



Career Center Employer Advisory Board

Operationalizing Professional Development: Strategic Organizational Leadership

July 14, 2023

Rana Johnson, PhD

Vice President for Diversity, Equity, Inclusion and Belonging



AGENDA

- Key Terms and Definitions
- KSU Leadership
- Changing Demographics & DEIB
- Inclusive Workplaces: ERGs & Networks
- Best Practices & Goals

Foundational Definitions

DIVERSITY: The presence and representation of differences that enrich the community and workplace. Differences include, but are not limited to identity, culture, background, abilities, opinions, and experiences.

EQUITY: Also equity-mindedness... the action of ensuring access, resources, and opportunities through removing systemic barriers, particularly for historically underrepresented groups.

INCLUSION: The intentional action of valuing everyone, regardless of background, beliefs, or identities. This includes creating a culture and community where everyone, especially those from historically underrepresented groups, have access to resources, voices are heard, and contributions are valued.

BELONGING: The feeling individuals, particularly those from historically underrepresented groups who have experienced exclusion in the past, have in places that have intentionally actionized diversity, equity, and inclusion to create a culture that supports the feeling of security, acceptance, and value.

Additional Nomenclature

CULTURE: Environment where all employees feel accepted and appreciated – a sense of community for everyone-willingness & ability to understand, respect, and interact with people of varied belief systems & perspectives.

DISPARITIES: Differences in level or treatment, especially one that is seen as unfair. Occurs across socioeconomic status, age, geography, language, gender, disability status, citizenship status, sexual identity and orientation. Research also suggests that disparities occur across the life course, from birth, through mid-life, and among older adults.

INQUITIES: Differences in status or in the distribution of resources between varied population groups, arising from social conditions in which people are born, grow, live, work and age.

LEADERSHIP ACCOUNTABILITY: Expectations/accounts for the environments created & how employees are treated.

PARTNERSHIPS & VOICE: Stakeholders and influencers that collaborate to create impactful change. They invest time and lend their influence to achieve goals. Identify gaps and opportunities to gain insight.

TALENT: Innate or learned skills, as well as high-performing and high-potential employees.

Office of Diversity, Equity, Inclusion and Belonging

Inclusive Excellence Focuses on institutional accountability to enhance diversity, equity, inclusion and belonging.

