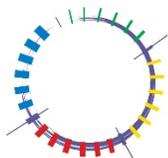




Diversity and Inclusion Assessment Key Findings and Recommendations

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July 30, 2018



THE KALEIDOSCOPE GROUP
Real People • Real Conversations • Real Issues • Real Change



Agenda

- Introductions
- Key Findings
- Recommendations
- Next Steps



Introductions

D&I Assessment

purpose was to understand progress to date, measure where Diversity and Inclusion currently stands and make recommendations for areas of improvement.

Findings guide recommendations on strengths to leverage, gaps to address, and means of enhancing UNK efforts moving forward.

The Kaleidoscope Group is a pioneer in Diversity and Inclusion, having supported organizational transformation for nearly 25 years. They use climate and culture assessment to support strategy planning and resource allocation for clients.

Mary Hunter brings 15 years of experience to help clients make critical decisions leveraging data-driven insights. She is also a proud Nebraskan.

Dr. Tanya Settles is a senior consultant with extensive experience in higher education, both as a faculty member and senior administrator.

KEY FINDINGS



Key Findings

Strengths

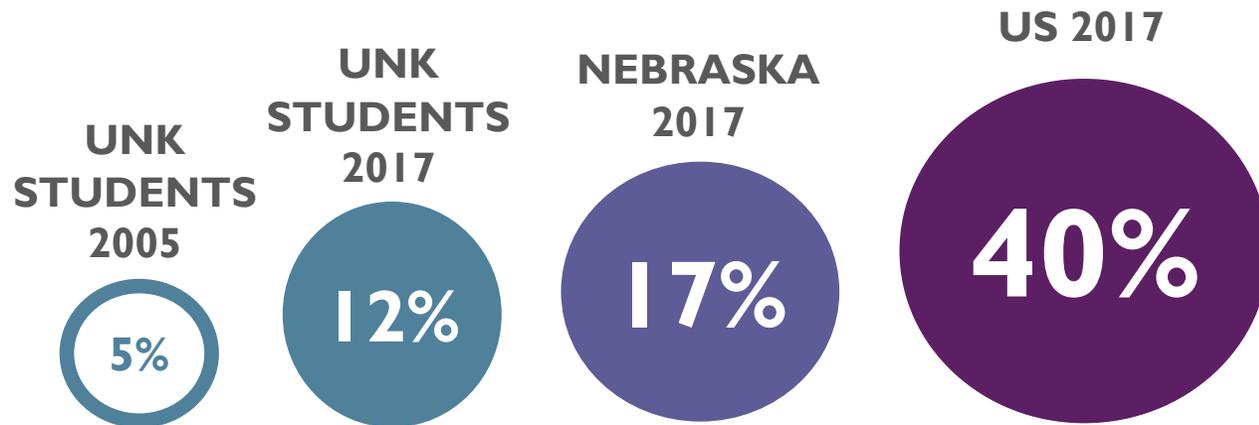
- Significant strides in diverse student and faculty representation
- UNK has a positive campus culture overall
- Institutional commitment to enhance D&I progress



