



INTERCULTURAL LEADERSHIP COUNCIL

DIVERSITY, EQUITY, INCLUSION & BELONGING

Rana Johnson, PhD

Vice President of Diversity, Equity, Inclusion and Belonging

GENERAL BACKGROUND



- ❖ First Generation College Completer
- ❖ Strategic Planner
- ❖ Collaborative Partner
- ❖ Innovative Leader
- ❖ Results Oriented





KENTUCKY COUNCIL ON
POSTSECONDARY EDUCATION

STRATEGIC PLANNING IN HIGHER EDUCATION INFLUENCED BY STATEWIDE SYSTEM:

- Campus Visits with the United States Department of Education, Office for Civil Rights (OCR)
- Collaborative Partnership with Government Officials and State Legislators
- Collaborative Partnerships with Public Postsecondary Education Institutions
- Committee on Equal Opportunities- Chair
- Financial Oversight of Educational Enhancement Programs and Services
- Graduate Student Recruitment for Doctoral Programs- Statewide
- K-12 Pipeline Programs - Statewide
- Policy Review and Development- Statewide
- Strategic Planning, Monitoring, Analysis and Report Development- Statewide and Institutional Level
- Undergraduate Student Recruitment- Statewide

U.S. Department of
Education



Office for Civil Rights
(OCR)



20+ Years Experience: Diversity, Equity, Inclusion and Belonging

Macro and Micro Perspectives:

Accreditation Report Teams: Higher Learning Commission (HLC), NCATE, NEASC

Compliance with State and National Regulations

Recruitment of Administrators, Faculty, and Staff- Focused on Diversity

DEIB Strategic Planning, Monitoring, Evaluating, and Reporting

Educational Conferences, Institutes, Panels, Programs, and Summits

Fiscal Oversight of Department Budgets, Contracts, and Grants

Partnership with Constituents and Stakeholders Internal/External to Higher Ed

Public Affairs and Community Outreach- Intercultural and Intersectional

Review and Analysis of Peer and Aspirational Institutions

Review/Analysis of the Integrated Postsecondary Education Data System (IPEDS)

KSUnite Manhattan



KSUnite 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

- What You See Is What You Get
 - Mr. Nathan McClendon
- Generational Perspectives of DEIB
 - Athletics Panel Discussion
- Growing Our Mindset: Minority Producers and Corporate Connections
 - Career Collaboration with the College of Agriculture

KSUnite 2023

KSUnite 2023 was created with our student populations in mind – at each campus:

- The inaugural 2023 KSUnite Salina event took place on October 18
- Followed by the inaugural 2023 KSUnite Olathe event on October 19

