

# **K-State Alumni Association Multicultural Alumni Council Fall Meeting**

**CULTIVATING INCLUSION & BELONGING**

**November 6, 2023**

**Rana Johnson, PhD**

**Vice President of Diversity, Equity, Inclusion and Belonging**

# 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.

# 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](mailto:equity@k-state.edu)

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

# Resources



Dr. Kimathi Choma  
Student Ombudsperson



Dr. Deborah Bolton  
Intercultural Learning &  
Academic Success

# 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



**Stephanie Rose**  
Program Coordinator

**Mitzi Argyle**  
Administrative Assistant

# Foundational Definitions

**DIVERSITY** is 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** and equity-mindedness, is the action of ensuring access, resources, and opportunities through removing systemic barriers, particularly for historically underrepresented groups.

**INCLUSION** is 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** is 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.

# 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.

CATEGORY	BUILDERS	BABY BOOMERS	GENERATION X	GENERATION Y	GENERATION Z	GEN ALPHA
<b>Slang terms</b>	 <p>We prefer proper English if you please</p> <p>Born: &lt; 1946 Age: 76+</p>	 <p>Be cool Peace Groovy Way out</p> <p>Born: 1946-1964 Age: 57-75</p>	 <p>Dude Ace Rad As if Wicked</p> <p>Born: 1965-1979 Age: 42-56</p>	 <p>Bling Funky Doh Foshizz Whassup?</p> <p>Born: 1980-1994 Age: 27-41</p>	 <p>🔥 Fam GOAT Slay Yass queen</p> <p>Born: 1995-2009 Age: 12-26</p>	 <p>lit yeet hundo oof rn idrc</p> <p>Born: 2010-2024 Age: under 12</p>
<b>Social markers</b>	World War II 1939-1945	Moon landing 1969	Stock market crash 1987	September 11 2001	GFC 2008	COVID-19 2020
<b>Iconic cars</b>	 Model T Ford Final, 1927	 Ford Mustang 1964	 Holden Commodore 1978	 Toyota Prius 1997	 Tesla Model S 2012	 Autonomous vehicles 2020s
<b>Iconic toys</b>	 Roller skates	 Frisbee	 Rubix cube	 BMX bike	 Folding scooter	 Fidget spinner
<b>Music devices</b>	 Record player LP, 1948	 Audio cassette 1962	 Walkman 1979	 iPod 2001	 Spotify 2008	 Smart speakers Now
<b>Leadership style</b> L - Leader I - New leaders	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering	 Inspiring
<b>Ideal leader</b>	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
<b>Learning style</b>	Formal	Structured	Participative	Interactive	Multi-modal	Virtual
<b>Influence/advice</b>	Officials	Experts	Practitioners	Peers	Forums	Chatbots
<b>Marketing</b>	Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (linked)	Digital (social)	In situ (real-time)



# Strategic Imperatives

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

# Strategic Imperatives

We will be known as a university that is open and aggressively pursues partnerships at all levels with a shared focus on making easy and seamless for partners to work with K-State.

We will be a positive force for Kansans — generating significant economic impact for the state of Kansas, contributing to the economic prosperity of all 105 counties....

We will become One K-State in all we do, supported by a culture that binds and connects us — prioritizing a mindset of operational excellence at all levels to move our university forward.