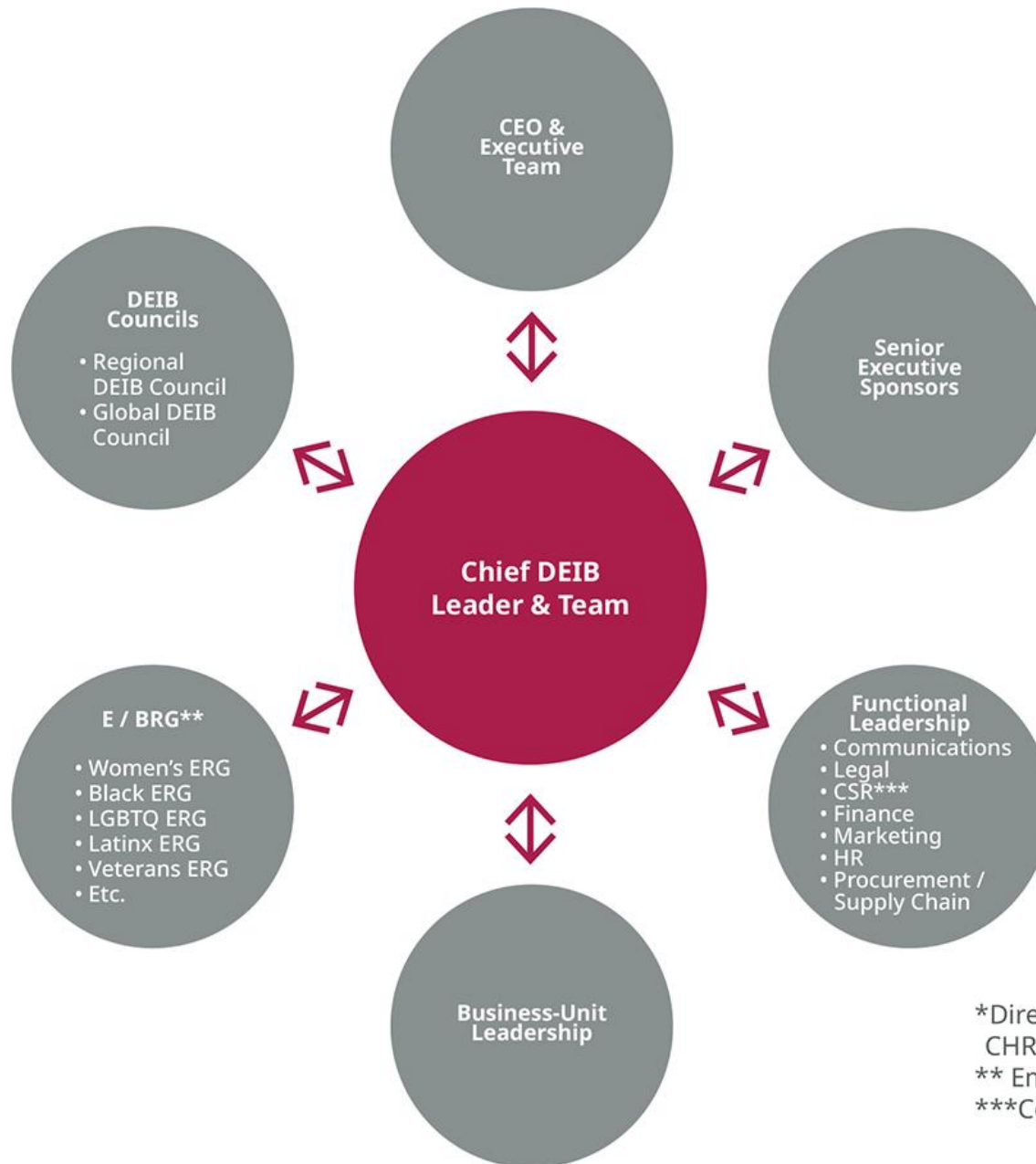
Institutional Equity Training, outreach, affirmative action planning, equal employment opportunity compliance and conducting investigations.



Rana Johnson, PhD

Vice President for Diversity, Equity, Inclusion and Belonging

DEIB leaders operate within a complex and intricate governance structure



*Direct reporting relationship is typically to the CHRO or the CEO.

** Employee / Business Resource Groups

***Corporate Social Responsibility

Office of Institutional Equity (OIE)

The Office of Institutional Equity is engaged in training, outreach, affirmative action planning, equal employment opportunity compliance and conducting investigations in accordance with [PPM 3010](#), laws, regulations, executive orders and other applicable policies that uphold equal opportunity and civil rights laws.



Justin Frederick
Director and Title IX
Coordinator



Eric Bicaba
Investigator



Tim Hegarty
Investigator



Amber Shumway
Investigator



Amanda Ruthstrom
Office Manager



Questions regarding discrimination, harassment, and sexual harassment.

If you have any other questions about the investigation or investigation process, please do not hesitate to contact the Office of Institutional Equity (OIE) at:
785-532-6220 | TRS 711 or equity@k-state.edu.

For more information, see [Title IX](#).

