

Office of Institutional Equity

K-State 2025 Metrics

DIVERSITY: MOVING BEYOND EXCELLENCE THROUGH INCLUSION

OIE's Strategic Goal & Metrics Rationale: It is the goal of HCS-Office of Institutional Equity to cultivate an inclusive campus culture that actively and intentionally engages diverse people, ideas, and perspectives to create a vibrant learning and working environment at Kansas State University. OIE will accomplish this by sustaining and advancing efforts to develop a pervasive culture of inclusion in all facets of life at Kansas State University. By addressing concerns in a proactive way and challenging injustices, educating the community to understand the intrinsic value in developing workplace equity, and encouraging social and professional opportunities for unity and advancement, HCS-OIE can transform the campus culture into one in which all individuals draw strength from the University's collective diversity. This transformation fosters success and a greater sense of belonging and respect (which ultimately promotes the University's goal of attracting and retaining diverse talent as we become a Nationally Ranked Top 50 Research University).

Objective 1

By 2025, K-State will recruit and retain a highly talented, diverse workforce through strategies such as: a) focusing on strategic area in which we need increased capacity.

Objective Implementation Plan

- Review federal, state, and local laws and KSU's university policy that establish the university's responsibilities regarding equal opportunity and affirmative action.
- Develop a comprehensive Affirmative Action Plan that will be a usable document throughout the university.
- Review best practices employed by other universities to promote a culture of compliance and inclusion.
- Develop content for existing workforce trainings and orientations, which will work to foster a culture of inclusion and accessibility.
- Provide educational opportunities that convey the intention behind laws and policies and disseminate this information to campus diversity point people.

Methods/Evidence

- Curricula for educational opportunities across campus that incorporate diversity and compliance education information
- Attendance record of OIE/HCS educational and training events
- Development of AAP Plan and Sector Reports
- Collaboration with K-State Diversity Point People and related Diversity offices.

- Content developed by OIE/HCS presented in existing workforce trainings and orientations

Instruments

- Creation of AAP
- Tracking of course content/training materials describing how to best utilize AAP data
- Tracking of audience that received AAP
- Tracking of audience that utilizes AAP
- Tracking of OIE/HCS-developed content present in existing workforce trainings and orientations addressing hiring for diversity
- Tracking of OIE/HCS-developed content present in Search Committee training that focuses on hiring for diversity/talent

Criteria 5 yr

- There will be a 10% increase of diversity and compliance education opportunities on campus that focuses on hiring for diversity/talent.
- There will be a 20% increase in outreach (measured by attendees to training) regarding search committee training focusing on hiring for diversity/talent.
- (Creation of Committee) There will be an active committee of diverse point people across KSU that utilize AAP data to aid their colleges in identifying and hiring diverse talent. At least 3-5 colleges will be a part.
- HCS/OIE will provide at least 5 annual AAP sector reports to different KSU colleges.

Criteria 7 yr

- There will be a 25% increase of diversity and compliance education opportunities on campus that focuses on hiring for diversity/talent.
- There will be a 35% increase in outreach (measured by attendees to training) regarding search committee training focusing on hiring for diversity/talent.
- (Effectiveness of Committee) The Committee will have a membership comprising 50% of K-State colleges all utilizing AAP data to aid their colleges in identifying and hiring diverse talent.
- HCS/OIE will provide at least 2 new AAP sector reports to different KSU colleges.

Criteria 10yr

- We will maintain or exceed a 25% increase of diversity and compliance education opportunities on campus that focuses on hiring for diversity/talent.
- We will maintain our 35% increase in outreach (measured by attendees to training) regarding search committee training focusing on hiring for diversity/talent.
- (Effectiveness of Committee) The Committee will have a membership comprising 65% of K-State colleges all utilizing AAP data to aid their colleges in identifying and hiring diverse talent.

- HCS/OIE will evaluate the colleges in most need of new AAP sector reports based on diversity gains/losses.

Objective 2

By 2025, K-State will develop strategies that are responsive to the changing demographics of our student and workforce populations and address the needs for English proficiency and multicultural and global competencies.