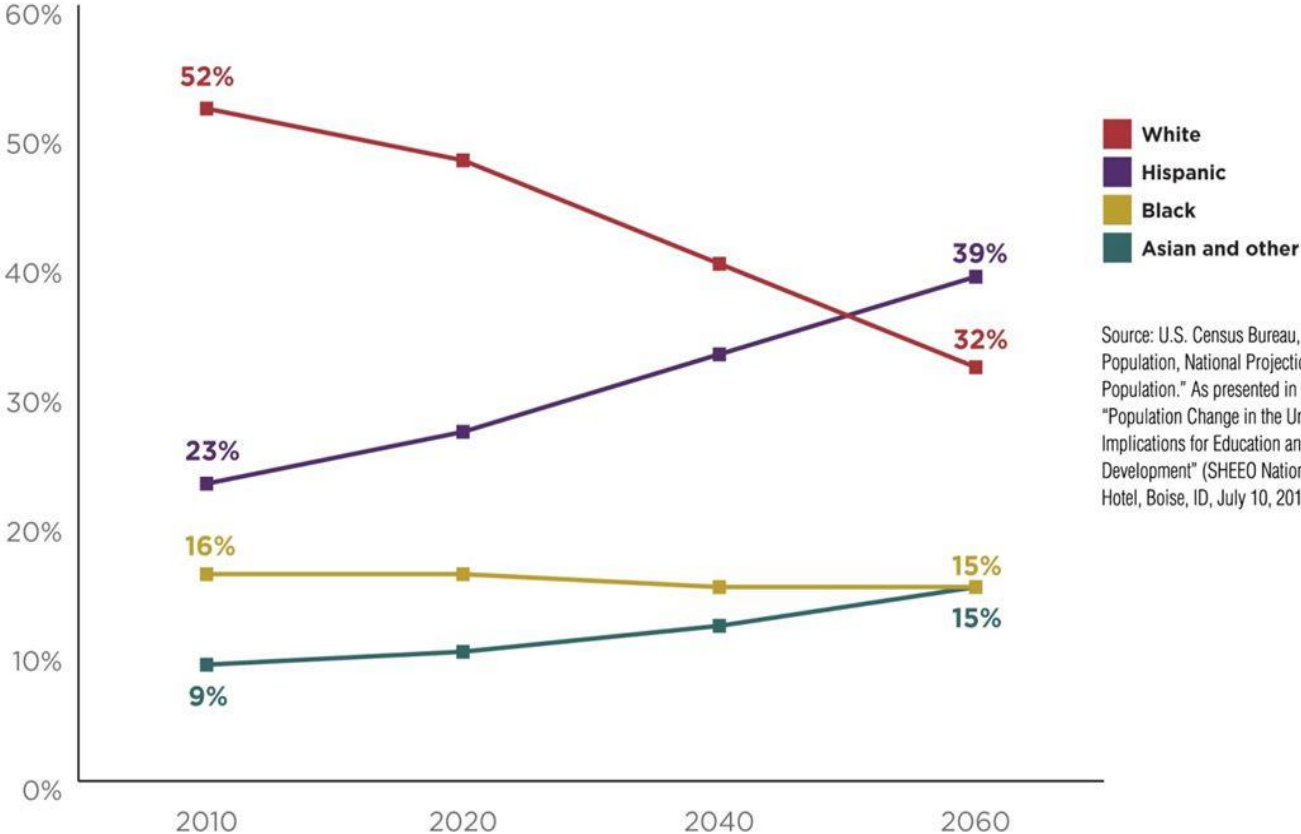
We will become an employer of choice in Kansas and higher education that prioritizes a culture of well-being, satisfaction and engagement, competitive rewards, recognition of excellence, opportunity, continuous improvement and innovation.

We will grow our total fundraising and philanthropic giving to new heights - with a target of raising a total of \$2 billion from FY21-22 to FY29-30, further amplifying our ability to serve and support our learners, scale our impact and fulfill our mission.

# US Students Will Very Soon Be Majority Students of Color

Public elementary and secondary school enrollment, 2010–2060 (projected)

