Your Name?
Your UMKC role?
What is something about you we might not know, just by looking at you?

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GROUND RULES

- No question is a dumb question!
- Respect the opinion of others.
- What goes on in discussions stays in the room.
- Give everyone an opportunity to talk.
- Participate!
- Other ground rules?
The mission of UMKC’s Division of Diversity and Inclusion is to promote a diverse, creative and inclusive institutional culture that contributes to a climate of success for all.

The university sees diversity as one of key success factors for increasing enrollment and improving retention and graduation rates.

We assist administration, staff, faculty and students in leading institution change in developing students who are prepared for a global society.
COMMON QUESTION 1: HOW DOES UMKC DEFINE DIVERSITY?

- UMKC values diversity as central to its mission as an urban-serving research university and as a driver of excellence in teaching and learning.

- UMKC embraces a broad spectrum of diversities including race, religion, ethnicity, culture, nationality, gender, age, sexual orientation, disability, linguistic ability, learning style, religion, socioeconomic and veteran status.

- We embrace a broad definition of diversity while remembering we are an urban-serving university and underrepresented minority groups in our surrounding community remain underrepresented in higher education.
Common Question 2: I thought we’ve made enough progress—why continue to focus on diversity?

- Demographic trends continue to indicate that UMKC will have an increasingly diverse student body.
- There is a need to continue to work on developing a UMKC climate that is welcoming to all.
- As an urban serving university, UMKC needs to reflect the community we serve.
- UMKC has and will have a significant number of international students for the foreseeable future.
2014-2018 UMKC DIVERSITY STRATEGIC PLAN

- **Representation, Access and Success** — Our programs seek to diversify and grow our campus community while developing the academic and leadership potential of scholars both on campus and in our local community.

- **Climate and Campus Environment** — We are cultivating an environment committed to civility and respect where everyone is empowered to pursue their personal, academic and professional goals.

Diversity INCLUDES ME!
ABOUT THE DIVISION OF DIVERSITY AND INCLUSION

- Responsive Teaching, Research, and Experiential Learning — We contribute to a diverse learning and life experience to create culturally competent individuals.
- Faculty Development
ABOUT THE DIVISION OF DIVERSITY AND INCLUSION

- **UMKC and the Urban Community in Partnership** — We build relationships with the urban community to advance our role as an urban serving campus committed to its neighborhood and region.

- **Institutional Infrastructure & Resources** — We ensure diversity initiatives are actively supported, reviewed and owned by the university community.

*EveryFace EveryVoice EveryExperience Diversity INCLUDES ME!*
KEY UPDATES

- Training & Development offerings available
- Face to Face, Online, and Discipline Specific (with your help)
- Diversity Strategic Planning – Round 1
- Climate Survey Spring – Fall 2016
ABOUT FACULTY DEVELOPMENT

- Dimension: Responsive Teaching, Research, and Experiential Learning
- Charge: To create a comprehensive faculty development program in diversity and inclusion
- Designed to meet the specific needs of faculty
WHY A FACULTY DEVELOPMENT INITIATIVE?

- Increased diversity of students.
- A Faculty development approach is important to achieve a unified understanding of diversity and why it is critical to university success.
- The Division of Diversity and Inclusion and the Chancellor’s Diversity Council cannot lead an organizational-wide diversity strategy alone.
- A diversity plan is only as effective as its implementation by faculty.
THE IMPORTANCE OF FACULTY DEVELOPMENT IN DIVERSITY & INCLUSION

Higher Learning Commission’s Criteria for Accreditation

1.C. The institution understands the relationship between its mission and the diversity of society.
   - The institution addresses its role in a multicultural society.
   - The institution’s process & activities reflect attention to human diversity as appropriate within its mission & for the constituencies it serves.

3.B. The institution demonstrates that the exercise of intellectual inquiry and the acquisition, application, and integration of broad learning and skills are integral to its educational programs.
   - 4. The education offered by the institution recognizes the human and cultural diversity of the world in which students live and work.
ROLE OF FACULTY DEVELOPMENT DESIGN TEAM

- To develop an approach to diversity & inclusion faculty development
- To identify gaps in faculty knowledge and skills in managing diversity
- To design, refine, and pilot training and development
- Be an “ambassador” in your program/department encouraging participation and collecting feedback
ESSENTIAL SKILLS FOR FACULTY DEVELOPMENT

- The willingness to look within (introspection) and have empathy for others
- The ability to have difficult conversations
- The ability to tolerate discomfort
- An understanding of unconscious bias and the faculty role
- The courage to lead training and development initiatives
SURVEY RESULTS

Q1. Topics/Issues
Q2. Evidence of Transformation
Q3. Ideal Time Duration
Q4-5. Certificate / Other Structures
Q6. Objectives
DISCUSSION

QUESTIONS?
COMMENTS?
DISCUSSION?
DISCUSSION

Successful or unsuccessful experiences?
COMMITTEE STRUCTURE

- Vote on Chair and Co-Chair
- Select 1 year and 2 year Terms
NEXT STEPS

➢ Be familiar with UMKC diversity Training & Development Resources

➢ Identify where to find meeting minutes on DDI Training & Development

➢ Determine reoccurring meeting schedule