SOURCE: <https://www.k-state.edu/oie/complainants/index.html>

KSU Resources



Dr. Kimathi Choma
Student Ombudsperson

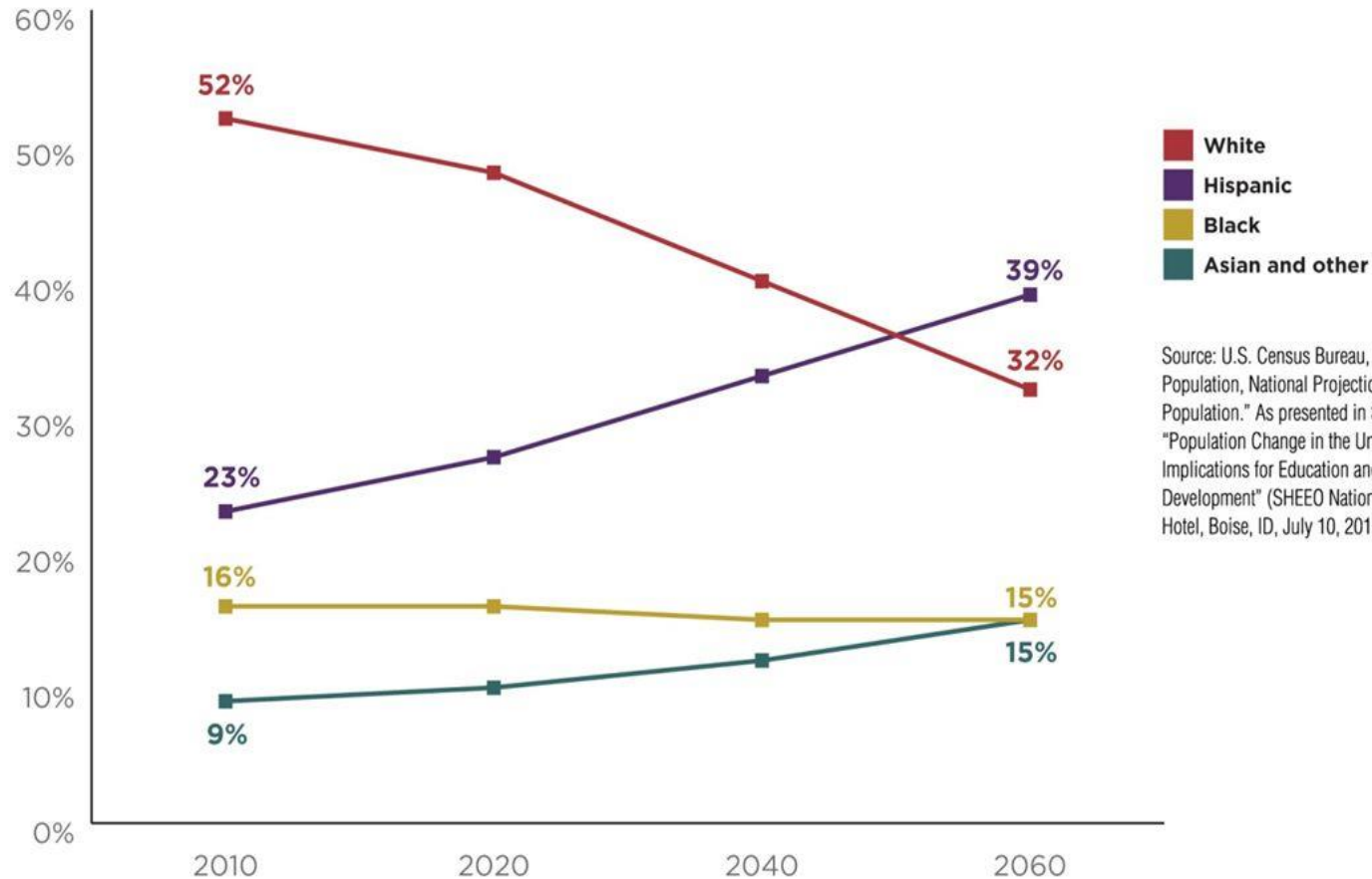


Dr. Deborah Bolton
Intercultural Learning & Academic Success

US Students Will Very Soon Be Majority Students of Color

Public elementary and secondary school enrollment, 2010–2060 (projected)

