Diversity & Campus Climate Strategic Plan

Goal: The University of Missouri-Kansas City, as the cultural hub of Kansas City, will provide a safe, welcoming and inclusive environment to create culturally competent citizens.

Objective 1: Provide an environment where all students, faculty and staff feel safe to pursue their personal, academic and professional goals.

Strategy: Ensure all policies are reflective of the diverse community we hope to recruit and maintain and that they provide for the safety of our students, faculty and staff.

Measure: Within one year, all UMKC-specific policies will be reviewed and revised. Within two years, all UM System policies will be reviewed, and a plan to advocate for any needed revisions will be formulated and put into action. Within five years, students and faculty will express a feeling of safety on surveys.

Suggested Action Items:
1. Review and revise current campus and departmental policies to promote safety for our students, faculty, and staff (e.g., sexual assault policy, policies concerning hate crimes, campus emergencies, etc.).
2. Review current Human Resources policies to ensure inclusiveness for all faculty and staff (e.g., domestic partnership benefits, etc.).
3. Make policy information available on university website and publicize widely.

Strategy: Administrators, faculty and staff will use inclusive language as defined by the University’s non-discrimination policy (e.g., they will include all groups mentioned in the non-discrimination policy).

Measure: Within one year, all University documents and press releases that include any non-discriminatory language will include the entire University non-discrimination policy. Within five years, students and faculty will express a feeling of inclusiveness on surveys.

Suggested Action Items:
1. Review and revise all official University documents to reflect inclusive language.
2. Provide training and/or policies for University staff and faculty on when, where and how it is appropriate to use the non-discrimination statement.

Strategy: The University will be mindful of all religious holidays and important days for other groups that are mentioned in the non-discrimination policy.

Measure: Students, faculty and staff express feelings of inclusiveness on surveys. Religious holidays and days of importance will be listed on University calendar. Syllabuses include statements of the University policy on religious holidays and days of importance.

Suggested Action Items:
1. Add religious holidays and days of importance for specific groups mentioned in the non-discrimination policy to University calendar.
2. Create and require a statement for use on class syllabuses.
3. Dining services will provide alternative meal options for students as needed.

**Strategy:** Foster and ensure safe spaces exist for minority groups.

**Measure:** On surveys, students, staff and faculty will state there is a safe space on campus designated to the group to which they identify.

**Suggested Action Items:**
1. Complete a survey of students, faculty and staff regarding their current knowledge of existing spaces.
2. Establish needed spaces and/or assist in publicizing spaces that already exist to University community.

**Strategy:** Ensure that spaces and programs on campus are accessible.

**Measure:** Students, faculty and staff are able to use all spaces appropriately.

**Suggested Action Items:**
1. Review all spaces and programs for accessibility, including such things as entrances for wheelchairs, location of elevators, handicapped parking spaces, blue lights, computers for visually impaired, policies on seeing eye companions, etc.
2. Review accessibility guidelines for University spaces and programs.
3. Provide the means necessary to make spaces and programs accessible.
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**Objective 2:** Recruitment and retention of a diverse campus community.

**Strategy:** Establish mentoring program so that faculty and staff will mentor students from marginalized or under-represented populations.

**Measure:** Students, faculty and staff will report increased levels of connection and satisfaction with the University. Recruitment and retention rates for students, faculty and staff from marginalized groups will increase.

**Suggested Action Items:**
1. Make the mentoring of students a rewarded aspect of the tenure criteria.
2. Reward faculty effort for active involvement in the mentoring program.
3. Establish annual recognition award ceremony for successful mentorship.
4. Provide for student evaluation of mentorship in their programs.
5. To increase retention of diverse faculty and staff, we may want to create mentoring programs for these faculty and staff members that are run by more senior staff and faculty.

**Strategy:** Enhance tenure and staff evaluation processes to acknowledge, value and reward community outreach.

**Measure:** Faculty and staff that engage in community outreach will be rewarded. Community will report higher engagement with faculty and staff at the University.

**Suggested Action Items:**
1. Make community outreach a valued aspect of the tenure criteria and merit.

**Strategy:** Increase relationships with community organizations that can support and provide enrichment for a more diverse faculty, staff and student population.

**Measure:** Increased number of internships for students from marginalized populations, more positions/representation of staff and faculty on advisory boards for organizations that work with marginalized populations.

**Suggested Action Items:**
1. Make service, representation on boards etc, a valued aspect of tenure and merit.

**Strategy:** Actively and purposefully recruit students, faculty and staff that reflect the diversity of the Greater Kansas City community.

**Measure:** Demographic sampling of campus will reflect the greater community at large.
**Suggested Action Items:**
1. Provide funding and scholarships for diverse students
2. Provide incentives that will attract diverse staff and faculty

**Strategy:** Provide services and resources that promote a family-friendly campus.

**Measure:** Students, faculty and staff with young children will report satisfaction with services and resources for children, resulting in lower rates of absence associated with child-care needs.

**Suggested Action Items:**
1. Increase options for affordable childcare on or near campus.
2. Provide more services after hours.
3. Review and revise policies to be more supportive of students, faculty and staff with children.
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Objective 3: Provide a more diverse learning and life experience to create culturally competent citizens.

Strategy: Require diversity training and professional development for all faculty and staff to develop cultural competency.

Measure: Staff and faculty will be able to demonstrate cultural competency in their work.

Suggested Action Items:
1. Create University definition for cultural competency.
2. Create diversity trainings and other opportunities for faculty and staff to enhance their cultural competence.
3. Work with Human Resources to incorporate diversity into required trainings for all faculty and staff.

Strategy: Provide a learning environment where students can learn to appreciate, investigate and understand diverse cultural backgrounds.

Measure: Students will demonstrate cultural competency according to University definition on senior surveys.

Suggested Action Items:
1. Require faculty participation in the Diversity Curriculum Infusion Program already in existence.
2. Create a mechanism for reviewing course syllabuses to ensure diversity infusion.
3. Create items to be added to end-of-course evaluation that reflect students’ experiences of diversity or diverse perspectives.
4. Ensure internship and practicum opportunities for students with organizations that work with/service marginalized populations.
5. Provide outreach and research opportunities for students working with or studying marginalized populations and exposure to social justice issues.

Strategy: Recognize diversity as an essential component of academic excellence.

Measure: Marketing materials will reflect this ideal, students can demonstrate cultural competency as outlined by University.

Suggested Action Items:
1. Incorporate already existing diversity into marketing materials.
2. Consider providing web pages in multiple languages to reflect the diversity of the institution.
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Objective 4: Ensure diversity initiatives are continually being reviewed, improved upon and owned by the University and the community.

Strategy: Enhance the current staffing structure for diversity programs to provide more opportunity for grassroots organization and transparency.

Measure: Students, faculty and staff will identify who spearheads diversity initiatives and programming and will become involved in those efforts. Community will identify main University diversity initiatives.

Suggested Action Items:
1. Create a Chancellor’s Advisory Board on Diversity with broad-based constituent participation, including faculty, staff, student and community members, with the purpose of advising the Chancellor on diversity efforts, campus climate and community perception.
2. Provide more opportunities for supplying University and community with reports from this office.
3. Restructure existing position(s) from primarily programming to “ombudsperson” position that will provide a liaison between students and campus on issues of diversity.

Strategy: Enhance collaborative opportunities among University offices and organizations.

Measure: University offices and organizations recognize the need for collaboration; diversity initiatives and programming are not duplicated; students, faculty and staff can recognize a strong network for diversity programming.

Suggested Action Items:
1. Create administrative structure to assist in making these connections and collaborations between offices and organizations.