Celebrate diversity in all aspects of university life, creating inclusive environments, culturally competent citizens and globally-oriented curricula and programs.
On behalf of the Division of Diversity and Inclusion, I am pleased to present to you our biennial report.

It takes a long-term, sustained commitment to create a culture of respect and sense of belonging for all. Roos have indeed risen to the challenge! The accomplishments over the past two years could not have been done without the dedication and commitment of many students, staff and faculty across campus. To embrace diversity and inclusion means that there is always something new to learn. There are different points of view to consider. There are diverse experiences to be understood and honored. I have been energized by our collective willingness to learn, grow and expand our world views.

Understanding an embracing diversity and inclusion is more important now than ever before. We live in an increasingly polarized society where civil discourse and respect for those different from us is challenged. The loud cries for social justice and police reform punctuate our country’s state of unrest. At times we feel hopeless and helpless in the fact of injustice. Yet each of us, in our own way, must do something to make things better.

We hope you agree that UMKC is doing its part to educate, mentor and provide programs to advance our understanding of diversity and inclusion. There is always more to do, and ways to get better. Yet as we present our biennial report, I deeply hope that you will be inspired to join us—in whatever way you can—in making UMKC a great place to live, learn and work for all.

Sincerely,

Susan B. Wilson, Ph.D., MBA
Vice Chancellor, Division of Diversity and Inclusion
Associate Adjunct Professor, Counseling Psychology
UMKC’s Strategic Goal #4: Embrace Diversity
Celebrate diversity in all aspects of university life, creating inclusive environments, culturally competent citizens and globally-oriented curricula and programs.

University Statement on Diversity
UMKC values diversity as central to its mission as an urban-serving research university and as a driver of excellence in teaching and learning. UMKC embraces a broad spectrum of diversities, including race, ethnicity, nationality, culture, gender, age, sexual orientation, disability, linguistic ability, learning style, religion, socioeconomic and veteran status, life experiences, educational level and family structure.

Highlights

Signature lecture series including Social Justice Book Lecture, MLK Day Lecture, Pride Lecture and the Cesar Chavez Lecture.

Mosaic, the Division of Diversity and Inclusion’s quarterly newsletter to keep UMKC informed of important diversity topics, events and programs.

Second year of peer-led diversity training program, a group of UMKC students committed to providing diversity trainings to their UMKC peers.

Agree to Disagree Series, a year-long series in 2019-2020 called Agree to Disagree: Embracing Free Speech and Encouraging Civil Discourse intended to help UMKC faculty, staff and students learn about 1st amendment and civil rights, good practice in civil dialogue around difficult topics, and common issues around civil discourse and 1st Amendment rights on college campuses. Eight events were held throughout the 2019-2020 school year on topics related to civil discourse and free speech.

Faculty Institute for Teaching Inclusive Curricula, a faculty training program that helps faculty develop skills and strategies to create an inclusive curricula and classroom.
UMKC seeks to recruit and retain a diverse campus community that promotes the success of all students, faculty and staff. We believe we play an important role in preparing students for opportunities in a complex, global world.

**Diversity Dashboard**

The Division of Diversity and Inclusion, in collaboration with the UMKC Data Warehouse, developed a basic Data Dashboard containing demographic and retention data for university students, faculty and staff. Dashboards were also developed for academic units to offer year-to-year comparisons on key diversity dimensions.
Diversity Data Highlights

UMKC is an urban-serving university. Here are our numbers compared to the Kansas City metro area.

Data Dashboard
2019 UMKC Enrollment Report
2018 UMKC Enrollment Report
2017 UMKC Enrollment Report

Comprehensive UMKC Enrollment Report: 2017-2019

UMKC Students, 2018

- <1% American Indian/Alaskan
- 8.4% Asian
- 10% Black
- 7.4% Hispanic
- 3.6% Multiple Ethnicities
- 58% White

Kansas City metro area, 2018

- <1% American Indian/Alaskan
- 3% Asian
- 12% Black
- 9% Hispanic
- 3% Multiple Ethnicities
- 72% White

Data: KC-Metro Demographics

2018 is the most current available metro data.
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### UMKC Faculty: FY2018-FY2020
Source: UMKC Institutional Research (Dashboard and RooPlan)

#### UMKC Faculty: 2018-2020

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#### UMKC Tenure/Track Faculty: 2018-2020
UMKC tenure/tenure track faculty compared to other UM System schools
Source: NCES IPEDs Data