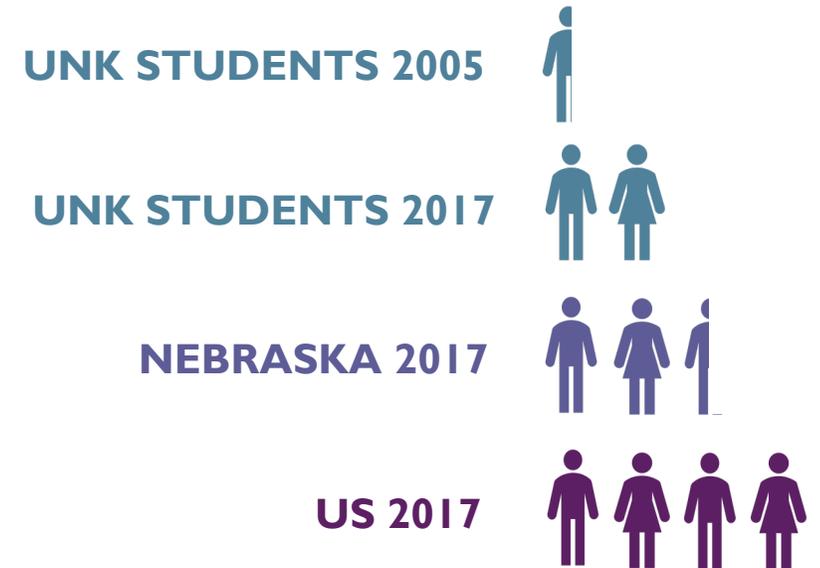
Strengths

Increase in Diverse Representation

RACIAL AND ETHNIC DIVERSITY



HISPANIC REPRESENTATION



FACULTY GENDER REPRESENTATION





For the most part, UNK is considered a comfortable and welcoming environment

Strengths

Positive Campus Culture

89% Comfortable

83% Welcoming



Perceptions of disrespectful treatment, bias, and discrimination are relatively low.

Elevated levels exist among some groups, which are covered under challenges.



Strengths

Institutional Commitment to D&I Progress

We are here today because of the university's commitment to D&I progress.

Advancements in representation have been made with intention and hard work.

D&I has been embedded into the institution's strategy plan.

The EAD exists as a demonstration of commitment.



Key Findings Challenges

- Significant gaps in diverse representation persist
- Elevated levels of disrespect, bias, and discrimination felt by some
- Siloed diversity and inclusion efforts
- Classroom environment perceptions



Challenges

Significant Gaps in Diverse Representation Remain

AFRICAN AMERICANS

	UNK 2005	UNK 2017	NEBRASKA 2017	US 2017
STUDENTS	1%	2%	5%	13%
FACULTY	1%	2%		

HISPANICS

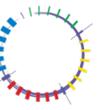
	UNK 2005	UNK 2017	NEBRASKA 2017	US 2017
STUDENTS	3%	9%	10%	17%
FACULTY	2%	2%		



Challenges

Disrespectful Treatment, Bias, and Discrimination

	TOTAL	NON-NATIVE ENGLISH SPEAKERS	RACE/ ETHNICITY	LGBTQQ	GENDER
Disrespect	5-20%	36%	15% White 30% Hispanic 28% AA	16%	
Bias	5-20%		26%	14% Total 23% Faculty	13% Total 24% Faculty
Discrimination	<10%		36% Hispanic 33% AA		

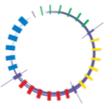


Challenges

Siloed Diversity and Inclusion Efforts

Diversity and inclusion initiatives appear to operate in a vacuum due to a lack of clear ownership and institutional planning.

- **UNK has a comprehensive enrollment management plan, but does not appear to have an integrated recruitment plan.**
- **Diversity-focused recruitment strategy and initiatives are primarily driven by OMA, with the OIE focused on international students.**
- **Broader UNK recruitment is managed by the Office of Recruitment and Admissions.**



Challenges

Classroom Perceptions

27% of students feel classroom discussions are free and open.

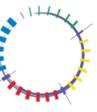
1-in-5 perceive tension in discussions about race, ethnicity, gender, and sexual orientation.

23% feel the classroom environment is not welcoming to people regardless of country of origin.

A photograph of a student with long brown hair, wearing a green sweater with a colorful striped cuff, raising their right hand in a classroom setting. The background is slightly blurred, showing other students and a whiteboard.

There is
opportunity to
improve student
perceptions
about how
**Diversity &
Inclusion is
handled in the
classroom**

RECOMMENDATIONS



Big Picture Summary

Coordinate and integrate diversity and inclusion efforts into institutional planning

Engage in elevating the cultural competency of the entire university community

Continue to increase diverse representation

These steps transform diversity and inclusion from a series of initiatives led by different teams into a powerful tool to support long-term growth, maintain a positive campus climate, and manage risk



Recommendations

Structured Around Five Key Themes

- 1** Diversify Students, Faculty, and Staff
- 2** Provide Ongoing Support of Diverse Populations
- 3** Elevate and Encourage Efforts in Diversity and Inclusion
- 4** Assure Sustainable Efforts in Diversity and Inclusion
- 5** Enhance Campus-wide Cultural Competency



Diversify Students, Faculty, and Staff

RECOMMENDATIONS

OUTCOMES

Develop an integrated recruitment plan



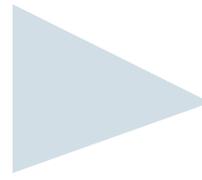
Resource efficiencies, consistent outreach and communications, and higher achievement

