



Kansas State University

CATALYST

Leadership and Identity

Rana Johnson, PhD

Vice President for Diversity, Equity, Inclusion and Belonging

February 13, 2024

AGENDA

- Next Gen K-State Strategic Plan
- Leadership
- Identity & Privilege
- Best Practices & Goals

CATALYST

- An agent that provokes or speeds significant change or action.
- A person whose talk, enthusiasm, or energy causes others to be more friendly, enthusiastic, or energetic.

SOURCE: <https://www.merriam-webster>

NEXT-GEN K-STATE



President Richard Linton launched a new strategic plan: *Next-Gen K-State*. *Kansas State University will lead the nation as a next-generation land-grant university – setting the standard for inspiring learning, creativity, discovery and engagement that positively impacts society and transforms lives in Kansas and around the world.*



OUR PLAN

Leveraging our rich history as the nation's first operational land-grant university, we will positively impact our communities, our economy and the world through teaching, research and service.



STRATEGIC IMPERATIVES

The Next Gen K-State Strategic Plan includes 10 imperatives to assist Kansas State University with meeting the goals across all campuses: Manhattan, Olathe, and Salina.

We envision a learning population of 30,000.

We will grow our first-year retention rate to 92%, our four-year graduation rate to 55% and our six-year graduation rate to 75%.

Every degree-seeking student will receive applied learning experiences.

Our research enterprise and annual research expenditures will grow to \$300 million and our sponsored programs and awards to \$270 million.

We will nimbly and proactively meet the needs of learners, employers and society.

Office of Diversity, Equity, Inclusion and Belonging



Rana Johnson, PhD

Vice President for Diversity,
Equity, Inclusion and Belonging

Inclusive Excellence Focuses on institutional accountability to enhance diversity, equity, inclusion and belonging.

Institutional Equity Training, outreach, affirmative action planning, equal employment opportunity compliance and conducting investigations.



Corey Williamson

Associate Vice President for Diversity,
Equity, Inclusion and Belonging

Office of Institutional Equity (OIE)

The Office of Institutional Equity is engaged in training, outreach, affirmative action planning, equal employment opportunity compliance and conducting investigations in accordance with [PPM 3010](#), laws, regulations, executive orders and other applicable policies that uphold equal opportunity and civil rights laws.



Justin Frederick
Director and Title IX
Coordinator



Eric Bicaba
Investigator



Tim Hegarty
Investigator



Amber Shumway
Investigator



Amanda Ruthstrom
Office Manager



Questions regarding discrimination, harassment, and sexual harassment.

If you have any other questions about the investigation or investigation process, please do not hesitate to contact the Office of Institutional Equity (OIE) at:
785-532-6220 | TRS 711 or equity@k-state.edu.

For more information, see [Title IX](#).

KSU Resources



Dr. Kimathi Choma
Student Ombudsperson



Dr. Debra Bolton
Intercultural Learning & Academic Success

KAWSE

Kansas Advancement of Women in Science and Engineering

KAWSE programs work to increase the participation, retention and advancement of girls and women in Science, Technology, Engineering and Math (STEM).



Dr. Chardie Baird
Executive Director
Spainhour Family Chair



Stephanie Rose
Program Coordinator

Mitzi Argyle
Administrative Assistant

K-State Initiatives

Student Success

- Expand outreach to students to attend K-State and pursue undergraduate, graduate and professional programs.
- Innovative K-12 pipeline programs- may consist of students, families, and guardians, etc. Hybrid models may serve families without transportation or limited resources.
- Utilize feeder relationships to recruit graduate, professional and postdoc students in all colleges and programs.



**DO WE REALLY
NEED
TO DISCUSS IDENTITY?**



IDENTITY

What defines identity?

Identity encompasses the values people hold, which dictate the choices they make. An identity contains multiple roles—such as a mother, teacher, and U.S. citizen—and each role holds meaning and expectations that are internalized into one's identity.

Identity continues to evolve over the course of an individual's life.