UMKC tenure/tenure track faculty, 2020

- American Indian/Alaskan: <1%
- Asian: 18.4%
- Black: 6.3%
- Hispanic: 3%
- Multiple Ethnicities: <1%
- White: 65.8%
- Not Specified: 4%
- Native Hawaiian/PI Native: 0%
- Non Res International: 1.7%

Columbia tenure/tenure track faculty, 2020

- American Indian/Alaskan: <1%
- Asian: 15.6%
- Black: 4.3%
- Hispanic: 4.7%
- Multiple Ethnicities: 1%
- White: 66.6%
- Not Specified: 1.8%
- Native Hawaiian/PI Native: <1%
- Non Res International: 5.2%

St. Louis tenure/tenure track faculty, 2020

- American Indian/Alaskan: <1%
- Asian: 18.4%
- Black: 6.3%
- Hispanic: 3%
- Multiple Ethnicities: <1%
- White: 65.8%
- Not Specified: 4%
- Native Hawaiian/PI Native: 0%
- Non Res International: 1.7%

S&T tenure/tenure track faculty, 2020

- American Indian/Alaskan: <1%
- Asian: 26.2%
- Black: 3.6%
- Hispanic: 1.8%
- Multiple Ethnicities: <1%
- White: 55.9%
- Not Specified: 1%
- Native Hawaiian/PI Native: 0%
- Non Res International: 10.4%
UMKC believes it is important to cultivate an environment committed to civility and respect where everyone is empowered to pursue their personal, academic and professional goals.
2019 HEED Award
The University of Missouri-Kansas City received the 2019 Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity magazine, the oldest and largest publication focused on diversity and inclusion in higher education. Learn more: 2019 HEED Award

Diversity Advocates
The Diversity Advocates program is a diversity and inclusion learning community that equips faculty and staff with diversity-related skills and strategies. The program is open to all UMKC faculty and staff. Members receive an official Diversity Advocate certificate, lapel pin and decal after completing either four diversity training, or three trainings and facilitating a Diversity Advocate session on a related topic. Diversity Advocates engage in diversity-related learning opportunities with their peers and provide feedback to our division about diversity and inclusion needs and gaps at UMKC.

Diversity Advocates Topics 2018/19
- White Fragility presented by Lona Davenport, Division of Diversity and Inclusion
- It's the Most Wonderful Time of the Year!: Examining Faith, Spirituality, and Religious Identity Development during the Holiday Season presented by Kimberly Kushner, assistant director, Student Support Services, Student Affairs.
- Disability Forward presented by Scott Laurent, Program Manager, Student Disability Services.

Diversity Advocates Topics 2019/20
- Introduction to Diversity presented by Lona Davenport and Makini King in the Division of Diversity and Inclusion.
- First Amendment, Title IX and Civil Rights at a Public University presented by Mikah Thompson, associate professor of law; Sybil Wyatt, director of affirmative action and Title IX coordinator; Edward Cantu, associate professor of law.
- A Shift in the Frame on Race: From Human Evolution through Colonialism to Modern Genetics presented by Heather Mills, UMKC Center for Supplemental Instruction.

Affinity Groups
Interest and Affinity Groups are self-organized groups of UMKC staff where its members hold common interests. The purpose of the groups are professional development, community engagement and outreach and to support UMKC’s goals and objectives. Affinity groups on campus include Black Faculty and Staff Affinity Group, LGBTQIA Faculty and Staff, Anti-Racism White Ally Affinity Group, Disability Forward, and Mi Gente.

Diversity and Inclusion Training and Development
Diversity and Inclusion offers five face-to-face trainings for university and community members. Our newest training takes an in-depth look at our privileges and how they impact our everyday lives.

Communicating Respectfully in a Diverse World teaches techniques to interrupt stereotypes and biased language without shame or blame to ensure a respectful working, living, learning environment at UMKC and beyond.

The Science of Unconscious Bias and Its Professional Implications helps individuals identify their own unconscious biases and strategies to reduce bias in hiring, teamwork, decision-making and professional judgment.

Crucial Conversations covers communication skills essential for authentic, candid dialogue.

Embrace Diversity explores models for building cultural competencies and provides UMKC specific resources for each approach.

