



Update on Inclusion in Higher Education

College of Business Diversity, Equity, Inclusion Advisory Member Meeting

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Anti-DEI Legislation Has Been Proposed in Multiple States

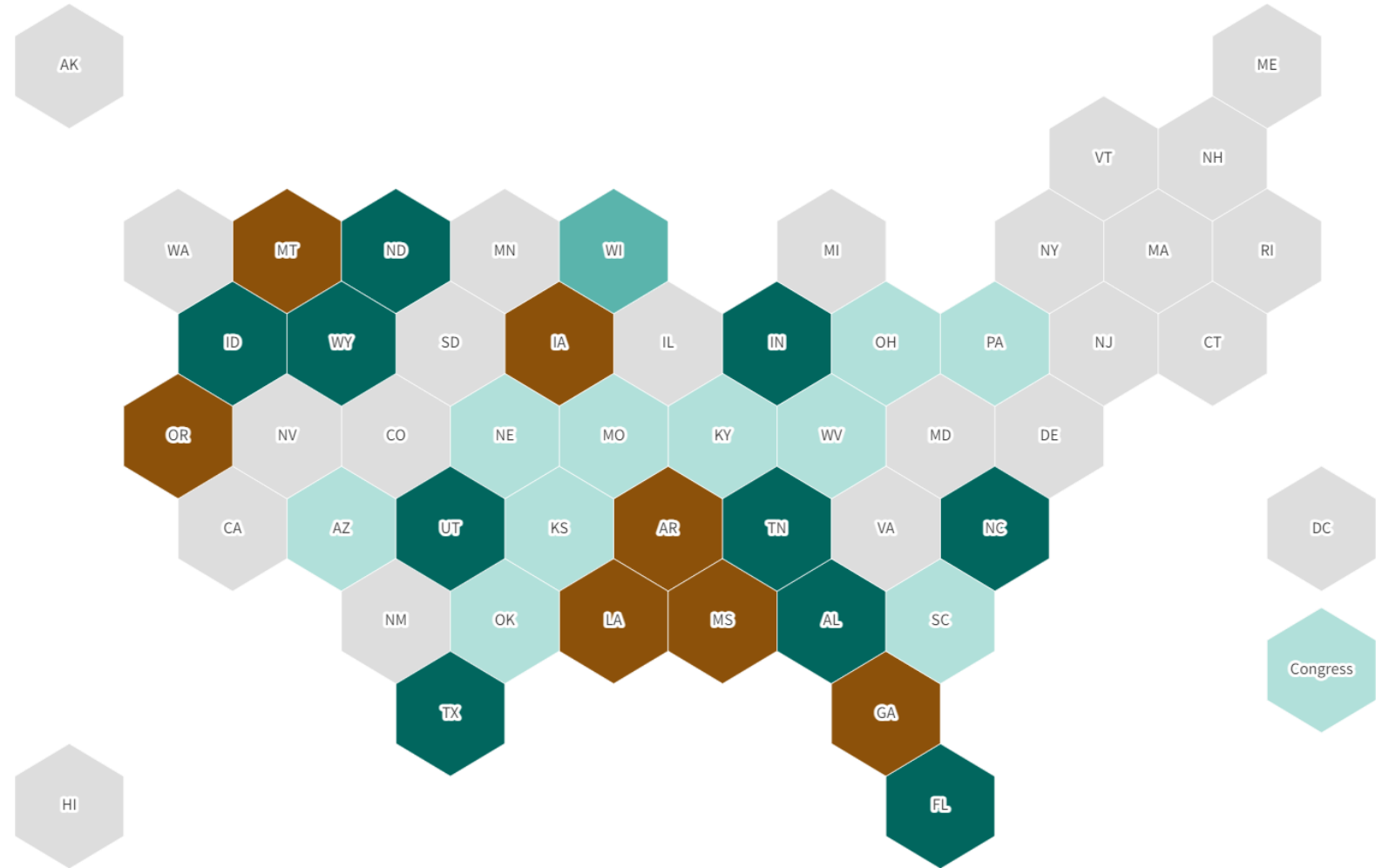
A total of 82 bills have been tracked in 28 states and the U.S. Congress.
Since February 2023:

82
Have been introduced

13
Have final legislative approval

12
Have become law

33
Have been tabled, failed to pass, or vetoed



SOURCE: https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts?sra=true&cid=gen_sign_in

FACTS



- For the second year state governments are targeting Diversity, Equity and Inclusion. This year's bills, executive orders, and internal agency directives focus heavily on higher education.
- Legislation would restrict:
 - Diversity, Equity, and Inclusion Staff (15 states and Congress)
 - Mandatory DEI Training (18 states and Congress)
 - Diversity Statements (17 states and Congress)
 - Identity-Based Preferences for Hiring and Admissions (14 states and Congress)**
- Nearly half of the states in the U.S. have either proposed anti-DEI bills or could be in the process of drafting them.

SOURCE: https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts?sra=true&cid=gen_sign_in

Kansas: HB 2460

Short Title: Substitute for HB 2460 by Committee on Higher Education Budget Prohibiting postsecondary educational institutions from taking certain actions regarding admission applicants, applicants for employment and faculty concerning diversity, equity or inclusion, exceptions, providing for civil remedies and penalties, submitting a report to the legislature and posting information on the board of regents website.