Rethink how diversity impacts enrollment



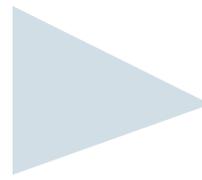
Nonresident and top quartile goals are impacted by how students perceive diversity at UNK – beyond race and ethnicity

Cultural competency and bias training for admissions and hiring



Staff ability to positively interact with a diverse group of prospects and demonstrate inclusive behaviors is critical to success

Readdress faculty and staff placement goals and hiring guidelines



Enhancements can boost diversity among staff and faculty at a faster pace



Provide Ongoing Support for Diverse Populations

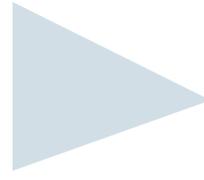
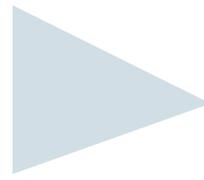
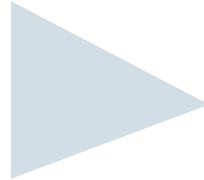
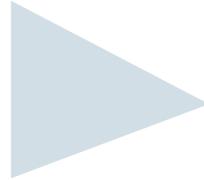
RECOMMENDATIONS

Review resourcing of support mechanisms

Foster learning about diversity topics

Improve current process regarding discrimination and harassment complaints, concerns, and resolution

Further investigate low African American persistence



OUTCOMES

Improve recruitment and retention through resourcing and leveraging of OMA, Student Services and programs such as NSE, LPAC, and the Chancellor's Ambassadors

Encourage collaboration among departments to support adding a required diversity course as part of the general studies requirement

Consistency is critical to risk management and demonstrating commitment

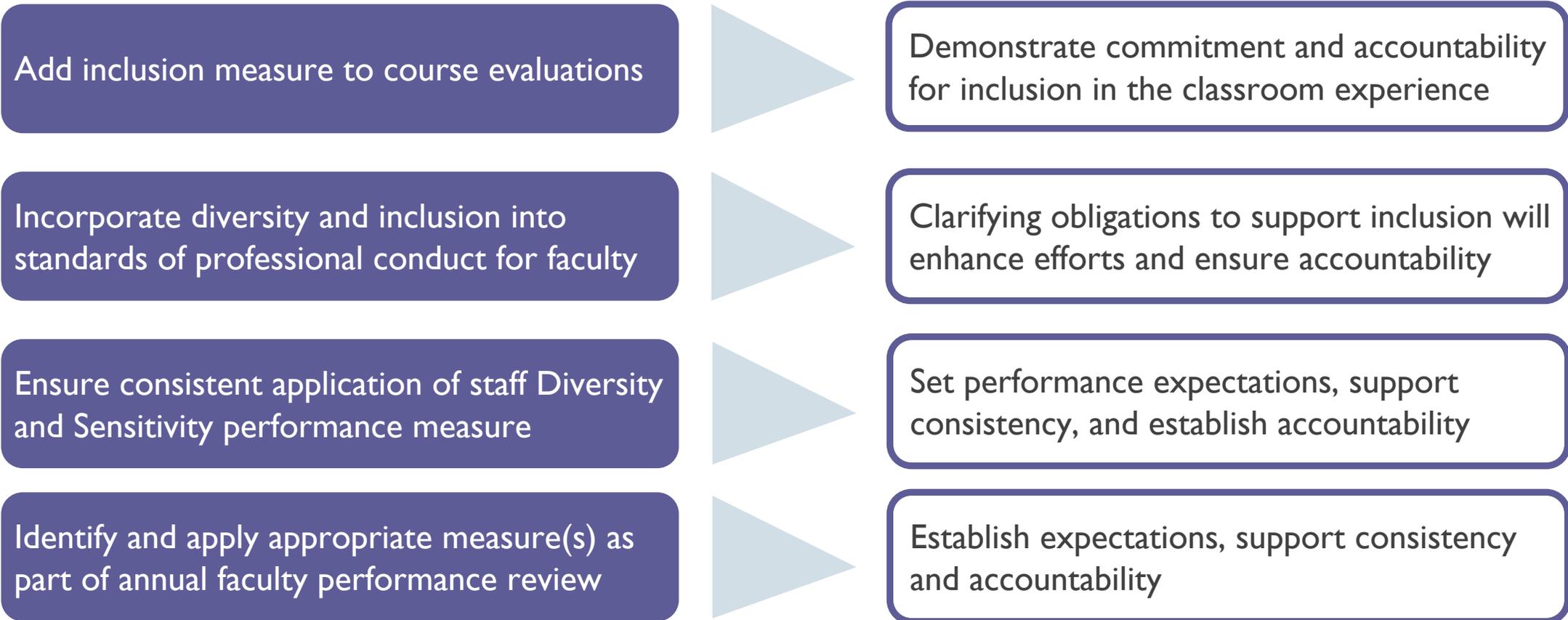
Uncover key drivers to develop long-term solutions to support greater representation