PERCENTAGE OF ENROLLED STUDENTS



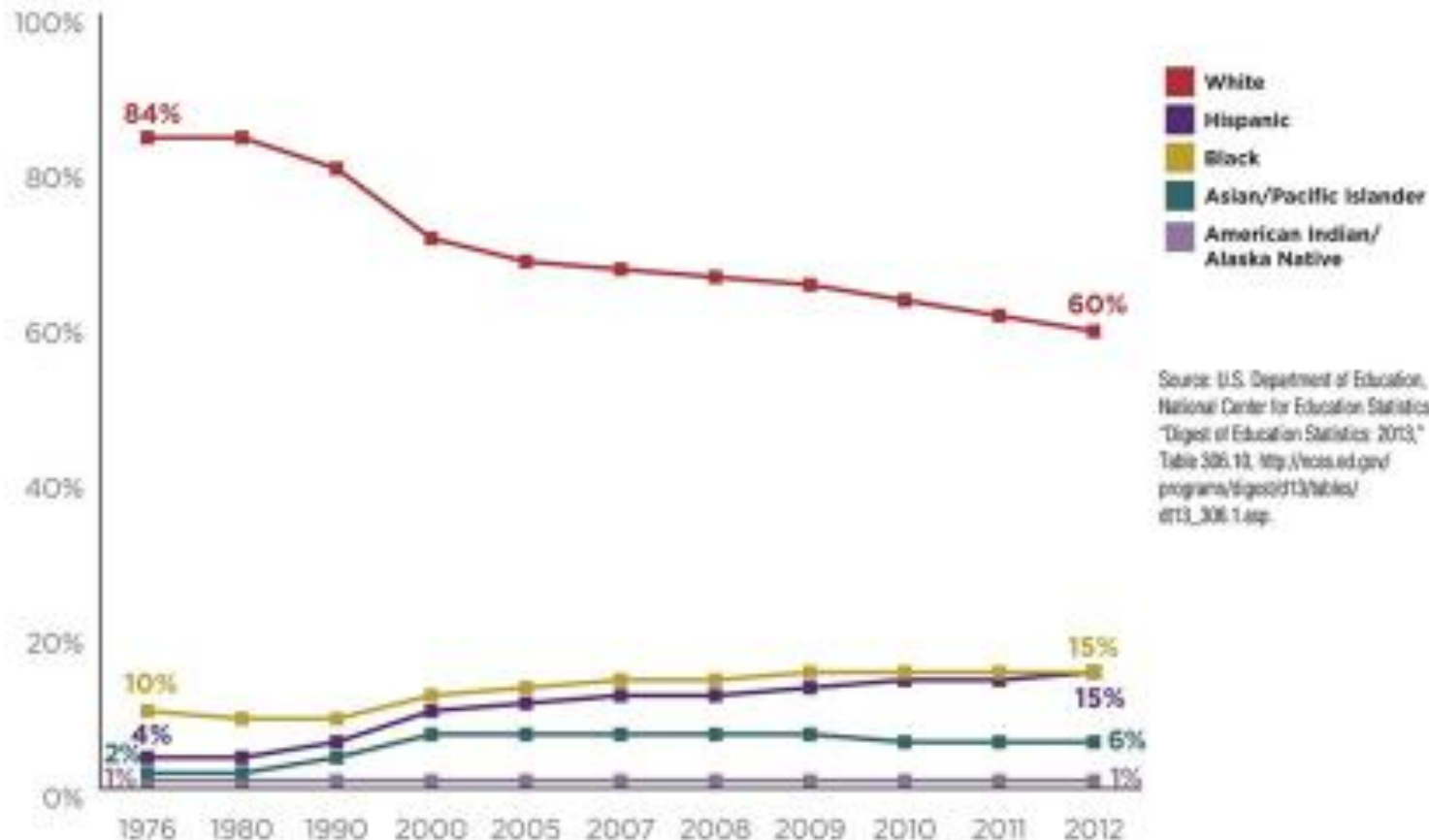
Source: U.S. Census Bureau, "2010 Census of the Population, National Projections, 2012-2060, Current Population." As presented in Steve Murdock, "Population Change in the United States and Texas: Implications for Education and Socioeconomic Development" (SHEEO National Meeting, The Grove Hotel, Boise, ID, July 10, 2014).



