

President's Cabinet Subgroup for Diversity

Final Report

This is the final report, from the President's Cabinet Subgroup for Diversity, addressing the four points identified as opportunities for growth in letter from the Student Body President and Vice President to President Schulz dated November 19, 2015.

- **Cultural Competency Courses**

Kansas State University has many data points to see into the issue of Diversity learning on our campus. The Office of Assessment collects both direct and indirect documentation on the quality of learning in all undergraduate outcome categories, including diversity. Direct evidence of student learning is collected from each program through the Assessment of Student Learning reports. In this process, each program identifies how issues of diversity are essential students' educational development in their program and assesses student achievement on appropriate program-selected assessments. In the 2013-14 AY, programs reported that 95% of students reached acceptable levels with 85% reaching or exceeding programs' targeted level of proficiency.

The Office of Assessment also collects student-report on many topics/issues associated with the area of diversity. The annual Senior Survey, Alumni Survey, and the National Survey of Student Engagement provide insight into a variety of diversity issues related to student learning and the environment in which they experience learning across campus. A summary can be found on the annual summary report and detailed reports (<http://www.k-state.edu/assessment/surveys/>).

The Office of Assessment is collaborating with the Office of Diversity to assist faculty and programs in reviewing their current student learning outcomes and assessment measures through focused workshops and the annual Institute for Student Learning Assessment/Diversity Summit, which will focus on diversity learning again next year.

- **Cultural Awareness Facilitation Training and A more Diverse Faculty, Staff, and Administration**

Supervisory and Non-Supervisory Training:

This training invites supervisors or non-supervisors to consider the nature of harassment and discrimination. Filled with engaging interactive exercises, it covers all aspects of an employee's role in promoting a harassment and discrimination free workplace as well as their responsibility to students under Title IX and the Campus SaVE Act. The training helps supervisors understand the law; recognize harassment, discrimination, and gender-based violence; and respond to misconduct appropriately. It provides all employees with practical tips on creating a safe, inclusive environment for learning and work, including safe and positive options for bystander intervention, advice on using inclusive language in the workplace, and information on micro-aggressions.

Title IX/Campus SaVE Act Training:

This course trains faculty and staff on how to recognize, report, and prevent sexual misconduct against students, covering sexual and interpersonal violence awareness and prevention subjects required under

Title IX guidance, the Campus SaVE Act, and the final VAWA regulations. The training includes an extensive discussion about what constitutes sexual misconduct, from verbal sexual harassment to sexual and interpersonal violence, and includes information and interactive scenarios aimed at ensuring employees know how to identify and report incidents of sexual misconduct to campus officials so that schools can take prompt and appropriate action.

Further, HCS proactively will provide the institution with data to describe the workforce composition, opportunities to grow a diverse and inclusive workforce and solutions for increasing that diversity. Over 100 resources are identified to source a diverse and inclusive workforce during the hiring process. Dashboards also are established to analyze year over year progress in hiring and retention of talent.

- **Developing a University Campaign to Highlight How Culture and Diversity Adds Value to the Educational Experience and Supportive Campus Environment**

K-State student leaders are working collaboratively to develop a living document that outlines our commitment to being a national leader in diversity, inclusion, and social justice. The document seeks to be a working blueprint for our institution's short and long term aspirations of a more equitable K-State. The Student Governing Association, in conjunction with the Black Student Union, the Asian American Student Union (AASU), and Hispanic American Leadership Organization (HALO), will look to endorse this document, alongside other student organizations, as a supplement to K-State 2025, but also as our student body's vision for social equity well beyond the year 2025. Upon adoption of this document, we aspire to develop an annual campaign that highlights the value-added nature that different cultures, beliefs, and backgrounds provide to our diverse Wildcat community.