate also passed a referendum to have the full student body vote on the potential for dismantling the coalition system.
- University Senate created a committee to consider ways to support the MSG.

Current Requests:

- Student Senate must ensure the gains made this year are sustained and systemic rather than individual efforts.

Goal 16: Actively include courses related to social justice, inclusion, equity, and diversity in KU CORE goals beyond Goal 4.

Progress:

- Academic Affairs hosted an Associate Deans retreat on including DEI in the curriculum.
- Additional meetings are planned for Spring 2017.
- The Diversity Scholars program was established as a collaboration between Faculty Development (the Center for Teaching Excellence) and Diversity & Equity to ensure a broad discussion of DEI and pedagogy.

Current Requests:

- The KU Core Curriculum Committee should encourage the submission of diversity-oriented courses in categories across the Core's six learning outcomes.
- Include DEI topics throughout multiple courses that fulfill KU Core goals 1, 2, 3, 5, 6.

Goal 17: Strengthen the commitment to targeted fellowships, tuition waivers, and similar support packages to recruit and successfully retain underrepresented groups in graduate programs.

Progress:

- Graduate Studies is providing financial support to departments that are actively working to recruit graduate students from underrepresented groups.
- Graduate Studies is developing a proposal to reallocate tuition grants with financial aid to make more strategic use of the available funds.
- In collaboration with the Endowment Association, Graduate Studies would like to make fundraising to support diverse graduate students in all disciplines a high priority.

Current Requests:

- Implement a fundraising effort for financial support for URM students in graduate programs.
- Ensure graduate coordinators know of funds they can access specifically related to diversifying their applicant pool and retaining URM students.

Faculty Centered Goals:

Goal 18: Shift away from a deficit centered discussion regarding hiring faculty from underrepresented groups.

Update provided below with goal 19

Goal 19: Develop a comprehensive plan related to hiring faculty from underrepresented groups.

Progress:

- The Office of Faculty Development offered the workshop *Recruiting Strategies that Promote Faculty Diversity* for chairs, deans, and associate deans.
- Various schools are engaging in work with faculty to facilitate ways to increase the diversity of hiring pools.

Current Requests:

- Communicate best practices for hiring faculty from underrepresented groups throughout university units.
- Require training for department chairs and all search committee members.
- Create incentives for departments engaged in cultural competency training and/or developing recruiting plans that include strategies for diversity and equity.
- Revise faculty hiring protocols for diversity and equity prior to posting job openings for fall 2018.

Goal 20: Revive the Dean's Scholar Program as a pipeline for developing faculty of color.

Progress:

- The College of Liberal Arts and Science's DEI strategic plan discusses the Dean's Scholars program, however not in its original form (originally a grow-our-own faculty development program focused on the undergraduate level; instead it now focuses on graduate students).

Current Requests:

- Establish a clear plan to revive the Dean's Scholars Program, focused on preparing undergraduate students for academic careers with a "grow our own" mentality.
- Look to Dean's Scholars Program Alumni for targeted opportunity hires.

Goal 21: Hold academic departments and deans accountable for making progress towards hiring and retaining more faculty from underrepresented groups.

Progress:

- Deans are aware that this is a goal, and leadership has communicated its importance.

Current Requests:

- Each unit should establish a DEI plan that specifically addresses faculty recruitment and retention.
- Create clear pathways and support for faculty from traditionally underrepresented groups to move into leadership roles on campus.
- Explicitly recognize DEI work by faculty in annual evaluations as well as tenure and promotion decisions.

Goal 22: More carefully and explicitly disaggregate how faculty members of color are counted and where they are located in faculty ranks and University departments.

Progress:

- The Office of Institutional Research and Planning provided the DEI committee with disaggregated data by race/ethnicity and international status.

Current Requests:

- Make data available for analysis.
- Utilize the findings to better understand the background of our current faculty of color.

Goal 23: Foster opportunities for mid-career faculty of color in the areas of professional skills building, advancement, pathways to promotion, and opportunities for leadership at the department, school/college, and University levels.

Progress:

- Two cohorts of Senior Administrative Fellows were selected to accommodate increased interest in this opportunity for academic leadership development. About 16% self-identify URM.
- Various schools are hiring (or have hired) associate deans or directors of diversity.
- CLAS has named 5 Faculty Equity Fellows.
- Hiring a permanent VP for Faculty Development and a permanent VP for Diversity and Equity.

Current Requests:

- Recognize and reward engaged scholarship and service in the promotion process.
- Incorporate a way to recognize and reward work related to diversity and equity in the promotion process.

Goal 24: Develop a more robust and formalized mentoring program for all faculty, including mid-career scholars.

Progress:

- KU became a member of the National Center for Faculty Development and Diversity, jointly supported by the Chancellor's Office, Faculty Development, and Diversity, to provide online resources on career development, work-life balance, etc., to all KU faculty, graduate students, and post docs.
- Four early and mid-career faculty from underrepresented groups have been supported by the Faculty Development Office and their schools to participate in the NCFDD's intensive Faculty Success Program. Two more will be participating this summer.
- Faculty Development is supporting two Faculty Fellows this year to pilot a program to improve faculty mentoring at KU. Six departments in the College and five within the School of Education are participating in the pilot.
- The College created the Supporting Pathways Resource, a network that supports the retention and career development of underrepresented faculty. This will continue to develop as a campus wide resource.