Goals for KSUnite 2024

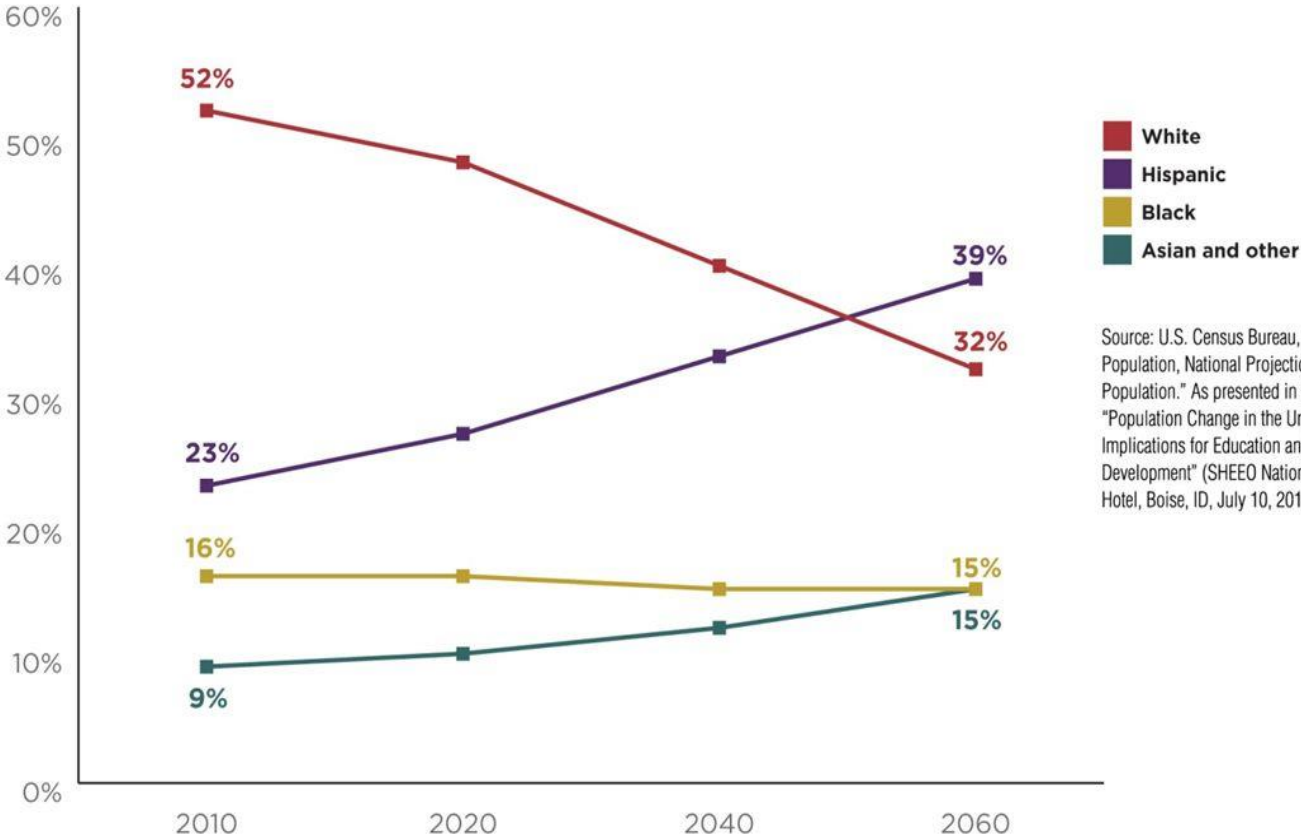
Showcase of student voices, as well as belonging and community at K-State:

