



# Kansas State University New Faculty Orientation

Rana Johnson, PhD  
Vice President for Diversity, Equity,  
Inclusion and Belonging

August 2024



# OVERVIEW

- Principles of Community
- Definitions
- KSU Leadership
- Diversity, Equity, Inclusion and Belonging Initiatives
- Goals & Initiatives



## Principles of Community

Kansas State University is a land-grant, public research University committed to teaching and learning, research, and service to the people of Kansas, the nation, and the world. We believe our collective mission is best accomplished when every member of the University community acknowledges and practices the following principles:

**We** affirm the inherent dignity and value of every person and strive to maintain an atmosphere of justice based on respect for each other.

**We** affirm the value of human diversity and inclusion for community. We stand united against all forms of discrimination.

**We** affirm the right of each person to freely express thoughts and opinions in a spirit of civility and decency. We believe that diversity of views enriches our learning environment, and we promote open expression within a climate of courtesy, sensitivity, and mutual respect. For more information, please see the University's [Statement on Free Speech and Expression](#) and the University's [Statement on Academic Freedom](#).

**We** affirm the value of honesty and integrity, and will act accordingly in all professional endeavors and expect the same from our colleagues.

**We** acknowledge that we are a part of multiple communities, and we have a responsibility to be engaged in a positive way with our civic partners.

**We** recognize our individual responsibilities to the University community and to the principles that sustain it. We will each strive to contribute to a positive spirit that affirms learning and growth for all members of the community.

# 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](mailto: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

# 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





# K-State Received the 10<sup>TH</sup> 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



# UNIVERSITY COMMITTEES



## **University Committee on Diversity, Equity, Inclusion & Belonging**

The committee is charged to provide leadership and coordination to all related campus programs and activities and assist in creating and developing a university climate of inclusiveness and belonging.

## **University Committee on Gender Equity**

The goal of this committee is to review the roles, needs, and opportunities of our diverse students, faculty and staff at Kansas State University, promoting gender equity for all. We make recommendations for policy changes as appropriate.

## **University Committee on Religious, Spiritual and Nonreligious Diversity**

The committee exists to help everyone on campus - from all religious, spiritual, and nonreligious perspectives - to see themselves as valuable members of the K-State family.

# 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.

# Dr. Martin Luther King Jr. Observance Week

We celebrate Dr. King's legacy through campus and community events. Please join us for our week-long program.

## Schedule of Events

- [MLK Day of Service](#)
- [Annual Diversity Student Leader Reception](#)
- [Commerce Bank Presidential Awards for Diversity](#)
- [Annual College of Arts and Sciences Civil Rights Teach-In](#)
- [MLK Presidential Lecture](#)
- [College of Business MLK Week Lecture](#)
- [Affinity Group Lunch and Learn](#)
- [Laying of the Wreaths and Candlelight Ceremony](#)



# KSUnite

- Salina
- Olathe
- 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





A special day of activities, breakout sessions and performances is planned for Indigenous Peoples Day.





The event is organized by the K-State Indigenous Faculty and Staff Alliance.

# INDIGENOUS PEOPLES DAY

**WRITING, SINGING, AND SHAPING THE FUTURE:  
INDIGENOUS FILM, ART, AND PERFORMANCE**

**Oct 9, 2023 | 9:00 am - 3:30 pm**

**K-STATE STUDENT UNION BALLROOM  
Manhattan, Kansas**


<p><b>9:30 am - 10:20 am</b></p> <p><b>ARIGON STARR</b> Kickapoo</p>  <p>Award-winning musician, actor &amp; playwright, plus renowned comic book creator and book illustrator</p>	<p><b>10:30 am - 11:20 am</b></p> <p><b>DUSTIN TAHMAHKERA</b> Comanche</p>  <p>Playwright of Comanche-centric theatre &amp; professor of Native American cultural studies at the University of Oklahoma</p>	<p><b>12:00 pm - 1:15 pm</b></p> <p><b>9-1-1 COMANCHERÍA</b> A Staged Play Reading</p>  <p>This short play by Dustin Tahmahkera won the Thomas Studi Award &amp; the Playwriting in Excellence Award for best play at "Native Voices at the Aultry" the Aultry's 11th Annual Short Play Festival "Home"</p>	<p><b>2:30 pm - 3:20 pm</b></p> <p><b>LITTLE SOLDIER</b> Dance Troupe</p>  <p>A special exhibition performance by members of the Prairie Band potawatomi Nation</p>
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**BREAKOUT SESSIONS ON:**  
Indigenous Librarianship & Data Sovereignty, Indigenous Animation, Art Talk & Gallery visit with Justice Catron (**Cherokee**)


Lunch by Indigenous Chef Jason Champagne (**Chippewa**)

SCHEDULE, REGISTRATION, & LIVE STREAM INFO AT: [k-state.edu/indigenous-alliance](https://k-state.edu/indigenous-alliance)

SPONSORED BY:  
College of Education | Dean's Office, Department of Educational Leadership, Diversity for Community Committee | College of Arts & Sciences: Diversity Committee, Department of English, Department of Sociology, Anthropology, and Social Work, School of Music, Theater, and Dance and the DE&I Committee | Chapman Center for Rural Studies | College of Agriculture & USDA-NIFA New Beginnings for Tribal Students | College of Business | College of Health and Human Sciences | Department of Student Belonging and Inclusion | Dore Center for Multicultural and Community Alliance | Kansas State Center for Hazardous Substance Research | Kansas State University Alumni Association | Kansas State University Multicultural Engineering Program & NSF ND & KS EPSCoR 801 Track 2 Grant | Office of Institutional Effectiveness | Office of Institutional Equity | Office of the Provost | The Spectrum Center at Kansas State University | Slayley School of Leadership



KANSAS STATE UNIVERSITY  
Indigenous Faculty & Staff Alliance



KANSAS STATE UNIVERSITY



# Institute on Teaching and Mentoring

October 31 – November 3, 2024



**INSTITUTE**  
*on* **TEACHING**  
*and* **MENTORING**



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

# 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?