# The Face of Higher Education Is Changing

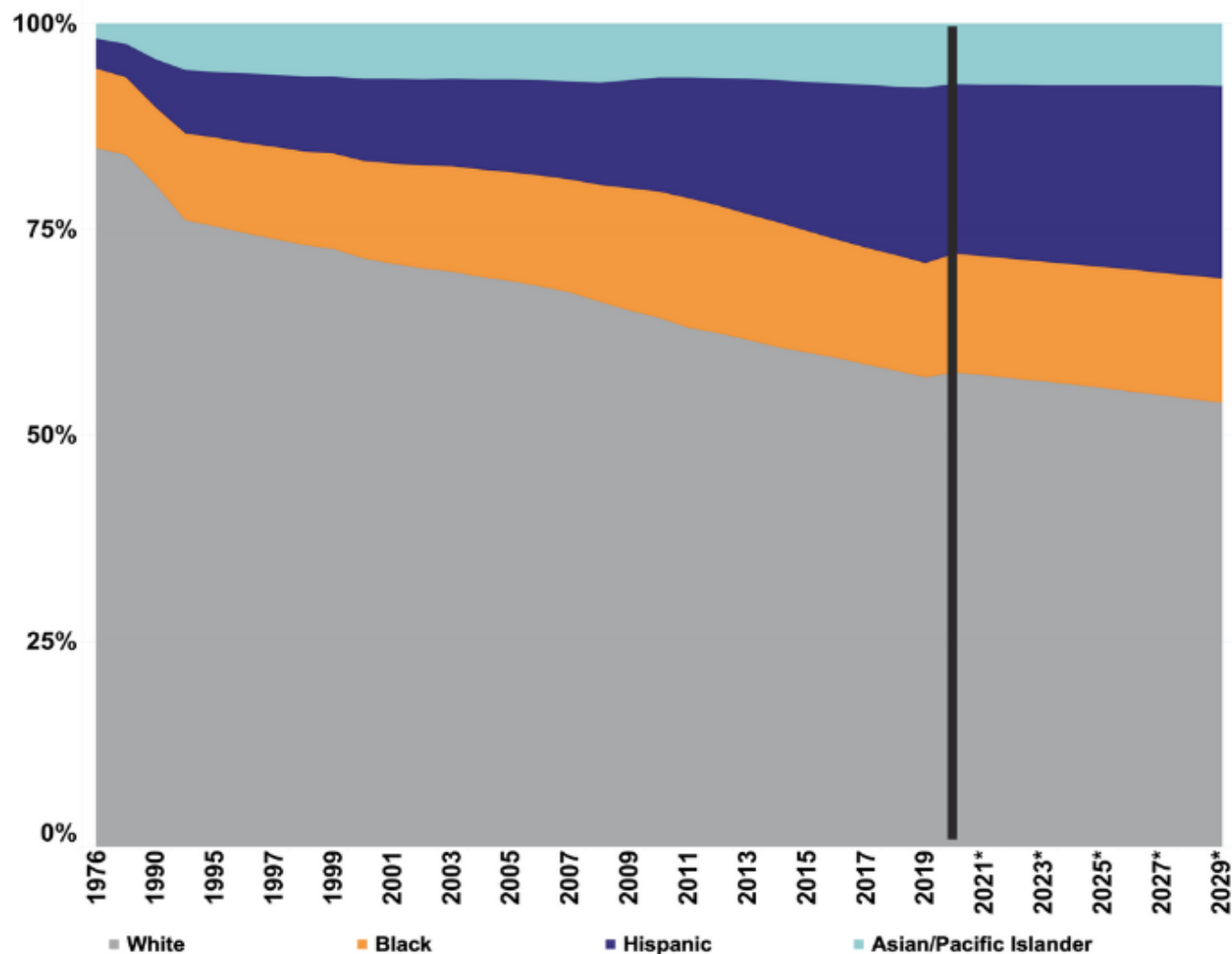
## College enrollment trends

PERCENTAGE OF TOTAL FALL ENROLLMENT IN COLLEGE



Source: U.S. Department of Education, National Center for Education Statistics, "Digest of Education Statistics: 2013," Table 306.10, <http://nces.ed.gov/ipeds/data/digest/ipeds/digest306.1.asp>

# College Enrollment by Race/Ethnicity (1976-2029)

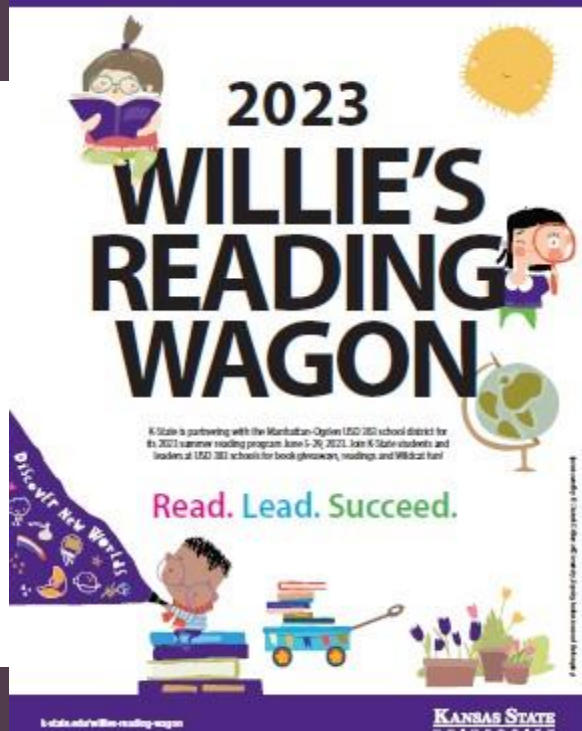


\*Years 2020 through 2029 show projected enrollment data

Source: *Excelencia* in Education analysis using U.S. Department of Education, NCES, Digest of Education Statistics, Table 306.30

To learn more, visit: <https://bit.ly/Latino-college-enrollment>





*"If there is a book that you want to read, but it hasn't been written yet, you must be the one to write it." —Toni Morrison*



# 2023 KSUUnite

- Salina
- Olathe
- Manhattan

**KSUUnite 2023 Manhattan**  
**Opening Ceremony / Welcome**



Dr. Rana Johnson  
Vice President for Diversity, Equity,  
Inclusion and Belonging



Jerome Tang  
Head Coach  
K-State Men's Basketball

October 20, 2023, 8 a.m.  
McCain Auditorium

**KANSAS STATE**  
UNIVERSITY



# QUESTIONS?



**Rana Johnson, PhD**  
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