SOURCE: <https://www.psychologytoday.com/us/basics/identity#:~:text=Identity%20encompasses%20the%20values%20people,course%20of%20an%20individual's%20life.>

IDENTITY & PRIVILEGE

IDENTITY WHEEL





How does identity impact your life?

1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about.
4. Identities that have the strongest effect on how you see yourself as a person.

PRIVILEGE

- A right, immunity, or benefit enjoyed by a particular person or a restricted group of people beyond the advantages of most.
- The unearned and mostly unacknowledged societal advantage that a restricted group of people has over another group.

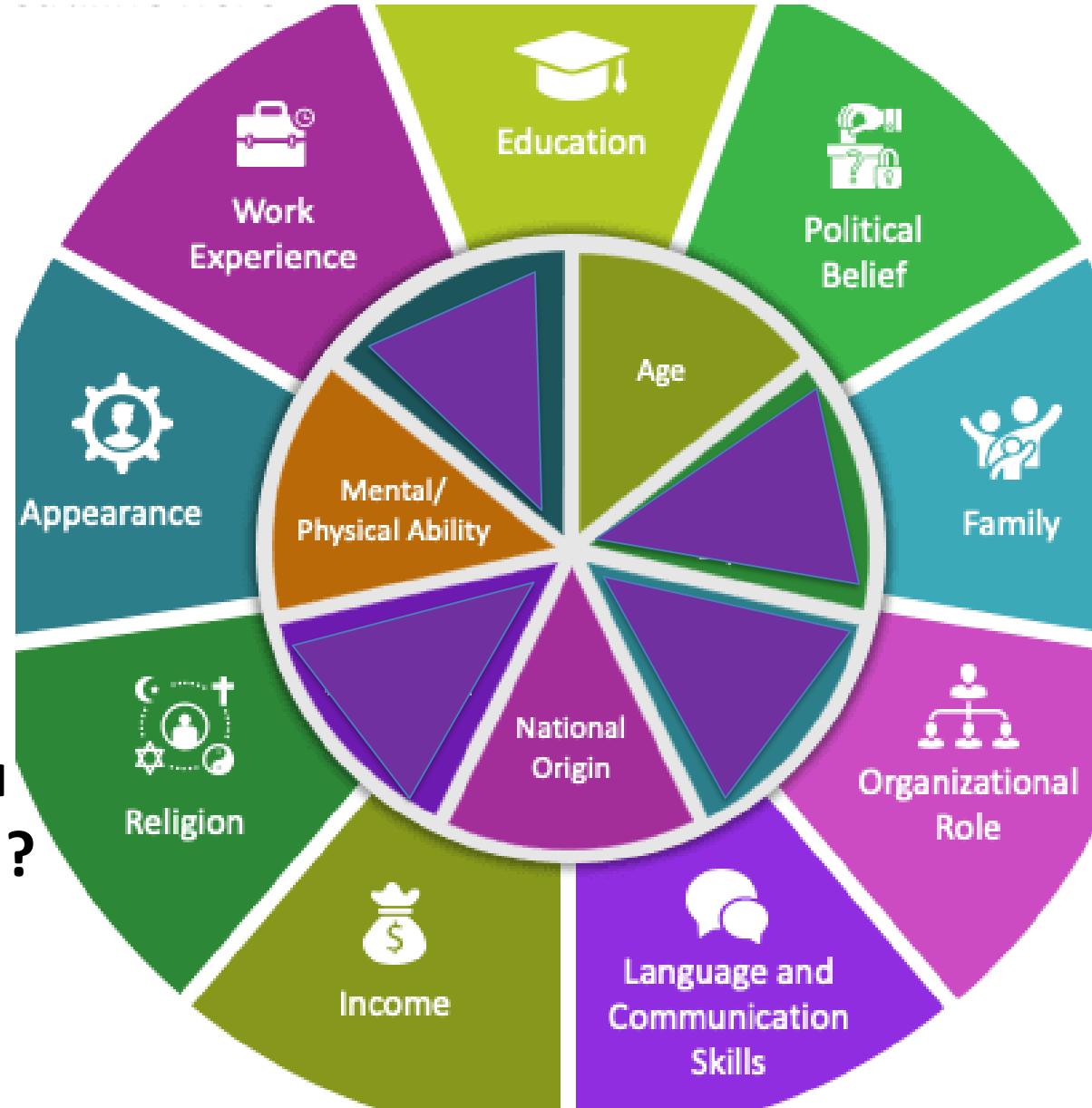
SOURCE: https://www.dictionary.com/browse/privilege#google_vignette