Current Requests:

- Institutionalize mentorship practices from the National Center for Faculty Development and Diversity across the University.
- Develop a Center for Mentorship to build the skills and capacity for university leaders to serve as strong mentors and provide quality career development programming for faculty at every stage of their careers.

Goal 25: As an alternative to outsourcing diversity, equity, and inclusion work to paid consultants, make fuller use of campus expertise among faculty and staff by identifying creative ways to recognize and compensate additional service work.

Progress:

- Internally, financial support for diversity service work is provided via the Diversity Scholars Program (\$41,000 provided by Faculty Development and Academic Affairs); Faculty Fellow positions in Faculty Development, CTE, and Diversity & Equity (from \$7,000 to \$9,000 per Fellow), and the Multicultural Scholars Faculty Mentors (\$7,500 per mentor).

- In 2016-2017 the College of Liberal Arts & Sciences create the Leadership Equity Fellows, which will expand campus wide in fall 2017.

Current Requests:

- Utilize internal expertise.
- Determine a clearer process to decide when to issue outside contracts for DEI work.
- Consider ways to compensate faculty and staff for DEI work that goes beyond their job duties.
- Coordinate speakers and presenters across schools in order to maximize audiences.

Notes:

- The Rankin and Associates climate study cost was nearly \$140,000.
- Faculty development paid external consultant Joy Gayles \$11,700 to conduct a workshop for leaders on Rethinking Mentoring, Building Communities.
- Multiple departments, divisions and schools are bringing in external speakers on an array of DEI topics.

Staff Centered Goals:

Goal 26: Intentionally engage with diverse local networks when recruiting staff.

Progress:

- In 2016, \$25,000 was allocated to a dedicated recruitment budget within Human Resources for the direct purpose of targeting higher impact recruiting lists to reach more diverse candidates.

Current Requests:

- The Associate Director of Human Resources Recruitment and Compensation could bring together a working group from across campus to review and define recruitment best practices.
- Offer training for Shared Service Centers (SSC) on how to actively recruit a more diverse pool of candidates.
- Hold units accountable for engaging in diverse hiring practices.

Goal 27: Provide additional resources for Diversity and Equity staff, particularly the Office of Multicultural Affairs, in accordance with their increased workload since the University Town Hall on Race, Respect, and Responsibility.

Progress:

- In the 2016-2017 academic year the Provost doubled the operating budget for Diversity and Equity.

- The Acting Vice Provost for Diversity and Equity has started taking feedback on a DEI strategic plan that will be released at the end of the academic year.

Current Requests:

- Increase capacity to provide DEI training, especially at a more advanced level.

Goal 28: Conduct exit interviews for staff and faculty.

Progress:

- Human Resource Management provides resources on how to conduct exit interviews.
- Some offices on campus do conduct exit interviews.

Current Requests:

- Determine how many departments are conducting exit interviews.
- Establish a protocol to hold units accountable for conducting exit interviews.
- Create a process to compile and analyze data gathered from exit interviews in order to facilitate retention.

Goal 29: Provide immediate cultural competency training for all staff and administrators with responsibility for official University social media accounts.

Progress:

- In August 2016 all individuals responsible for University social media accounts participated in cultural competency training.
- The 7th annual Staff Leadership Summit focused on diversity and equity, and featured a breakout session on intercultural communication.
- International Programs and Human Resources developed a three-part intercultural skills workshop for staff.

Current Requests:

- There is a need for training that goes beyond the “101” level.
- Hold units accountable for engaging in ongoing training.
- Reward those and provide support to those who wish to engage in advanced professional development related to DEI.

Goal 30: Provide financial support for the Asian and Asian-American Faculty Staff Council, Black Faculty and Staff Council, Latino Faculty and Staff Council, Native Faculty and Staff Council and the Sexuality and Gender Diversity Consortium.

Progress:

- During the 2016-2017 academic year the Associate Dean for Diversity, Equity, and Inclusion for the College of Liberal Arts and Sciences provided \$500 of funding for each of the five affinity councils
- The Vice Provost for Diversity and Equity matched the funds provided by the College.

Open Requests:

- Create a sustainable source of funding for the councils.

Goal 31: Hold an annual meeting between the above named faculty and staff councils and the Provost and Chancellor.

Progress:

- The Associate Dean of Diversity, Equity and Inclusion in the College of Liberal Arts and Sciences established the Council of Councils – a monthly meeting with the leaders of the five affinity groups and her office.
- The Council of Councils has worked to host a number of collaborative gatherings and meetings with key university leadership.

Current Requests:

- The Council of Councils should be convened by the Vice Provost for Diversity and Equity and facilitate an annual meeting with the Provost and Chancellor.