Components of the Bill: Conditional admissions, financial impact, statements related to diversity, equity, inclusion, political ideology or movement.

Kansas State University admits 97% of applicants that meet the requirements for admission.

Kansas State University does not engage in practices that promote one race/ethnicity/gender over another.

K-State strives to employ the best qualified candidates.

Potential Outcomes in Kansas:

- **Diversity, Equity, and Inclusion Offices maintain status quo**
- **Impact on 2024-25 postsecondary education budget**
- **Impact on future student recruitment, enrollment, retention, graduation**
- **Impact on K-State workforce to attract, retain, and promote diverse employees that represent the makeup of the state**

FACTS:

Diversity, Equity, Inclusion and Belonging Offices are vitally important to higher education:

- 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>

PROSPECTIVE OPPORTUNITIES

EXCELLENCE IMPERATIVE:

- All students will be prepared to participate in our increasingly diverse society through inclusive and culturally appropriate curricula;
- Every student will have an opportunity for engagement and dialogue, foundational to a well-equipped workforce, and a healthy democracy;
- We will build capacity to recruit, retain, and promote diverse talent from diverse communities;
- All people, regardless of their backgrounds, will feel a sense of belonging and find success.

ECONOMIC IMPERATIVE: Studies show diversity is essential for business success.

- K-State will produce diverse talent ready for the workforce- to succeed in a diverse economy.
- We will develop globally proficient scholars that demonstrate cultural knowledge, humility, and broad worldviews to maintain competitive advantages.
- The National Association of Colleges and Employers (NACE) eight core competencies, that employers seek in job applicants, will be a model for KSU Deans to promote career readiness.

SOURCE: NADOHE Resource Guide

PROSPECTIVE OPPORTUNITIES

STEM IMPERATIVE:

- K-State will cultivate our talent pool to produce significantly more STEM and AI graduates to develop competitive and successful workers.
- We will identify and recruit historically marginalized communities: Women, people of color, tribal communities, people in rural/urban areas, and others to ensure a diverse talent pool.
- We will prepare our students for success - whether pursuing a career in STEM or AI, or by equipping them with skills to navigate technology, the economy, and/or national security.

RESEARCH AND FUNDING IMPERATIVE:

- The Office of Diversity, Equity, Inclusion and Belonging will support/enhance programs and projects required in calls for proposals to secure federal funding for the Office of Research.
- K-State will collaborate with the Doctoral Scholars Program/Institute on Teaching & Mentoring to identify and recruit diverse student populations to increase participation in STEM at the undergraduate and graduate levels and diversify the workforce.
- The Office of Diversity, Equity, Inclusion and Belonging will support externally funded research projects from national agencies: NSF, NIH, USDA, DoD, etc.

SOURCE: NADOHE Resource Guide

Next-Gen K-State Strategic Plan:

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

Truth, Racial Healing and Transformation Campus Center

- **Goal #1-** Tell the inclusive historical narrative of Kansas State University that fully integrates untold stories of people with representative identities into the primary historical narrative of the university and the communities we serve.
- **Goal #2-** Implement facilitated dialogue experiences at K-State as a first step of building coalitions towards fostering a sense of belonging through intentional relationship building.
- **Goal #3-** Develop conditions that enhance the university community's well-being capacity by removing barriers to well-being resources for students, faculty, staff and the broader community.

EXCELLENCE AND ECONOMIC IMPERATIVE

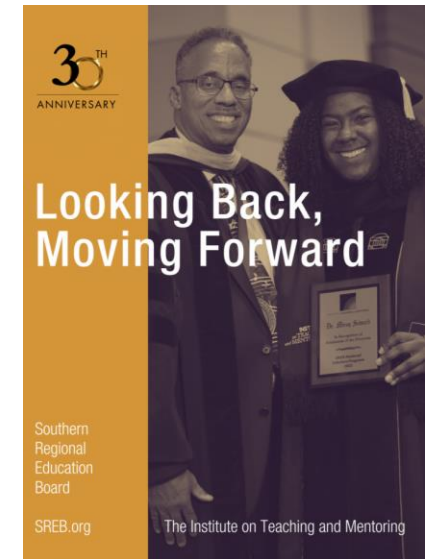


Kansas State University was nationally recognized as one of the top universities for diversity and inclusion with the 2023 Higher Education Excellence in Diversity, or HEED Award, from INSIGHT Into Diversity magazine.

STEM IMPERATIVE & RESEARCH AND FUNDING IMPERATIVE



The Institute on Teaching and Mentoring is the largest gathering of diverse doctoral scholars in the country.



STEM IMPERATIVE & RESEARCH AND FUNDING IMPERATIVE

Nationally renowned computer scientist and educator, Dr. Juan Gilbert, delivered the MLK Presidential Lecture at Kansas State University as part of the university's Dr. Martin Luther King, Jr. Observance Week.



Dr. Gilbert was awarded a 2023 National Medal of Technology & Innovation by President Joe Biden for pioneering and championing universal design in elections technology to make voting accessible for everyone and increasing diversity in the computer science workforce.

The medal is the nation's highest honor for technological achievement.



QUESTIONS?