

## KU Edwards Diversity and Inclusion Cabinet

**Culture** – Efforts aimed to enhance the cultural competency of the organization. Raising awareness of cultural nuances and enhancing the experience of the campus.

**Community** – Efforts to support community outreach and help the campus be a strong ambassador in the community. Collaborating with external partners.



**Careers** – Efforts aimed at promoting professional development and advancement; building the talent engine and grooming future leaders.

**Commerce** – Efforts that drive the educational mission of the institution. Improving scholarship, recruitment, learning, curriculum, pedagogy and strategic planning.

Sources: Creating a Competitive Advantage through Diversity and Inclusion, presentation by Dr. Robert Rodriguez Dec. 12, 2015. Based on Employee Resource Group Best Practices White Paper, Nov. 2014. American Association of Colleges and Universities, Smith. 2009.

### **Vision**

Build and support a diverse and inclusive learning environment that prepares students and the greater KC workplace to embrace diversity, inclusion and equity.

### **Charge**

The KUEC Diversity & Inclusion Cabinet will assume responsibility for campus-wide activities and goals related to diversity, inclusion and equity including efforts that address cultural competency, civility and professionalism, and to advise the Vice Chancellor and Campus Leadership Team on related matters. In addition, the Cabinet will work with Edwards Campus team members to provide leadership in this space for the greater KC workforce.

## **Strategies**

1. Sustain open lines of communication from all areas of campus to the Leadership Team on matters pertaining to diversity and inclusion.
2. Fulfill the goals set forth by the Cabinet to ensure a diverse and inclusive campus environment.
3. Demonstrate the value of diversity and inclusion on campus through transparent actions of the Cabinet's strategic initiatives.
4. Establish, track and report on accountability measures pertaining to diversity and inclusion.
5. Establish, support and advocate for cultural competency in all curricula experiences.
6. Serve as a resource network to enhance the working, learning and research environment at KUEC.

## **Members**

Members will be nominated/self-nominated each spring by May 1 with appointments beginning July 1. Once on the cabinet, members will serve a 2-year term. Initial appointments will be staggered to allow for expanded participation during implementation years. At the conclusion of the term, the Cabinet Member may be re-appointed with approval from department supervisor.

## **Responsibilities**

Service on the Diversity and Inclusion Cabinet entails commitment to fulfilling the objectives and annual goals. Cabinet members will actively contribute to the group and will uphold the diversity and inclusion vision and values of the campus.

Members will be asked to join one of six sub-teams. Each sub-team will be charged to lead one strategic action for the academic year that aligns with the sub-team's goals and the campus strategic plan. Teams will work together as needed based on the nature of the action selected. Each sub-team will identify a team leader during the planning process each year.

## **Member's skill sets will include**

- Action oriented; willing to actively contribute
- Able to commit to meetings (including subcommittee meetings and quarterly update meetings with supervisor approval)
- Committed and willing to uphold the diversity and inclusion vision

The cabinet hopes to draw members from every corner of the KU Edwards campus including but not limited to:

- Current Students (Undergraduate and Graduate)
- Faculty (KUEC-based and Lawrence-based)
- Staff
- Alumni
- Corporate and Community Partners

## Sub-Teams & Connections to KU Diversity Framework

### CAREER

- Employee Development (increasing *employee* cultural competency and understanding of the topic, connected to Professional Development Committee)
- *Aligns with Office for Diversity and Equity 3-Year Strategic Priorities and Actions “Division I and Division II”*

### COMMERCE

- Curriculum Development and Pedagogy (inclusion outcomes, weaving into curriculum)
- Campus Strategic Plan (assessment and connection scorecard)
- *Aligns with Office for Diversity and Equity 3-Year Strategic Priorities and Actions “Division I and Division II”*

### COMMUNITY:

- Meaningful Community Connections (how KUEC goes *out* to community for impact and influence)
- *Aligns with Office for Diversity and Equity 3-Year Strategic Priorities and Actions “Division 1”*

### CULTURE

- Web Presence and Campus Messaging (imagery, messages, and social media)
- The Student Experience/Hallmarks (creating a campus culture of inclusion)
- *Aligns with Office for Diversity and Equity 3-Year Strategic Priorities and Actions “Division 1”*

## Annual KUEC Diversity and Inclusion Summit

The entire campus will gather each June to celebrate the accomplishments of the previous academic year. Known as the *Connections, Communities, and Cultural Competency Celebration*, the program will include presentations from each sub-team reporting the status of their chosen action projects and professional development speakers, topics, and activities to position the campus for continual growth and progress in this area.

## Cabinet meetings and operations

1. Meetings will be open to the campus community.
2. Cabinet will meet quarterly.
3. Cabinet will create sub-teams to achieve specific tasks in order to fulfill the objectives and annual goals of the group. Cabinet sub-teams may hold separate meetings.
4. Sub-team leaders will meet regularly with the Co-Chairs for updates and to ensure program alignment.
5. Meeting materials and records will be stored on [KU Edwards StaffShare drive>Student Services>Public>Diversity and Inclusion Cabinet](#) and viewable by anyone with a KU Edwards sign-on.
6. Cabinet will hold closed sessions only as needed for data or nomination review, etc.
7. Any group not represented on the cabinet is encouraged to send a representatives to the open meetings.