Understanding Privilege and its Impact explores the various kinds of privileges a person holds, helps participants identify their own areas of privilege and power and examines how privilege and its power structures affect society.

Diversity Ambassadors is a peer training program that had its inaugural year in Fall 2018. Students apply for a year-long program where DDI staff teach the Ambassadors to facilitate diversity dialogues sessions with the UMKC student community, organize special events, and serve as student representatives of Diversity and Inclusion. Students receive a modest stipend in exchange for their work.

2019: 830 students trained
2020: 1,294 requests for training; 692 students trained (Many trainings were cancelled due to Covid-19.)

Agree to Disagree: Embracing Free Speech and Encouraging Civil Discourse
A series intended to help UMKC faculty, staff and students learn about 1st amendment and civil rights, good practice in civil dialogue around difficult topics, and common issues around civil discourse and First Amendment rights on college campuses.

For a full listing of the Agree to Disagree events, visit our division webpage.
Responsive Teaching, Research and Experiential Learning

UMKC contributes to a diverse learning and life experience to create culturally competent individuals.

Faculty Diversity Dialogue
Faculty Dialogues, co-led by Mikah Thompson, School of Law, and Steve Dilks, English Department, College of Arts and Sciences, serve as safe spaces for faculty to discuss topics relating to diversity and inclusion. In addition to open dialogues, faculty lead presentations on bias, gender differences academia, hiring diverse faculty, and classroom climate.

International Engagement: Foreign-Born Perspectives on Diversity and Inclusion
Hosted by Omiunota Ukpokodu and Glenda Payne

Learning from the MU Protests
Hosted by Ben Trachtenberg (MU)

Cultural Intelligence: What’s Your CQ? How Inclusive Are We? How do we engage with International students?
Hosted by Diana Tamer and Sally Ellis-Fletcher

Promotion and Tenure Experience for Faculty of Color; Panel
Hosted by Jamila Jefferson Jones and Virginia Blanton

Campus Free Speech and Civil Discourse in the Classroom; Panelists
Hosted by Sally Ellis-Fletcher, Rebecca Davis, and Mikah Thompson

Faculty Institute for Teaching Inclusive Curricula
A faculty training program that helps faculty develop skills and strategies to create an inclusive curricula and classroom. Six faculty were accepted into the 2019-2020 cohort. These faculty attended 4 intensive workshops led by the FITIC committee members built to help these faculty create a more inclusive curricula for their selected course. Faculty taught their restructured course over the spring 2020 semester and presented their results at the end of the year.

2019-2020 Cohort

- Lindsey Arbuthnot Clancy, assistant teaching professor, Department of Criminal Justice and Criminology
- CJC361: Principles and Practices of Criminal Courts
- Margueret (Meg) Reuter, associate clinical professor, director of field placement programs, University of Missouri-Kansas City School of Law
- Revised course: Professional Responsibility, LAW 8731
- Henrietta Rix Wood, teaching professor in the UMKC Honors College
- Discourse Honors 200: Culture and Diversity in Kansas City
- Joan M. McDowd, professor, Department of Psychology
- Psych 440: The Psychology of Aging

- Zhongjin Li, assistant professor, Economics
- Introduction to Economics II
- Diane M. McMaskey, assistant director of experiential learning/clinical assistant professor, Division of Pharmacy Practice and Administration
- Patient Centered Care & Ethical Practice, PHAR 7414L

Division of Diversity and Inclusion Lecture Series
The Division of Diversity and Inclusion Lecture Series brought high-impact thought leaders from the national stage to share ideas, insights and strategies on campus. These speakers empower others to extend civil rights to all through racial, economic and social justice. For scenes from the series, see pages 11 and 12.
Social Justice Book and Lecture
2019: Robin Diangelo, Affiliate Associate Professor of Education at the University of Washington, *White Fragility: Why It’s So Hard for White People to Talk About Racism.*

2018: Erica Armstrong Dunbar, Blue and Gold Distinguished Professor of Black Studies and History at the University of Delaware, *Never Caught: The Washingtons’ Relentless Pursuit of their Runaway Slave Ona Judge.*

Pride Lecture
2019: Shane Bitney Crone, LGBT advocate, writer and speaker, producer of the 2013 documentary *Bridegroom: A Love Story.*

2018: Sally Kohn, CNN political commentator, columnist, author of *The Opposite of Hate* and *State of the Resistance.*
**Martin Luther King Jr. Lecture Series**

**2020: Harry Edwards**, Professor Emeritus Department of Sociology, University of California at Berkley, activist focused on developments at the interface of sports, race and society.


