



Kansas State University

New Faculty Orientation

Rana Johnson, PhD

Vice President for Diversity, Equity, Inclusion and Belonging

August 2024

OVERVIEW

- Definitions
- KSU Leadership
- Goals & Initiatives

Foundational Definitions

DIVERSITY: The presence and representation of differences that enrich the community and workplace. Differences include, but are not limited to identity, culture, background, abilities, opinions, and experiences.

EQUITY: Also equity-mindedness... the action of ensuring access, resources, and opportunities through removing systemic barriers, particularly for historically underrepresented groups.

INCLUSION: The intentional action of valuing everyone, regardless of background, beliefs, or identities. This includes creating a culture and community where everyone, especially those from historically underrepresented groups, have access to resources, voices are heard, and contributions are valued.

BELONGING: The feeling individuals, particularly those from historically underrepresented groups who have experienced exclusion in the past, have in places that have intentionally actionized diversity, equity, and inclusion to create a culture that supports the feeling of security, acceptance, and value.

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 Civil Rights and Title IX

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



Derron Borders
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](#).

SOURCE: <https://www.k-state.edu/oie/complainants/index.html>

KAWSE

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



Resource: Office of the Ombudsperson



Dr. Kimathi Choma
Student Ombudsperson

K-State Received the 10TH Consecutive Higher Education Excellence in Diversity, or HEED Award, in Fall 2023



Top Colleges for Diversity



Top Colleges for Diversity



Top Colleges for Diversity



Top Colleges for Diversity



Top Colleges for Diversity



The only national higher education diversity award



The only national higher education diversity award



The only national higher education diversity award



Diversity includes:



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



Institute on Teaching and Mentoring

October 31 – November 3, 2024



INSTITUTE
on TEACHING
and MENTORING



Now in its 31ST year, the Institute on Teaching and Mentoring has become the largest gathering of diverse doctoral scholars in the country.

KSU Affinity Groups



[Alianza](#)

A faculty and staff organization that advocates the advancement of Hispanics and Latinos at Kansas State University.

[Black Faculty and Staff Alliance](#)

The Alliance strives to bring together individuals who have an active interest in promoting racial equity at Kansas State University.

[CATabilities](#)

A new affinity group for faculty and staff with disabilities or chronic diseases at Kansas State University.

[The Indigenous Faculty and Staff Alliance](#)

The Alliance serves as an affinity group for Native American, First Nations, and Indigenous peoples. The organization was created in 2015 to address the need for support, growth, and greater visibility of Indigenous people, nations, and perspectives on K-State's campus, Kansas, and beyond.

[LGBTQ* Faculty and Staff Alliance](#)

The LGBTQ*FSA supports and advocates for sexuality and gender identity based issues at the KSU campus.

[Pan-Asian Coalition](#)

The Coalition fosters a supportive and inclusive environment where Asian individuals can thrive and be authentically themselves.

Six Benefits of a Diverse Workforce

Variety of Perspectives: Diverse workforces provide better insight into customers' backgrounds, experiences and problem solving approaches.

Increased Creativity: Workplace diversity boosts creativity & innovation. Employees from diverse backgrounds bring diverse solutions to achieve a common goal – your goal. Employees that are emotionally invested are passionate about their work.

Increased Productivity: Workplace diversity increases productivity - the more diverse your workforce, the more diverse brainstorming and solutions-the more productive your team. According to a McKinsey study, U.S. public companies with diverse executive boards have a 95% higher return on equity than do those with homogeneous boards.

Reduced Fear & Improve Performance: A diverse workplace culture 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 Brand Reputation: Diverse employees engender goodwill within the community and industry & connects to the community. A diverse workforce may positively impact brand recognition- locally, nationally, and globally.

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

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

2024-25 Goals



Student Related Action Steps

- Recruitment
- Enrollment
- Retention Initiatives

Faculty/Staff Related Action Steps

- Recruitment
- Retention Initiatives
- Workforce Success Strategies

Future Dialogues Institution-wide (Manhattan, Olathe, Salina)

- DEIB Strategic Planning
- Campus Climate Surveys
- First Generation Initiatives
- Changing Demographics
- Data Driven Tactical Planning



THANK YOU FOR YOUR LEADERSHIP!

QUESTIONS?





Rana Johnson, PhD

Vice President

Office of Diversity, Equity, Inclusion and Belonging

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