

TRHT Campus Center Action Plan

Vision Statement

Kansas State University (KSU) envisions a TRHT Campus Center that advocates for underserved populations, strives to eliminate hatred and prejudice, and amplifies historically silenced or ignored voices. As a result of historical injustices and systemic oppression, it is critical Kansas State University cultivate places of belonging while removing barriers to equitable access to a college education where students, staff, faculty, and community members can grow intellectually, socially, economically, and civically. KSU commits itself to building affirming environments and learning communities that value our backgrounds and intersectionalities and contribute to the inherent dignity and growth of all.

Goals

Our goals are to 1) tell the inclusive history of Kansas State University; 2) implement racial healing circles; 3) enhance the wellness capacity within the university and surrounding communities; 4) engage community partners in TRHT work. Details of these goals are below.

- Goal #1: Tell the inclusive historical story of Kansas State University that fully integrates marginalized members into the primary historical narrative of our campus and the local community. Kansas State University's history should address the complex experiences of all community members. Kansas State University's story will include the appropriate historical context of marginalized people's experiences and share the contemporary relevance of those experiences.
 - TRHT Framework Pillar:
 - Narrative Change - *Examining how to create and distribute new complex and complete narratives in journalism, digital and social media, school curricula, museums, monuments and in the way we communicate that can influence people's perspectives, perceptions and behaviors about and towards one another so that we can work more effectively and productively towards community-based change.*
 - Action Steps:
 - Partner with the K-State Alumni Center and Hale Library archivist to identify the first graduates of different racialized communities.
 - Identify campus partners and collaborate with communities throughout the State to assist with collecting university and Kansas communities' history.
 - Outputs:
 - Website updates for Kansas State University and City of Manhattan.
 - Develop an inclusive language guide shared between campus stakeholders and Kansas communities or Manhattan community
 - Update Land and Labor Acknowledgment (with Chapman Center Initiative and Indigenous Alliance)

- Use university infrastructure (e.g. Morris Family Multicultural Student Center, K-State Student Union, and Hale Library) to display murals and art to tell the history of Kansas State University
- Outcomes:
 - Increasing transparency of historical buildings through signage across campus and the city, website updates (i.e. [Manhattan Historical Inventory and Guide](#) and [American History Trail Self-Guided Tour](#))
 - Celebration of community members history
- Evaluation Strategies:
 - Collect data from campus stakeholders concerning their perceptions of Kansas State University's historical narrative as a part of the bi-annual climate survey.
- Goal #2: Utilize existing assets to strategically implement Racial Healing Circles (RHC) at K-State as a first step of building coalitions towards institutional and individual healing from sustained trauma caused by the fallacy of white supremacy.
 - TRHT Framework Pillar:
 - Relationship Building - *Focus on ways all of us can heal from the wounds of the past and build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity and to build trusting intergenerational and diverse community relationships that better reflect our common humanity.*
 - Action Steps:
 - Invite Gail Christopher, Tia McNair or TRHT Campus Center mentor to present TRHT Framework to the university community during the KSUnite event scheduled November 14-16, 2022. KSUnite is an annual campus celebration of diversity, equity, inclusion, and belonging that allows all members of the K-State community an opportunity to engage meaningfully while making connections with a wider community
 - Engage external consultants (i.e. [Racial Equity Institute](#), [Social Responsibility Speaks](#)) and internal consultants (faculty, students, staff) to help develop inclusive language guide and create buy-in for the TRHT Campus Center action plan.
 - Develop a plan to scale racial healing circles throughout campus during the 22-23 academic year
 - Develop a list of pilot organizations to begin conducting RHCs on campus and within the Manhattan community in preparation to implement racial healing circles throughout campus beginning with the 22-23 academic year.
 - Collaborate with the Teaching and Learning Center leadership team to facilitate RHC during the 22-23 academic year.
 - Outputs:
 - Present to First Tuesday Leadership group to offer training to leaders, who then work on department-level