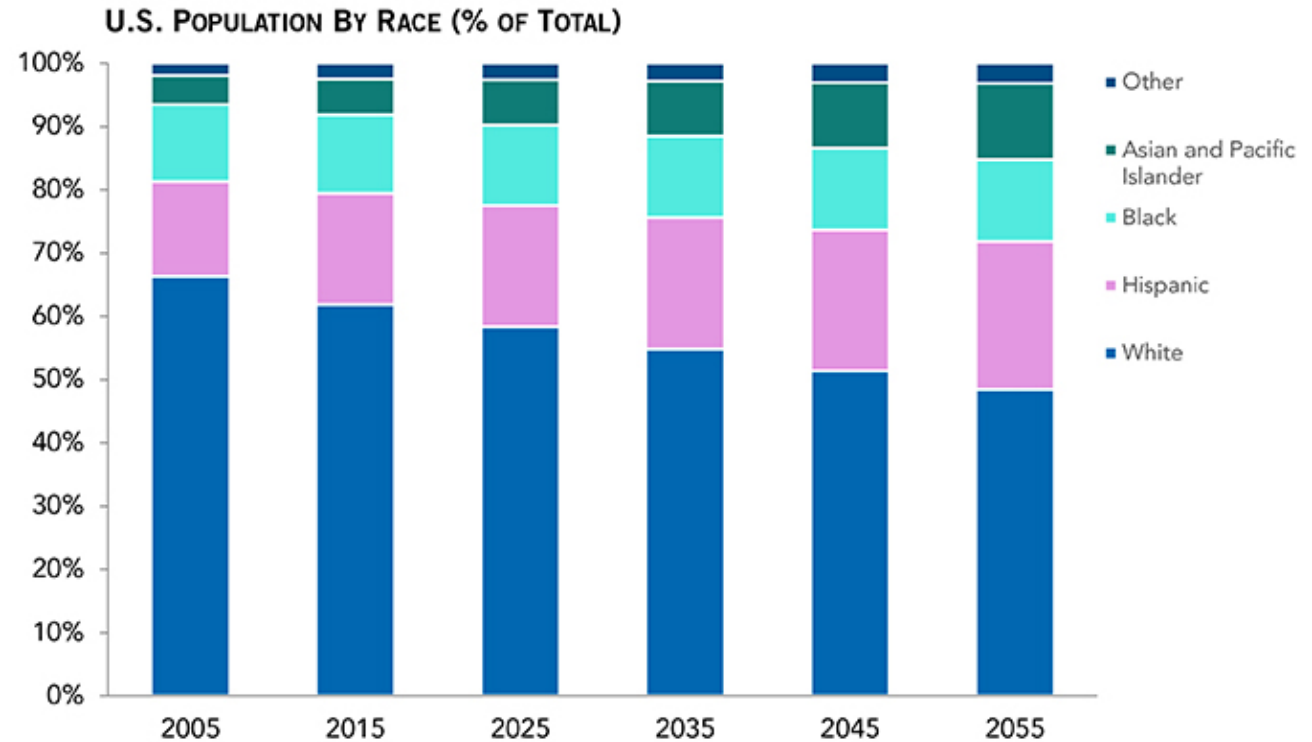
PERCENTAGE OF ENROLLED STUDENTS



Source: U.S. Census Bureau, "2010 Census of the Population, National Projections, 2012-2060, Current Population." As presented in Steve Murdock, "Population Change in the United States and Texas: Implications for Education and Socioeconomic Development" (SHEEO National Meeting, The Grove Hotel, Boise, ID, July 10, 2014).

