

TRHT Campus Center Action Plan Goals

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

- 1) Tell Kansas State University inclusive history
 - 2) Healing and Relationship Building
 - 3) Enhance Community Well-being
- 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:
 - Identify campus partners and collaborate with communities throughout the State to assist with collecting university and Kansas communities' history.
 - Identify curricular connections that can involve students and faculty in process of illuminating a more inclusive history of K-State.
 - Identify historical context for land, campus buildings and named spaces.
 - Identify partners and contributors that allow us to share the individual stories of former and current K-State faculty, staff and students.
 - Outputs:
 - Create a self-guided tour experience for the university that shares the historical information regarding campus land, structures and places.

- Use university infrastructure (e.g. Morris Family Multicultural Student Center, K-State Student Union, and Hale Library) to display murals, art, and media to tell the history of Kansas State University.
 - Upon creation of the virtual tour, pilot tour with campus visitors in collaboration with ORA and select faculty and courses.
 - Partner with the K-State Alumni Center and Hale Library archivist to identify the first graduates of different racialized communities.
- 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](#))
 - Create resources for the campus and community to increase their knowledge of a more inclusive story of K-State.
- 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.
 - Create pre & post assessment to be utilized to demonstrate learning of self-guided tour participants.
- Goal #2: Utilize existing assets to strategically implement Community Healing Hubs at K-State as a first step of building coalitions towards institutional and individual healing and foster a sense of belonging.
 - TRHT Framework Pillar:
 - Racial Healing and 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:
 - Use Racial Healing Circle infrastructure to develop a Community Healing Hub experience that outlines the learning objectives and purpose
 - Scale community healing practice throughout campus that is open to all Kansas State University student, faculty, and staff
 - Develop a list of pilot organizations to begin conducting Community Healing Hubs on campus and within the Manhattan community.
 - Outputs:
 - Connect with difficult dialogues team to introduce community healing spaces framework
 - Offer community healing spaces education session during a future university-wide celebration of the belonging program
 - Facilitate community healing sessions with key leadership groups throughout campus.

- Outcomes:
 - Deepen human connections.
 - Increase capacity for self-compassion and empathy.
 - Relinquish old ways of thinking about others and intentionally replace them with accurate, more compassionate perspectives.
 - Form new perceptions and mental frames about people with different identities and backgrounds.
 - Gain experience sharing personal narratives among diverse peers and colleagues.
- Evaluation Strategies:
 - Implement Community Healing Hub 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 remove barriers to access and prioritize equity for students, faculty, staff and the Manhattan community.
 - TRHT Framework Pillars –
 - 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:
 - Data Review
 - Climate Surveys
 - Review 2023 National Collegiate Health Assessment
 - Collected data from participants in goals 1 and 2
 - Healthy Minds Survey
 - Focus Groups with campus community members (after themes from data review)
 - 5-15 participants
 - Partner with Health Promoting University initiative to align TRHT Campus Center work
 - Outputs:
 - Document identifying themes in data highlighting gaps in services to students
 - Identify 1-2 needs from data review and structure as future goals for TRHT committee
 - Develop an inventory of existing well-being resources and identify gaps for addressing the needs of students, faculty and staff.
 - Increase participation in university-offered well-being programs and activities across underrepresented student populations
 - Educate community about the barriers and provide analysis of why these barriers exist

- 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.
 - Utilize university's Climate Survey data to monitor and assess well-being metrics across demographic groups.
 - Changes in data received from focus groups.