Goal 32: Create and communicate a policy that allows staff members across units to be compensated for their participation in activities and professional development related to the work of diversity, equity and inclusion.

Progress:

- In October, the DEI Advisory Group issued a statement encouraging all KU departments to allow staff members to participate in campus activities and professional development related to DEI during work hours.
- The Provost responded to the DEI statement and committed to discussing ways staff can participate in campus activities with the leadership team (Deans and Vice Provosts).
- The Council of Councils is currently drafting a statement asking leadership for clarified and continued support for staff and faculty participation in DEI related activities.

Current Requests:

- Ensure unit level DEI strategic plans account for how staff and faculty will be compensated and recognized for DEI work as part of their core duties.

University Wide Goals:

Goal 33: Constitute the Diversity, Equity, and Inclusion Advisory Council as an ongoing body, independent from, but directly advising the Chancellor and Provost.

Progress:

- In fall of 2016 the Provost continued the work of the DEI Advisory Group as an independent body reporting directly to the Provost and Chancellor.

Current Requests:

- Continue DEI as an autonomous advisory group consisting of faculty, staff and students.
- Establish a clear process for selecting new members and co-chairs for the DEI Advisory Group to maintain a diversity of experiences.

Goal 34: Develop and disseminate a comprehensive, and accessible, guide for where faculty, staff, and students can go with formal and informal grievances related to issues of inclusion in our University community.

Progress:

- The Office of Institution Opportunity and Access (IOA) has a new director and updated website that provides a more direct discussion of how students, faculty, and staff can engage with the office and file formal complaints.
- The five affinity councils have worked together to ensure each council has an advocate for their membership to guide faculty and staff through the process.
- The Office of Multicultural Affairs (with funding from Student Senate) added an Academic Inclusion Coordinator position with open office hours to work with students on informal and formal grievances.

Current Requests:

- KU needs to make constituents aware of the resources that exist.

Goal 35: Establish a comprehensive policy to manage firearms and gun safety on campus, and adopt a campus safety plan for students and personnel in the event of an active shooter.

Progress:

- The Provost's office established a clearinghouse website that provides up to date information on conceal carry: <https://concealedcarry.ku.edu/>

Current Requests:

- Do whatever we as an institution can do to stop the conceal and carry law from going into effect.

Goal 36: As part of campus protocols regarding guns on campus, monitor and record Public Safety Office contact with visitors, students and personnel of color stemming from emergency calls.

Progress:

- Provost's Office created website with information: <https://concealedcarry.ku.edu/>

Current Requests:

- Establish a protocol to record engagement with the Public Safety Office, and a clear way to share information with the campus community.

Goal 37: Make it clear that harassment and hatred (implicit and explicit) will not be tolerated. Every student, staff and faculty member at KU deserves safety and a sense of belonging.

Progress:

- While this list is not comprehensive, it does provide an overview of the statements from various campus entities regarding explicit and implicit belonging on campus:
 - DEI Statement "Community on our Campus"
 - DEI Statement on Recent Protests and Institutional Change
 - Student Senate Statement on Executive Order and Travel Ban
 - Student Senate Statement Post-Election
 - Student Senate Statement Supporting Standing Rock
 - Statement from Nate Thomas Regarding Black Face incident at K-State
 - Chancellor's Statement Regarding Executive Order and Travel Ban
 - Chancellor's Statement "Reaffirming our core values"
 - Chancellor's Statement "Message: MLK, the Kansas Legislature, and the ongoing transformation of KU"

- Chancellor’s Statement “Message: Next steps regarding weapons on campus”
- Chancellor’s Statement “Message: Working together to strengthen communities”
- Provost Bendapudi’s Statement “A Matter of Change” regarding the transition the University and the Campus are going through
- Provost Bendapudi’s statement “Safety First: Our focus in the time of concealed carry”
- Provost Bendapudi’s statement “Celebrate Diversity, Promote Equity, Achieve Inclusion”
- Center for Sexuality and Gender Diversity: Statement Regarding Harassment of Trans-Women of Color on Jayhawk Blvd
- International Programs Statement regarding “Regarding Executive Order and Travel Ban”
- International Student Services Statement regarding “Post-election harassment after the election”
- KU Black, Latino, and SGD Faculty Staff Council joint Statement: Regarding Post-Election Climate
- Emily Taylor Center Solidarity Statement Regarding “Incidents of abuse, harassment, and violence around our campus and nation”

Current Requests:

- Statements are not enough, clear policy and cultural changes are necessary to shift the climate on campus.

Goal 38: Remedy the differential enforcement of the posting policy. Policies must be implemented with consistency and transparency.

Progress:

- In response to the means by which posters were removed advertising the silent protest at Wescoe on October 3, 2016, DEI issued a statement in which we required the university to uniformly enforce the posting policy.
- The Provost’s office communicated with Public Safety and the VP for Student Affairs to enforce the posting policy (October 7, 2016)

Current Request:

- Make sure offices are held accountable for upholding the posting policy.