



THE CASE FOR DEIB AT KANSAS STATE UNIVERSITY

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The Office of Diversity, Equity, Inclusion and Belonging supports the mission and vision of the Next-Gen K-State Strategic Plan:

- To foster excellence in teaching, research and service
- To develop highly skilled & educated citizens necessary to advance the well-being of Kansas, the nation, and international communities to create pathways to higher education for all
- To cultivate a campus culture in which all feel a sense of belonging
- To encourage dialogue on thought provoking topics
- To support the university's core values

FACTS:

- The Office of DEIB is vitally important to KSU:
 - Supports Efforts to Meet **Accreditation Standards**
 - **Compliance with Existing Legislation** (EEO, Affirmative Action, VI, VII, IX, ADA, Forever GI Bill)
 - **Secure Research Grant Funding**
 - **Provide Industry Needs** (E.G, Workforce Readiness)
 - **Maintain National Security**
 - **Support Intercollegiate Athletics**

SOURCE: <https://nasulgc.sharepoint.com/:w:/g/EZzn8zy1LulDrvnFm26MJ4sBfTuqkITqSgKnNAERzoSqwA?e=fdXRVj>



Meet Accreditation Standards

- Only institutions and programs accredited by a federally recognized accreditor can provide students with access to federal student aid, including Pell Grants and student loans.
- Additionally, numerous graduate and professional degree programs and internship/residency programs require accreditation.
- Professional accrediting bodies require institutions to demonstrate a commitment to DEI to achieve accreditation.

Comply with Existing Federal Legislation

- Equal employment opportunity and affirmative action laws, VI, VII, and IX, ADA, and the Forever GI Bill, are the foundation of DEI efforts.
- DEI officers, in partnership with human resources, support best practices to proactively identify potential issues related to fair hiring practices and provides tools to address them.
- Activities related to Title IX focus on training and education to prevent incidents and violations rather than simply addressing issues when they arise.

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Secure Research Grant Funding

- Federal funding agencies such as NIH, NSF (Broader Impacts; Advance Grants), DOE (Pier Plans), and NASA require diversity impact statements or plans as part of grant submissions and/or contracting work.
- DEI offices provide resources and subject matter expertise to researchers seeking to submit competitive proposals.
- Membership and leadership of NCI-designated centers ideally reflect the population that the NCI Cancer Centers Program serves – the nation. Centers may also have special opportunities to enhance the diversity of its staff, membership, and leadership.

Industry Needs (Workforce Readiness)

- Diversity is essential for businesses and for institutions of higher education to remain relevant.
- Employers value employees who can work effectively with customers, clients, and businesses from a range of countries and cultures.
- Employers demand globally proficient candidates who demonstrate cultural sensitivity and a broad worldview to maintain competitive advantage.
- Businesses seek students with cultural competency, workforce readiness, and ability to work on teams made up of a diverse citizenry.

Maintain National Security

- China vastly out produces the U.S. in STEM college graduates.
- To remain competitive, the U.S. needs to produce more STEM and AI majors.
- Large subsets of talent are not pursuing STEM or AI: Women, people of color, tribal communities, citizens in rural/urban areas
- There are also pressing national security vulnerabilities that DEI efforts help address.
- The 2016 committee report reinforced the notion that vulnerable communities, both underinvested and underrepresented, create susceptibility in Great Power Competition (GPC).

Support Intercollegiate Athletics

- The NCAA is committed to fostering a diverse, equitable and inclusive culture in college athletics and supporting DEI efforts of member schools, conferences and the national office.
- The abolition of DEI programming in member institutions will not only impede institutions' efforts to meet NCAA diversity requirements, but it will disproportionately impact student athletes, who are significantly more diverse than student bodies as a whole.
- Institutions that remove services that support the success of their student-athletes will do a disservice to these students who bring revenue, donor support, and national recognition to their institutions.

FACTS:

- DEIB is foundational to colleges & universities
- Inclusive leadership will be vital to DEIB:

Alumni Association

Career Center

KSU Foundation

Human Resources

Communications & Marketing

Office of Engagement

Office of the General Counsel

Office of the Provost

Office of Research Development

Student Life, etc.

**2023-24 Goals: Campus climate survey & diversity
planning in alignment with Next Gen K-State**



QUESTIONS?