- Replicate at Olathe and Salina campuses

US Students Will Very Soon Be Majority Students of Color

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

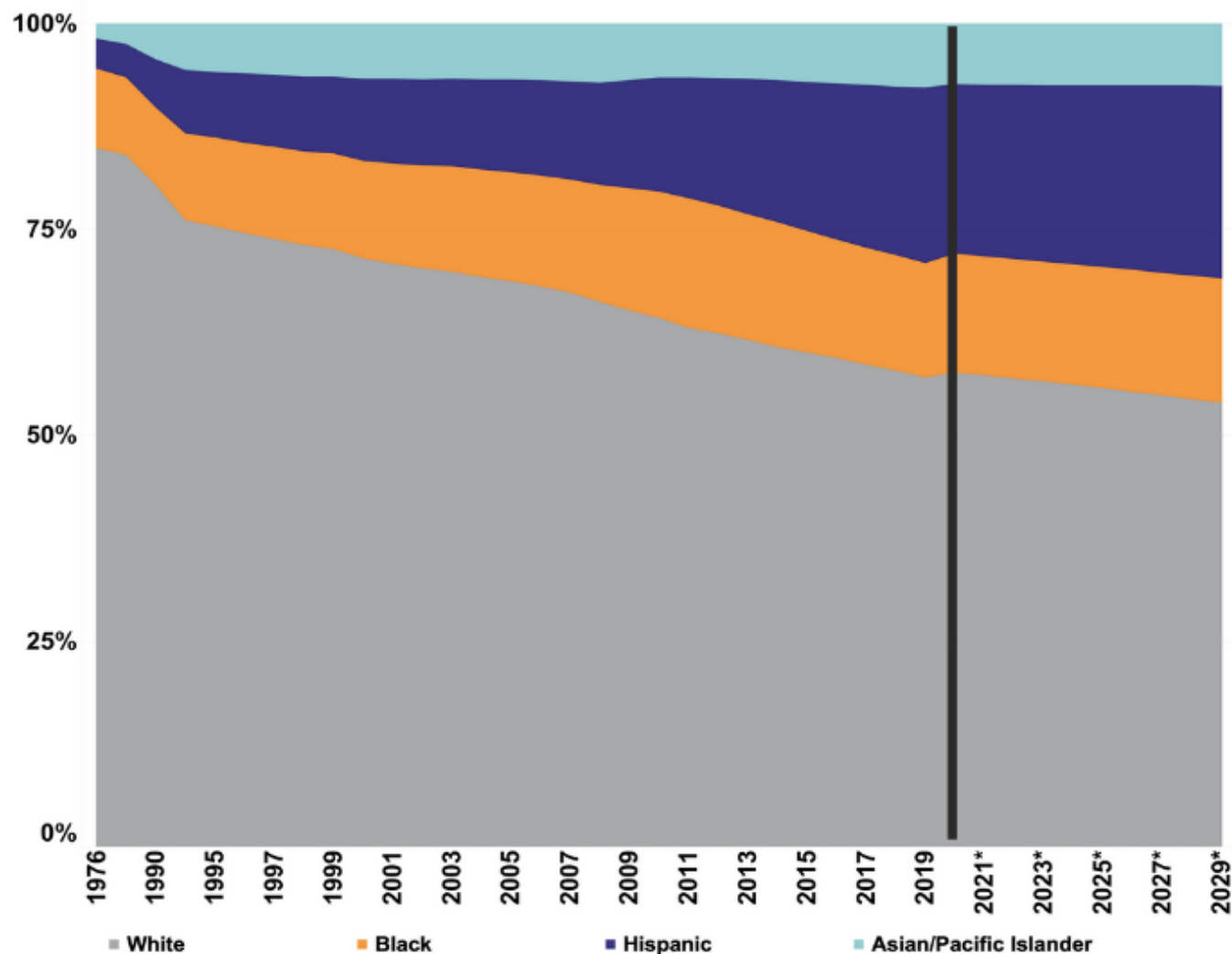
PERCENTAGE OF ENROLLED STUDENTS



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).



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>



The Morrill Land Grant Acts

As the first land grant institution-Kansas State University has a history of investing and improving the lives of Kansans through teaching, research and extension- offering advanced instruction to the working class.

Prospective Opportunities:

Collaborations with HBCU's, HSI's, Tribal Colleges
K-12, Undergraduate, and Graduate Students



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.

Office of Diversity, Equity, Inclusion and Belonging

OUR MISSION

The Office of Diversity, Equity, Inclusion and Belonging supports the mission, vision and values of Next-Gen K-State. By empowering diversity, fostering partnerships, increasing access, and enriching the learning, living, and working environments for all. Mission-driven and data-informed strategy, practices, and consultation are foundational to diversity, equity, and inclusion at Kansas State University.



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.

Align with the Next Gen K-State Strategic Agenda

- Assist deans with increasing student enrollment to support the 30,000 new learners across all campuses
- Increase credentials, through a collaborate relationship with Global Campus, Olathe and Salina, to advance microcredentials
- Manhattan Chamber of Commerce DEIB to ensure that workforce diversity and dialogues highlighting microcredentials are included in dialogues regarding the Chamber's Strategic Planning process.
- Relationship building with USD 383 and USD 475 to create a pipeline from K-12 into Kansas State University, as well as support military families and veterans.

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.



OPPORTUNITIES

- The Kansas Board of Regents' strategic plan, Building a Future, seeks to help the system better serve Kansas families, Kansas businesses and the state's economic prosperity.
- Kansas State University 's focus on workforce development may address the demographic changes in the state – capitalizing on efforts to reach diverse populations, by including business and industry in the strategic planning process.
- The BOR metrics are more focused, prioritizing the needs of families, businesses and the Kansas economy. It also includes promising practices, which are system and sector level initiatives designed to help drive improvement at the college and university level.

ADDITIONAL ADVICE FOR DIVERSE GROUPS OF STUDENTS

- Attend several lectures, programs and university events every semester.
- Participate in study abroad or alternative spring break, if you have an opportunity.
- Balance your university courses/education with your work life.
 - Make sure K-State is a priority- if you must work, try to find employment on campus.
 - Administrators, faculty and staff will be more than understanding when you are studying for tests or writing papers- compared to an off-campus business or organization.
 - Remember, your #1 goal should be degree completion.

ADDITIONAL ADVICE FOR DIVERSE GROUPS OF STUDENTS

- Try to locate an internship, related to your major, every year.
- Step outside your comfort zone and attend cultural events and celebrations that you may not otherwise participate in.
 - Keep in mind that you don't have to be a member of a specific cultural community to be an ally and expand your knowledge of varied groups.
 - Doing so will expand your awareness and prepare you to live and work with varied groups in your future profession.

QUESTIONS?



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