People of Color are projected to make up over half of the U.S. population

The United States is becoming more diverse

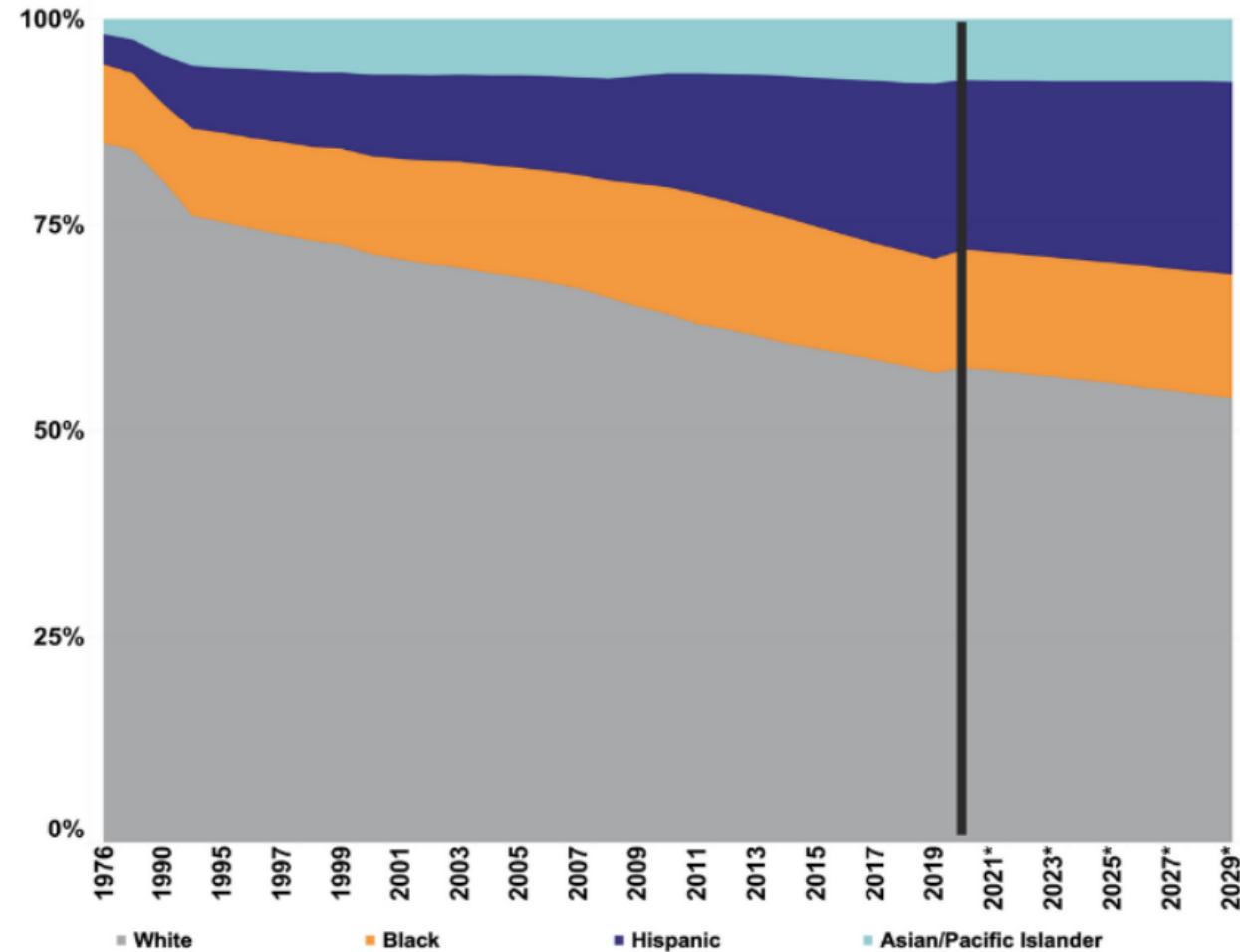


SOURCE: Pew Research Center population projections, September 2015. Compiled by PGPF.
Note: Whites, Blacks and Asians include only single-race non-Hispanics. Hispanics are of any race.
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PGPF.ORG

<https://www.pgpf.org/us-2050/research-summary>

College Enrollment by Race/Ethnicity (1976-2029)



*Years 2020 through 2029 show projected enrollment data



Source: *Excelencia* in Education analysis using U.S. Department of Education, NCES, Digest of Education Statistics, Table 306.30

To learn more, visit: <https://bit.ly/Latino-college-enrollment>

Diversity includes:



- Atheist/Humanist
- Body Types
- Family Makeup
- First Generation
- Gender
- Gender Identity
- Generation (Baby boomers, X, Y, Z, Alphas)
- Houseless Community
- Intellectual (Various abilities)
- International Community
- Language
- Marital Status
- Neurodiversity
- Personality Type
- Persons with a Disability
- Political Affiliation
- Religious Affiliation
- Sex
- Sexual Orientation
- Socioeconomic Status
- Veteran Status
- ... as well as other communities/groups





Acculturation, Assimilation
Americans with Disabilities Act (ADA)
Artificial Intelligence
Atheist/Humanists
Benefits: Diversity, Equity Inclusion (DEI)
Bias
Campus Climate
Conscious Inclusion
Cultural Appropriation
Cultural Competency
Culturally Responsible Pedagogy
Discrimination & Prejudice
Diverse Administrators/Faculty/Staff
Diverse Student Body
Emotional Support Animals (ESA)
Empathy: Multiple Perspectives
Entitlement
Equity of Opportunity
Graduate Education
Human Resources
Identity & Belonging
Immigrants and Refugees
Inclusive Excellence
Intellectual Perspectives

DISCUSSIONS OF INCLUSION



Intercultural Communication
Intergroup Relations
Interpersonal Communication
Intersectionality
Intrapersonal Communication
Lavender Graduation
Learning Styles
LGBTQ+AP

Mentoring
Microaggressions
Multicultural Graduation
Multiculturalism
Organizational Climate
Outreach
Pipeline Programs
Political Viewpoints
Name Policy
Privilege
Racism
Recruitment, Retention, Graduation
Religious Groups
Search Committee Workshops
Sexism
Socialization
Stereotypes
Strategic Planning
Student Learning Outcomes
Support Structures
Unconscious Bias
Women in Leadership



Next-Gen K-State Strategic Planning

Building and Sustaining the Next-Generation Land-Grant Workforce at K-State

A strategic plan that builds upon our success and shapes our future as we strive to become the next-generation land-grant university.

K-State Vision and Values

Kansas State University will lead the nation as a next-generation land-grant university – setting the standard for inspiring learning, creativity, discovery and engagement that positively impacts society and transforms lives in Kansas and around the world.



Employee Resource Groups

What are Employee Resource Groups (ERGs)?

Employee Resource Groups are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

They're usually led and participated in by employees who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest. The groups exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table. Allies may also be invited to join the ERG to support their colleagues.

As workplace diversity and inclusion programs are becoming more prevalent, Employee Resource Groups (ERGs) are gaining in popularity.

ERGs have been around since the 1960s when black workers at Xerox organized to discuss race-based tension in the workplace. They are increasingly relevant today as gender issues, questions of personal identity and politics affect everyone.

KSU Affinity Groups



Alianza

A faculty and staff organization that advocates the advancement of Hispanics and Latinos at Kansas State University.

Black Faculty and Staff Alliance

The Alliance strives to bring together individuals who have an active interest in promoting racial equity at Kansas State University.

CATabilities

A new affinity group for faculty and staff with disabilities or chronic diseases at Kansas State University.

The Indigenous Faculty and Staff Alliance

The Alliance serves as an affinity group for Native American, First Nations, and Indigenous peoples. The organization was created in 2015 to address the need for support, growth, and greater visibility of Indigenous people, nations, and perspectives on K-State's campus, Kansas, and beyond.

LGBTQ* Faculty and Staff Alliance

The LGBTQ*FSA supports and advocates for sexuality and gender identity based issues at the KSU campus.

Pan-Asian Coalition

The Coalition fosters a supportive and inclusive environment where Asian individuals can thrive and be authentically themselves.



Are Employee Resource Groups Effective?

ERGs are credited with accomplishing the following goals:

- *Improving work conditions for alienated workers.* ERGs help marginalized groups and remote workers feel connected through a common cause or interest.
- *Making the physical work environment better for everyone.* For example, creating gender-neutral restrooms and improving physical or visual accessibility for employees.
- *Bringing employees together in a safe place -conversations flow freely & everyone is comfortable sharing their experience.*
- *Identifying and developing leaders in the making.* ERG leaders can help identify emerging talent that might otherwise go overlooked due to unconscious bias. Participants can find new opportunities to connect with mentors and supportive colleagues across business units.
- *Tackling company-wide challenges.* ERGs designed to address a specific topic or issue can help keep leaders in the know about issues or wins that are top of mind for the group members.
- *Lowering the chance of suppressed frustrations.* ERGs can help surface an issue that might be too risky for an individual to share alone. This can help address problems quickly and alleviate toxic environments.