**Cesar Chavez Lecture Series**

**2019: José Olivarez**, author of *Citizen Illegal*, finalist for PEN/Jean Stein Book Award, 2018 Artist in Justice Award from the Phillips Brooks House Association.
UMKC builds relationships with the urban community to advance our role as an urban serving campus committed to its neighborhood and region.

**10th Annual Pride Scholarship Breakfast**
The 10th Annual Pride Scholarship Breakfast featured a panel of Kansas City Community members and partners. Campus and community members generated over $156,000 in 2018 and $200,000 in funds for the UMKC LBGTQIA Leadership and Empowerment Scholarships that provide safe spaces and financial aid to UMKC scholars.

**14th Annual Interfaith Dialogue and Friendship Dinner**
The Annual Interfaith Dialogue and Friendship Dinner, in partnership with The Dialogue Institute Kansas City, UMKC’s Turkish Student Association and International Dialogue Student Association, bring together people of diverse faiths and cultures in the Greater Kansas City area featuring topics on Abrahamic traditions and love and acceptance.

**14th Annual Women of Color Leadership Conference**
Each year the annual Women of Color Leadership Conference features networking and empowerment workshops offered by more than 30 local women leaders. In 2019 the conference featured keynote speaker Rosa Clemente, an Afro-Latina journalist, political commentator and community activist, and 2008 Green Party Presidential Candidate. More than 329 women of color attended the conference. The conference was postponed in 2020 due to COVID-19.
Inclusive Excellence Plan
The Inclusive Excellence Model serves as the framework; which supports the infusion of diversity into an institutions recruiting, admissions, hiring processes, curricula and its administrative structures and practices. All academic and non-academic units across the university provide reports on their diversity work according to the framework in order to support Pillar 4 of UMKC’s Strategic Plan.

The Chancellor’s Award for Excellence in Diversity recognizes select employees or student organizations for their sustained contributions and active commitment to promoting and enhancing diversity at UMKC.

2018 Rhiannon Dickerson, lecturer of Communication Studies, College of Arts and Sciences
2018 Kristi Holsinger, professor of Criminal Justice and Criminology, associate dean, College of Arts and Sciences
2019 Sandy Rodriguez, assistant dean of Special Collections and Archives
2019 Omiunota Ukpokodu, professor, School of Education

The Chancellor’s Diversity Council, Co-chaired by Chancellor Mauli Agrawal and Vice Chancellor Susan B. Wilson, continues to work with UMKC faculty, staff and community representatives to monitor the university’s diversity and inclusion progress. Academic units presented their diversity inventory and action plans to the council in 2019 and non-academic units will begin their reports to the council in fall 2020.

Campus-wide Diversity Programming
Diversity programming is not confined to the Division of Diversity and Inclusion. Rather, diversity programming is being conducted across the UMKC campus. Please visit our website to learn more about these campus-wide strategic diversity efforts.

Review a university wide data dashboard that provides a snap shot of demographic diversity.

Highlights from UMKC Diversity Programs and Offices
The Multicultural Student Affairs Office
The Multicultural Student Affairs Office (MSA), collaborated with a number of campus departments, student organizations and community organizations to offer more than 100 events and programs over the 2018-2020 academic years, including the Legacy Summit on African American Student Leadership, Adelante Latino Student Leadership Summit, UMKC/HDF Bilingual Family Tour and the Multicultural Graduate Reception. Additionally, the office provides mentorship, personal and academic support for the current 335 scholars participating in the AACE and Avanzando Mentoring Programs.

Learn more: Multicultural Student Affairs Office

LGBTQIA Programs and Services
For the 2018-2020 years, more than 1000 students, faculty and staff were trained in Safe Space and LGBTQIA 101 workshops; 36 students were awarded the LGBTQIA Leadership Award, Lavender Graduation celebrated 31 graduates and LGBTQIA held 75 programs, events and community outreach opportunities.

Learn more: LGTBQIA Programs and Services

Student Disability Services
In 2019-2020 Student Disability Services presented to faculty across campus on ways to support students with disabilities. The result was a seamless transition to online learning for most of our students with disabilities in response to the COVID-19 pandemic. Over 300 total UMKC constituents received training.

Learn more: Disability Services