Objective Implementation Plan

- Implement a comprehensive campus climate assessment system to regularly evaluate the climate at K-State as experienced by all sectors (including but not limited to, people of color, women, LGBT communities, people with disabilities, and people from disadvantaged socio-economic status, working families and non-traditional students) of the campus community.
- Identify and catalog diversity initiatives and collaborations currently on campus; and, develop an Internet resource portal to display diversity initiatives on campus.
- Engage a campus-wide committee in the development, implementation, and evaluation of a comprehensive plan that advances university-wide diversity initiatives.
- Provide educational opportunities that promote a greater understanding of diversity and social justice issues to the campus community.
- Utilize Institutional Climate Response Team (ICRT) as a mechanism that develops, tracks and implements responses to campus climate incidents that impact the K-State community and promotes the importance of a more inclusive, accessible and welcoming community (i.e. striving to cultivate a zero-tolerance for serious bias events at KSU).
- Develop a system to adhere to Title VI requirements that we have translation services available for limited English speakers can access K-State resources and opportunities.

Methods/Evidence

- A comprehensive campus climate assessment system (useable aggregate data from campus climate response program)
- Overhaul of PPM 3010 into Sexual Misconduct, Non-Discrimination, and Consensual Relationship Policies
- Survey Responses from diversity/climate related questions found in new and existing student and workforce surveys being conducted
- An internet portal to display diversity initiatives on campus
- Positive presence of diversity issues and educational stories in campus media outlets
- Collaboration with non-HCS units in programs and educational opportunities that foster an inclusive, accessible and welcoming culture on campus

Instruments

- Data from institutional climate assessment system

- Survey questions regarding climate and culture at K-State
- Tracking of diversity issues and educational stories in campus media outlets
- Tracking of collaboration with non-HCS units on programming and cross-community building initiatives

Criteria 5 yr

- A 2 percentage point increase of students as benchmarked by the 2014 K-State Campus Climate survey will report experiencing an inclusive, accessible and welcoming campus culture at K-State.
- A 2 percentage point increase of faculty/staff as benchmarked by the 2014 K-State Campus Climate survey will report experiencing an inclusive, accessible and welcoming campus culture at K-State.
- Campus Climate Assessment and Focus Group data will reveal that a majority of historically marginalized sectors of the campus community are experiencing an inclusive, accessible and welcoming campus culture at K-State.
- There will be a general awareness and utilization of the ICRT to report bias concerns.
- There will be a consistent positive presence of diversity issues and educational stories in campus media outlets.
- There will be a 10% increase in collaboration with non-HCS units on programming and cross-community building initiatives.
- There will be translation services available for K-State community members that visit KSUPD or HCS for services.

Criteria 7 yr

- A 5 percentage point increase of students as benchmarked by the 2014 K-State Campus Climate survey will report experiencing an inclusive, accessible and welcoming campus culture at K-State.
- A 5 percentage point increase of faculty/staff as benchmarked by the 2014 K-State Campus Climate survey will report experiencing an inclusive, accessible and welcoming campus culture at K-State.
- Campus Climate Assessment and Focus Group data will reveal that a majority of historically marginalized sectors of the campus community are experiencing an inclusive, accessible and welcoming campus culture at K-State.
- There will be a measurable increase in reports to the ICRT due to increased awareness of the ICRT to report bias concerns.
- There will be a consistent positive presence of diversity issues and educational stories in campus media outlets.
- There will be a 10% increase in collaboration with non-HCS units on programming and cross-community building initiatives.
- There will be translation services available for K-State community members that visit KSUPD or HCS for services.

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- Campus Climate Assessment and Focus Group data will reveal that a majority of historically marginalized sectors of the campus community are experiencing an inclusive, accessible and welcoming campus culture at K-State.
- There will be a measurable increase in reports to the ICRT due to increased awareness of the ICRT to report bias concerns.
- There will be a consistent positive presence of diversity issues and educational stories in campus media outlets.
- There will be a 10% increase in collaboration with non-HCS units on programming and cross-community building initiatives.
- There will be translation services available for K-State community members that visit KSUPD or HCS for services.