- Connect with difficult dialogues team to introduce RHC framework
 - Offer RHC education session during the KSUnite conference on November 14-16.
 - Train the diversity plan area teams in RHC to develop action plans in the six areas identified within the university DEIB strategic plan.
 - Facilitate RHC during President’s Cabinet meeting as K-State launches the University Strategic Planning Process.
- Outcomes:
 - Facilitation of RHC amongst key stakeholders involved in the upcoming strategic planning process will better inform the inclusive nature of the new Kansas State University strategic plan to be implemented for the 23-24 academic year.
 - Incorporate racial justice work at the research and teaching levels of the institution while collaborating with Kansas communities.
- Evaluation Strategies:
 - Implement Rx Racial Healing Circle Learning Objectives Survey Items in consultation with TriWest Evaluation and Consulting.
- Goal #3: Develop conditions that enhance the community’s well-being capacity by creating holistic programs that address equity and access needs of students, faculty, staff and Manhattan community.
 - TRHT Framework Pillars –
 - Racial Healing and Relationships - *Focusing on ways for all of us to heal from the wounds of the past, to build mutually respectful relationships across racial and ethnic lines that honor and value each person’s humanity, and to build trusting intergenerational and diverse community relationships that better reflect our common humanity.*
 - Separation - *Examining and finding ways to address segregation, colonization and concentrated poverty in neighborhoods to ultimately ensure equitable access to health, education and jobs*
 - Action Steps:
 - Assess current campus well-being programs and services through an equity and inclusion lens.
 - Consult with Well-being Coalition & JED Campus Team to incorporate TRHT Campus Center initiative
 - Connect with student success team to identify collaboration opportunities to address wellness barriers to student success
 - Partner with community organizations such as the Flint Hills Wellness Coalition, Food and Farm Council, Pawnee Mental Health, Flint Hills Breadbasket, Manhattan Area Chamber of Commerce
 - Conduct Racial Healing Circles for JED Campus Team, Student Life Leadership Council, and Well-Being Coalition members.
 - Outputs:

- Support the holistic well-being of underserved populations with an emphasis on mental health
 - Increase participation in university offered well-being programs and activities across racial demographics.
 - Broaden campus and community understanding of the impact racial trauma has on individual and community well-being and one's ability to thrive and flourish.
 - Address food insecurity throughout the university and the greater community by increasing utilizing the Cats' Cupboard program
 - Outcomes:
 - Dismantle policies, structures, biases and processes that create and sustain the physical, social, and psychological separation by racial categories
 - Increased advocacy and engagement for well-being programs and activities across racial demographics in legislative activity and through government relations.
 - Evaluation Strategies:
 - Utilize university's National Collegiate Health Assessment data to monitor and assess well-being metrics across demographic groups.
- Goal #4: Enhance partnerships within the region by identifying community organization partnerships that embrace the equity, access and coalition building goals of the TRHT Campus Center.
 - TRHT Framework Pillar:
 - Relationship Building - *Focus on ways all of us can heal from the wounds of the past and build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity.*
 - Action Steps:
 - Engage leadership of some existing partners listed below to ascertain their interest in implementing TRHT frameworks in their organizational structure and partnering in the center's work
 - City of Manhattan, KS (Douglass Center, Flint Hills Discovery Center, and others)
 - Riley County Historical Society
 - Manhattan Public Library
 - Manhattan Area Chamber of Commerce
 - Use the K-State Extension connections in each Kansas county as starting points to reach other city connections between Salina, Olathe, and others.
 - Outputs:
 - Leverage existing resources in the community doing the work of DEIB
 - Identify 5 initial community partners to build internal capacity during the 22-23 academic year

- Outcomes:
 - Build capacity and connections between the campus communities and the larger Manhattan area (i.e. NBAF (food supply and public health) and Centro Community Partners (Salina)).
- Evaluation Strategies:
 - Facilitate focus groups to provide qualitative feedback about partnership successes and growth opportunities
 - Assess number of community organizations partnered in implementing TRHT framework and telling the K-State story

PART THREE: Tell us about your COMMUNICATION plan.

