



Strategic Diversity Plan

(Draft)
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ADEM model

- Analyze
 - 2018-2019
 - Mission Statement, Principles of Community, K-State 2025, 2025 Refresh, Climate Survey (2014), RCM Budget, SEM plan
 - Reviewed recruitment, retention and representation data for students, faculty and staff and comparative data from peer institutions
 - Examined events such as Wildcat Dialogues and KSUnite
- Develop
 - June 2019 - Present
- Execute
 - Targeted for August/September 2020
- Manage
 - 2020-2025



Pulse Statements*:

Best Practices Towards A Multicultural Organization

Strengths

- Cultivating and sustaining relationships with external partners
- Offering diverse and inclusive educational and campus life opportunities that prepare students for the global market

Weaknesses

- Capable employees, regardless of race, gender, ethnicity, age, disability, national origin, sexual orientation, and background do not see themselves credibly across all areas of the university
- The diversity mix among top level leaders does not inspire all high potential employees to believe they can achieve their career aspirations
- There is not enough utilization of differences among employees to enhance teamwork

Opportunities

- Diversity Recruitment and Retention
- Building an image of valuing and enhancing Diversity
- Showcasing more of what we do along the Diversity Spectrum on the website
- Encourage and productively utilize the diverse perspectives of employees who come from different cultural, racial, generational, and other backgrounds

Threats

- Behind our institutional peers in enrollment, representation, matriculation and graduation of diverse, underserved, marginalized and underrepresented populations
- Employees feel that there is not enough flexibility for positive work/life balance


*Cornell University Labor Relations

Multicultural Organizational Development


Monocultural

Nondiscriminating

Multicultural



Exclusionary	Club	Compliance	Affirmative	Redefining	Multicultural
Majority group dominance & privilege. Openly hostile to social justice.	Maintains traditionally held power. Engages social justice if its comfortable & on their terms.	Will allow some people of difference if it doesn't change the organization. Hire minorities in low level support roles.	Hires and supports diverse social groups. May provide some training to the organization regarding diversity.	Intentional about hiring, developing and retaining a diverse workforce. Starting to use a multicultural perspective to manage the organization.	Reflects contributions & interests of a multicultural constituency regarding mission, operations, products, & services. Includes members of diverse cultural & social groups in key decisions.



<http://inspirusconsulting.com/tools-insights/mcod-multicultural-organization-development-five-questions-must-address-attempting-initiate-diversity-inclusion-multicultural-work/>



Key Terms (Draft 3):

Diversity: The multiplicity and intersections of identities, individuals and groups, which comprise our university.

Inclusion: Utilizing the diverse perspectives of our human resources to accomplish goals and ensure that individuals and groups are valued.

Climate: how individuals and groups experience and perceive being members of our university with a particular emphasis on feeling valued, a sense of belonging, being listened to, seeing oneself as physically and psychologically safe and being treated with dignity, equity and respect by others.

6 A Framework



The mission of Kansas State University is to foster excellent teaching, research, and service that develop a highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation, and the international community. The university embraces diversity, encourages engagement, and is committed to the discovery of knowledge, the education of undergraduate and graduate students, and improvement in the quality of life and standard of living of those we serve.



Diversity Plan – Six Themes

Student Access: The ability for all students to have equal and equitable opportunities to take full advantage of while at K-State.

Student Success: The favorable and anticipated outcomes of students in which their academic, personal, and professional goals are attained while at K-State.

Teaching, Learning and Research: Providing diversity related courses (gen. ed., capstones, and thematic sequences), research, publishing and societal engagement on diversity related matters.

Workforce Diversity and Inclusion: Valuing and engaging a variety of perspectives to create and sustain a pluralistic, diverse and inclusive workforce.

Climate and Intergroup Relations: Supporting a university climate that is open to differences, utilizes opportunities to reflect on how people are treated, how people perceive the institution and the degree of quality interactions between students, faculty and staff across diverse groups to achieve inclusive excellence.

Inclusive Excellence: Building our capacity for diversity and inclusion by placing emphasis on the success of students, faculty and staff, the perceptions of internal and external constituents, and demonstrability of diversity and inclusion as a core value for the university.



Sample Theme – Teaching, Learning and Research

Teaching, Learning and Research: Providing diversity related courses (gen. ed., capstones, and thematic sequences), research, publishing and societal engagement on diversity related matters.

Aim – 3. Establish an inclusive and equitable learning climate across the university.

3a. Sub-Aim (Teaching) - Create opportunities and outcomes for learning in diversity, equity, and inclusion that permeate throughout the curriculum, from within majors to general education, as well as in co- and extra-curricular activities.

Action - Assure that all Bachelor degree programs have clear and measureable student learning outcomes in diversity, equity, and inclusion.

3b. Sub-Aim (Learning) - Support and implement innovative and inclusive teaching and advising practices.

Action - Establish the expectation that faculty and staff engage in professional development annually on topics related to diversity, equity, and inclusion.

3c. Sub-Aim (Research) - Establish a community of scholars to advance the university in the creation and promotion of ideas and knowledge on diversity, equity and inclusion.

Action – Initiate/expand faculty and student opportunities for scholarly work related to diversity, equity, and inclusion



Questions?