K- State Includes Varied Identities:

- Atheist/Humanist
 - Family Makeup
 - Generation (Baby boomers, X, Y, Z, Alphas)
 - Houseless Community
 - Intellectual (Various abilities)
 - International Community
 - Language
 - Marital Status
 - Neurodiversity
 - Personality Type
 - Persons with a Disability
 - Political Affiliation
 - Religious Affiliation
 - Socioeconomic Status
 - Veteran Status
- ... as well as other communities/groups

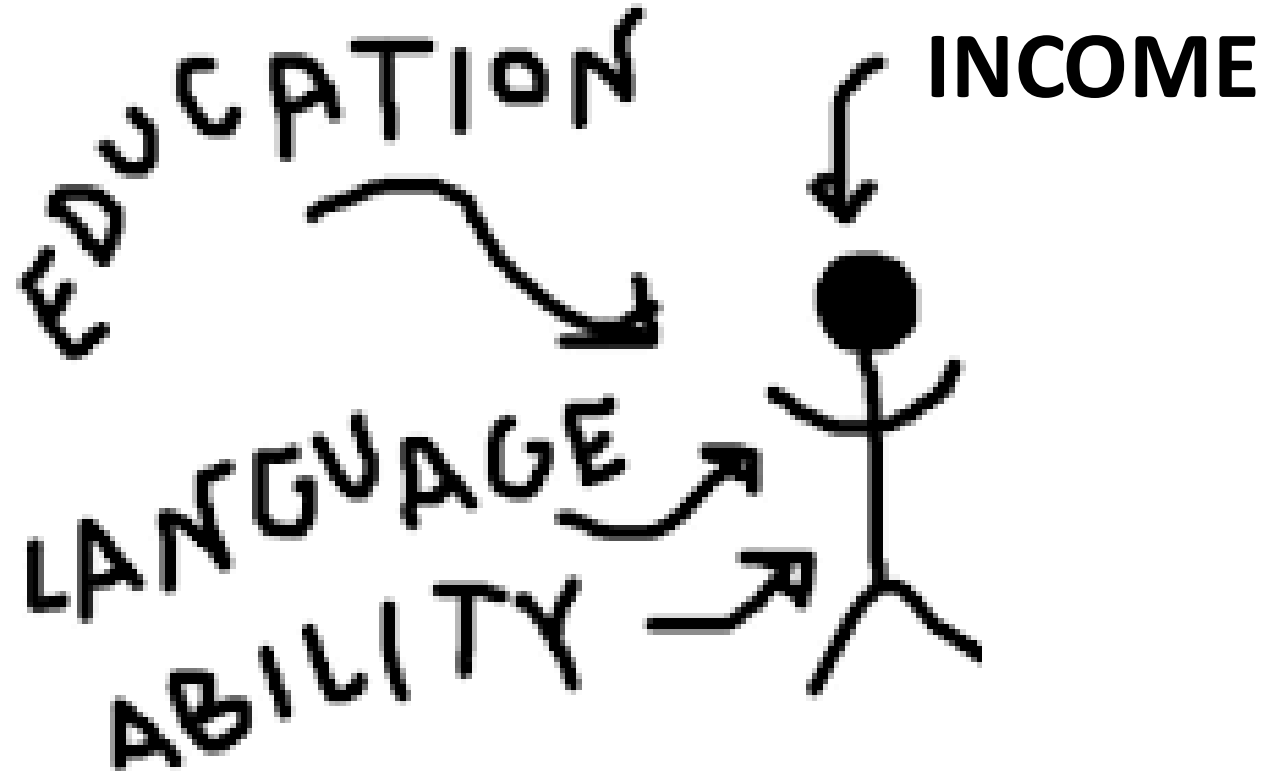


PRIVILEGE



How might your major and future career enable you to impact change ?