- How will your TRHT Campus Center communicate to the campus and broader community about your TRHT work and what you hope to accomplish?
 - The TRHT Campus Center team will coordinate with the Division of Communications and Marketing to communicate TRHT Campus Center initiatives and progress. Communication tools will include the following:
 - University Website
 - K-State Today daily newsletter updates, especially the KSUnite sections dedicated to DEIB initiatives
 - Social Media campaigns
 - Manhattan Mercury/ local media
 - Provide presentations to shared governance entities, Deans Council and other campus and community stakeholders
- Identify potential audience(s).
 - Manhattan, Salina and Olathe communities
 - Alumni
 - University partners
 - TRHT Action plan team;
 - President’s Cabinet and extended leadership;
 - Diversity point people in each of the colleges within and across the broader K-State Academy;
 - The President’s Commission on Diversity, Equity, Inclusion, and Belonging;
 - President’s Religious, Spiritual, and Non-Religious Diversity;
 - The President’s Commission on The Status of Women;
 - Intercultural Learning and Development located in the MFMSC;
 - Teaching and Learning Center’s professional development series;
 - Department head and supervisory training workshops;
 - Faculty and staff affinity groups;
 - City of Manhattan DEI Task Force;
 - Student organizations.

PART FOUR: What is your ENGAGEMENT PLAN?

- Construct a plan to maintain interest in your center's work.
 - TRHT planning team will provide quarterly updates to university leadership, stakeholders and community members
 - Dedicated communication director or staff member
- How will your TRHT Campus Center facilitate ongoing engagement with stakeholders, various audiences, external communities, etc.?
 - Create an online form for campus and community organizations interested in engaging the TRHT Campus Center work.
 - Provide annual report to campus stakeholders of progress towards accomplishing action plan goals.
 - Incorporate TRHT Campus Center program goals into existing programmatic efforts.

PART FIVE: How will you SUSTAIN this work?

- Determine how to ensure the future of your TRHT Campus Center.
 - TRHT Campus Center efforts have been incorporated in the university's DEIB strategic plan
 - Incorporate TRHT Campus Center duties in full time position responsibilities
 - Create an TRHT advisory or governance council
 - Continued K-State representation at TRHT annual institute
- What additional resources are needed to actualize and sustain your vision?
 - Administrative support for the communication, engagement, and outreach point person.
 - Restorative justice training
 - Trauma informed training
- Identify potential sources of income and support for your TRHT Campus Center.
 - Central (vice presidential) support for annual conference
 - Foundation / Development support via Well-being Initiatives
 - University strategic investment funding proposal

PART SIX: What BARRIERS do you think you'll encounter in carrying out this work?

- Identify potential issues with your goals and actions.
 - The TRHT Campus Center initiative requires buy-in and collaboration amongst various campus and community partners to fully implement. Staff resources will be critical to educating stakeholders about TRHT
 - Reluctance of some university and community members to engage in Racial Healing Circles
 - Cultivating trust amongst those who may be reluctant to buy-in

- What obstacles do you expect to encounter in achieving your goals?
 - Assessing and building trusting relationships amongst multiple stakeholders
 - Overcoming resistance from some campus and community members
 - Reconciling the Land-grant mission while acknowledging the stolen Indigenous land
- How will you address those barriers?
 - Buy-in from executive leadership to encourage engagement in the TRHT effort. Leadership buy-in at all levels of the university can result in building trust, and ensuring multiple perspectives are engaged in the implementation process.
 - Resistance will be overcome by collaborating with those who are invested in moving this work forward. Allies will continue to grow as the true impact of healing takes place throughout campus.
 - As an institution that is built on stolen land, the university can begin this important discussion about the history of KSU as a land-grant institution and the truth regarding the land the university is built on to foster healing.