

The Office of Diversity & Equity

2016 Retreat

What Are We Trying To Achieve?

How Will We Get There?

What Will Success Look Like For Us?

D&E's 2014 Vision for KU

Over the next five years establish the University of Kansas as a diversity leader among its institutional peers, nationally, and to help improve its Association of American Universities (AAU) ranking.

Vision, Mission, Goals established at D&E 2014 retreat

What Are We Trying To Achieve?

It is our goal to infuse diversity, equity, and inclusion strategies and action steps into every aspect of the institution to improve access, climate, teaching, curriculum and research, community engagement, and the success of all faculty, staff, students and those connected to the KU community

- This includes implementing a Diversity Framework and Diversity Plan for KU during the next two years

How Will We Get There?

2014 Mission and Goals

2016 - 2017 Priorities

2017 -2018 Priorities

2014 Mission and Goals

Mission: Strategically leading, connecting and advocating for diversity, equity, and access at KU

Goal 1: Provide strong D&E team to support campus

Goal 2: Promote an organizational culture that implements diversity strategies across campus to support faculty, staff, and students

Goal 3: Offer diversity education and training

Goal 4: Assessment and accountability

Vision, Mission, Goals established at D&E 2014 retreat

D&E 2016 – 2017 Priorities

- Priorities

- Complete Climate Study
- Implement Diversity Framework
 - The collection of baseline information from campus units
 - Units setting targets based on data
 - Units modifying and/or creating action steps to address targets
 - Accountability and action step progress
- Align Provost office action steps and DEI recommendations to Diversity Framework
- Support D&E units with establishing and executing priorities that align with diversity framework to support campus units
- Address campus equity issues and be proactive
- D&E funding campaign with KUEA to support diversity priorities
- Apply for the Higher Education Excellence in Diversity (HEED) Award

2017 – 2018 Priorities

- Based on Diversity Framework develop KU Diversity Plan that aligns with KU Strategic Plan
 - Leverage Diversity Leadership Council Workgroup (DLCW) to establish a campus-wide collaborative group to develop diversity plan
 - Use baseline data from units, climate study data, and unit targets to articulate strategies and action steps that improve diversity framework goals across KU units and for the campus
 - Use data to establish D&E short and long-term priorities to strategically lead and support the university
 - Establish metrics for assessment and accountability

Diversity Framework Goals

Goal 1: Communication: We aim to clearly define and publicize the University's commitment to diversity, equity, and inclusion.

Goal 2: Composition: We aim to increase the number of underrepresented and marginalized populations necessary to ensure the educational benefits of diversity in faculty, staff, students and executive, administrative and managerial positions.

Goal 3: Education and Training: We aim to make high quality diversity education and training available to all members of the university community.

Goal 4: Curriculum and Research: We aim to increase academic programs and research that support the University's commitment to diversity and inclusion.

Goal 5: Climate: We aim to create and sustain a climate in which respectful discussions of diversity, equity, and inclusion are encouraged and in which leadership takes an active role in creating opportunities for interaction and cross group learning.

Goal 6: Community: We aim to extend outreach and community engagement that strengthens partnerships with diverse communities and organizations.

What Will Success Look Like For Us?

- 100% of Academic and Non Academic Units will have diversity strategies and action steps by fall 2017
- With the support of D&E departments, units will address targets to improve diversity framework goals
- Reduction in campus equity issues
- HEED Award recipient in 2017
- Complete the development of KU's first Diversity Plan by spring 2018
- Increased funding to institutionalize diversity priorities
- Other universities look to KU for best diversity practices
- Improved campus climate if/when survey administered in next four years (Fall, 2020)