PRIVILEGE



EXAMPLES

- My son abused the **privilege**.
- The boy had the **privilege** of a private education.
- She has many **privileges** in the company she works for.
- If you want a **privileged** job, you'll need to work harder.
- 'Tis the **privilege** of friendship to talk nonsense, and to have her nonsense respected.
- The **privilege** of a lifetime is to become who you truly are.

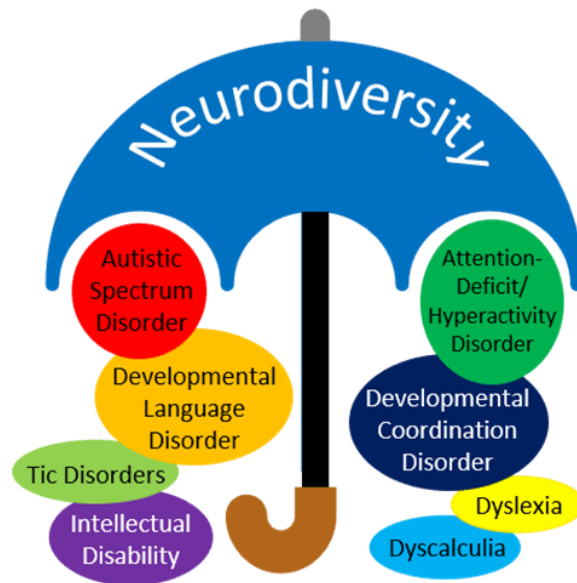
NEURODIVERSITY

WHAT IS NEURODIVERSITY?

Neurodiversity is a term originally coined by Australian sociologist, Judy Singer, in the late-1990s.

Neurodiversity refers to the virtually infinite neuro-cognitive variability within Earth's human population.

It points to the fact that every human has a unique nervous system with a unique combination of abilities and needs.”



<https://www.neurodiversityhub.org/what-is-neurodiversity>

Neurodiversity Terms to Know

Neurodiversity

Neurodiversity refers to the natural diversity of human minds. It is a biological fact that we are diverse in our minds just like we are diverse in our ethnicity, gender, sexuality, etc.

Neurodiversity acknowledges the whole spectrum of neurodiversity from neurodivergent individuals to neurotypical individuals.

← created by Judy Singer

Neurodivergent

Neurodivergent is an umbrella term for individuals who have a mind or brain that diverges from what is typical. It can be acquired or genetic, an innate part of you or not.

Neurodivergence just means having a mind that functions differently to what is considered the norm including learning, processing, interpreting, feeling, etc.

created by Kassiane Asasumasu →

Neurotypical

Neurotypical refers to having a mind or functioning that falls within the society standards of what is deemed "typical", "common" or "normal".

Neurotypical is the opposite of neurodivergent, someone who diverges, and it is not a negative word at all but a neutral word.