Elevate and Encourage Efforts in Diversity and Inclusion

RECOMMENDATIONS

OUTCOMES





Elevate and Encourage Efforts in Diversity and Inclusion Continued...

RECOMMENDATIONS

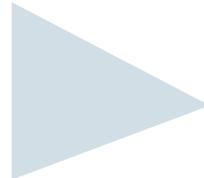
OUTCOMES

Consider revising faculty tenure and promotion criteria to include measures that positively impact diversity and inclusion



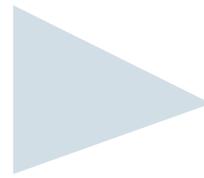
Demonstrate institutional commitment, enhance performance and accountability

Incentivize and reward faculty and staff achievements in supporting an inclusive environment



Recognition encourages strong efforts and accountability

Develop advisory group of UNK and Kearney community members to pursue diversity and inclusion opportunities



Opportunity to involve the community in planning that supports mutually beneficial development



Assure Sustainable Efforts in Diversity and Inclusion

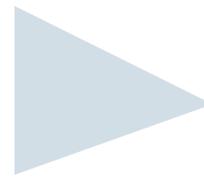
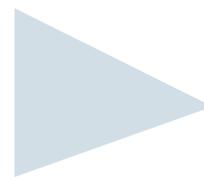
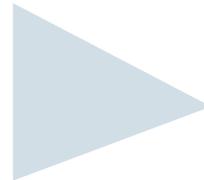
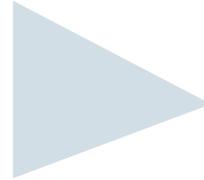
RECOMMENDATIONS

Establish a vision of success for diversity and inclusion unique to UNK

Assign accountability measures to diversity and inclusion in the UNK strategic plan

Create a new position of Diversity Officer for the campus

Ongoing assessment of UNK's diversity and inclusion climate



OUTCOMES

Public messaging opportunity and foundation for sustainable efforts through alignment and senior administration engagement

Assure diversity and inclusion goal achievement

Individual responsible for long-term diversity and inclusion growth and sustainability

Accountability and consistent data-driven strategic planning support



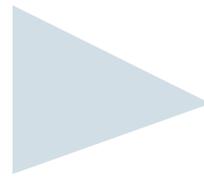
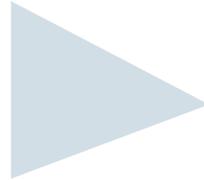
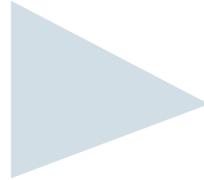
Elevate Campus-wide Cultural Competency

RECOMMENDATIONS

Develop a series of town hall meetings

Take UNK leaders through Diversity and Inclusion Commitment Journey

Develop a 3-5 Year Diversity and Inclusion Learning Roadmap



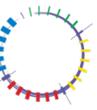
OUTCOMES

Platform to discuss how diversity & inclusion is relevant to the entire UNK community – and not just ‘a directive from Administration’

Align on strategic direction, elevate awareness and provide support for behaviors and actions from leadership

Establish developmental objectives at institutional and departmental levels to provide direction and support planning

NEXT STEPS



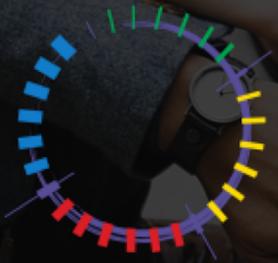
MOVING FORWARD

ENGAGE EAD TO ESTABLISH PRIORITIES

1. Short term—what can be done quickly and with few resources
2. Long term—strategic items needed to assure success

CONSIDER A D&I OFFICER

Having a dedicated role to coordinate and integrate all these efforts will support success and sustainability—it cannot all be achieved by committee.



THE KALEIDOSCOPE GROUP
Your Full Service Diversity & Inclusion Partner

Thank You!