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
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

Derron Borders
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
Resources

Dr. Kimathi Choma
Student Ombudsperson
KAWSE

KAWSE programs work to increase the participation, retention and advancement of girls and women in Science, Technology, Engineering and Math (STEM).

Dr. Chardie Baird
Executive Director
Spainhour Family Chair
DIVERSITY is 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 and equity-mindedness, is the action of ensuring access, resources, and opportunities through removing systemic barriers, particularly for historically underrepresented groups.

INCLUSION is 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 is 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.
President Richard Linton launched a new strategic plan: Next-Gen K-State. 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.
OUR PLAN

Leveraging our rich history as the nation's first operational land-grant university, we will positively impact our communities, our economy and the world through teaching, research and service.
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<tbody>
<tr>
<td>Slang terms</td>
<td>Be cool</td>
<td>Peace</td>
<td>Groovy</td>
<td>Dude</td>
<td>Ace</td>
<td>As if</td>
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<td>Iconic toys</td>
<td>Roller skates</td>
<td>Frisbee</td>
<td>Rubix cube</td>
<td>BMX bike</td>
<td>Folding scooter</td>
<td>Fidget spinner</td>
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<td>Leadership style</td>
<td>L - Leader</td>
<td>I - New leaders</td>
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<td>Ideal leader</td>
<td>Commander</td>
<td>Thinker</td>
<td>Doer</td>
<td>Supporter</td>
<td>Collaborator</td>
<td>Co-creator</td>
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<tr>
<td>Learning style</td>
<td>Formal</td>
<td>Structured</td>
<td>Participative</td>
<td>Interactive</td>
<td>Multi-modal</td>
<td>Virtual</td>
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<tr>
<td>Influence/style</td>
<td>Officials</td>
<td>Experts</td>
<td>Practitioners</td>
<td>Peers</td>
<td>Forums</td>
<td>Chatbots</td>
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<tr>
<td>Marketing</td>
<td>Print (traditional)</td>
<td>Broadcast (mass)</td>
<td>Direct (targeted)</td>
<td>Online (linked)</td>
<td>Digital (social)</td>
<td>In situ (real-time)</td>
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Strategic Imperatives

The Next Gen K-State Strategic Plan includes 10 imperatives to assist Kansas State University with meeting the goals across all campuses: Global, Manhattan, Olathe, and Salina.

We envision a learning population of 30,000
We will grow our first-year retention rate to 92%, our four-year graduation rate to 55% and our six-year graduation rate to 75%
Every degree-seeking student will receive applied learning experiences
Our research enterprise and annual research expenditures will grow to $300 million and our sponsored programs and awards to $270 million
We will nimbly and proactively meet the needs of learners, employers and society.
Strategic Imperatives

We will be known as a university that is open and aggressively pursues partnerships at all levels with a shared focus on making easy and seamless for partners to work with K-State.

We will be a positive force for Kansans — generating significant economic impact for the state of Kansas, contributing to the economic prosperity of all 105 counties....

We will become One K-State in all we do, supported by a culture that binds and connects us — prioritizing a mindset of operational excellence at all levels to move our university forward.

We will become an employer of choice in Kansas and higher education that prioritizes a culture of well-being, satisfaction and engagement, competitive rewards, recognition of excellence, opportunity, continuous improvement and innovation.

We will grow our total fundraising and philanthropic giving to new heights – with a target of raising a total of $2 billion from FY21-22 to FY29-30, further amplifying our ability to serve and support our learners, scale our impact and fulfill our mission.
US Students Will Very Soon Be Majority Students of Color

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

PERCENTAGE OF ENROLLED STUDENTS

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
"If there is a book that you want to read, but it hasn't been written yet, you must be the one to write it." — Toni Morrison
2023 KSUnite

- Salina
- Olathe
- Manhattan
QUESTIONS?

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