www.livedexperienceeducator.com

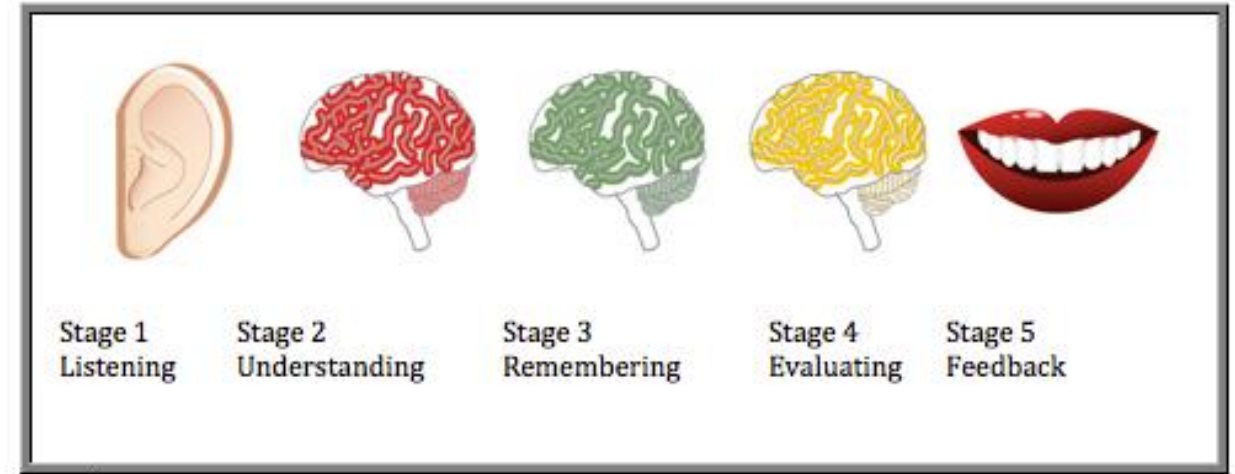
Neurodiverse

Neurodiverse is a term to describe a group of individuals who represent the spectrum of neurodiversity which includes neurotypical and neurodivergent individuals.

Remember, an individual cannot be neurodiverse. Individuals who aren't neurotypical would be neurodivergent.

@livedexperienceeducator

PERSPECTIVE TAKING



- **Socioeconomic privilege** may allow a wealthy student to access better educational resources and opportunities compared to a low-SES student.

**I HEAR AND I FORGET.
I SEE AND I REMEMBER.
I DO AND I UNDERSTAND.
CONFUCIUS**

Building Inclusive Workplaces

Opportunities

- Internships
- Recruiting
- Hiring
- Grant Writing
- Community Outreach
- Retention
- Promotion

Six Benefits of Multiple Perspectives in the Workforce

Variety of Perspectives: Workforces with varied viewpoints provide better insight into customers' backgrounds/experiences/problem-solving.

Increased Creativity: Varied viewpoints boosts creativity & innovation. Employees backgrounds bring varied solutions to achieve a common goal – your goal. Employees that are emotionally invested are passionate about their work.

Increased Productivity: Workplace creativity increases productivity - the more viewpoints in the workforce, the more brainstorming and solutions-the more productive the team.

Reduced Fear & Improved Performance: Multiple perspectives, creativity and productivity in the workplace goes a long way toward helping employees feel included, no matter who they are or where they come from. This inclusiveness helps break down barriers and reduces the fear of being rejected, not only for who your employees are but for the ideas they voice.

Boost in Brand Reputation: Employees' varied perspectives can engender goodwill within the community and industry & connects to the community. The workforce can positively impact brand recognition- locally, nationally, and globally.

Global Impact: Employees of all abilities, backgrounds, and experiences – make a difference. Organizations have the ability to make a difference, in every community where they operate. Workforces promote global perspectives – translating to a greater chance of communicating and expanding to more markets, both local and abroad.

SOURCE: <https://www.wonolo.com/blog/6-benefits-of-having-a-diverse-workforce>

IMPORTANCE OF SELF-CARE!



Physical Self-Care

- Nutrition
- Sleep
- Exercise
- Water intake
- Medication
- Supplements
- Breathing

Spiritual Self-Care

- Prayer
- Meditation
- Spiritual community
- Forgiveness
- Finding purpose and meaning

The Goal
To feel
vital and balanced,
free from depression
and anxiety

Lifestyle

- Structure/routine
- Relaxation
- Setting goals
- Fulfilling work
- Time in nature
- Pleasure

People Support

- Family
- Friends
- Psychiatrist/therapist
- Minster/rabbi
- Support group
- Day treatment
- Community service

Mental/Emotional Self-Care

- Positive self-talk
- Positive beliefs
- Feeling one's feelings
- Mood journal
- A library of positive memories
- Psychotherapy
- Family of origin healing
- Working through grief
- Working with a good therapist



Understand that the universe is giving you challenges to help you to become the greatest version of yourself.

WWW.LIVELIFEHAPPY.COM



THANK YOU FOR YOUR LEADERSHIP!

QUESTIONS?





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