DEIB Initiatives

PROUD TO BE FIRST



FIRST-GENERATION STUDENTS

Student Success

- Expand outreach to students from historically underrepresented, underserved and international backgrounds to attend K-State and pursue undergraduate, graduate and professional programs.
- Innovative K-12 pipeline programs- may consist of students, families, and guardians, etc. Hybrid models may serve families without transportation or limited resources.
- Utilize feeder relationships to recruit diverse graduate, professional and postdoc students in all colleges and programs.

KS-LSAMP
SCHOLAR
PROGRAM

K-State MANRRS



KANSAS STATE
UNIVERSITY

McNair
Scholars Program

KANSAS STATE
UNIVERSITY

Institute on Teaching and Mentoring

Marriott Water Street

Tampa, Florida

October 26-29



INSTITUTE
on **TEACHING**
and **MENTORING**



Now in its 30th year, the Institute on Teaching and Mentoring has become the largest gathering of diverse doctoral scholars in the country.

Building Inclusive Workplaces

Opportunities

- Internships
- Recruiting
- Hiring
- Grant Writing
- Community Outreach
- Retention
- Promotion



DEIB Professional Development

- Build targeted leadership development programs
- Offer employees tools to address limiting beliefs
- Provide managers with insight into the needs of employees from underrepresented groups
- Utilize ERGs for professional development
- Select the correct sponsors & promote ERG engagement
- Convey the importance of allyship

SOURCE: <https://www.linkedin.com/business/talent/blog/talent-acquisition/ways-to-improve-professional-development-and-dei>

Six Benefits of a Diverse Workforce

Variety of Perspectives: Diverse workforces provide better insight into customers' backgrounds, experiences and problem solving approaches.

Increased Creativity: Workplace diversity boosts creativity & innovation. Employees from diverse backgrounds bring diverse solutions to achieve a common goal – your goal. Employees that are emotionally invested are passionate about their work.

Increased Productivity: Workplace diversity increases productivity - the more diverse your workforce, the more diverse brainstorming and solutions-the more productive your team. According to a McKinsey study, U.S. public companies with diverse executive boards have a 95% higher return on equity than do those with homogeneous boards.

Reduced Fear & Improve Performance: A diverse workplace culture goes a long way toward helping employees feel included, no matter who they are or where they come from. This inclusiveness helps break down barriers and reduces the fear of being rejected, not only for who your employees are but for the ideas they voice.

Boost Brand Reputation: Diverse employees engender goodwill within the community and industry & connects to the community. A diverse workforce may positively impact brand recognition- locally, nationally, and globally.

Global Impact: Employees of all abilities, creeds, and experiences – make a difference. Organizations have the ability to make a difference, in every community where they operate. Diverse workforces promote diverse and global perspectives – translating to a greater chance of communicating and expanding to more diverse markets, both local and abroad.

SOURCE: <https://www.wonolo.com/blog/6-benefits-of-having-a-diverse-workforce>

2023-24 Goals

Student Related Action Steps

- Recruitment
- Retention Initiatives
- Scholarships & Internships (Funding)

Faculty/Staff Related Action Steps

- Recruitment
- Retention Initiatives
- Workforce Success Strategies

Future Dialogues Institution-wide (Global, Manhattan, Olathe, Salina)

- DEIB Strategic Planning
 - Campus Climate Surveys
 - First Generation Initiatives
 - Grants for KSU Innovative Goals & Objectives
 - Changing Demographics
 - Data Driven Tactical Planning



THANK YOU FOR YOUR LEADERSHIP!

QUESTIONS?





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