



FACULTY DEVELOPMENT ORIENTATION

UMKC
Division of Diversity
and Inclusion





Your Name?

Your UMKC role?

What is something about you we might not know, just by looking at you?

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Jennifer Coldiron, L.C.S.W., Director

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?

ABOUT THE DIVISION OF DIVERSITY AND INCLUSION

- 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.



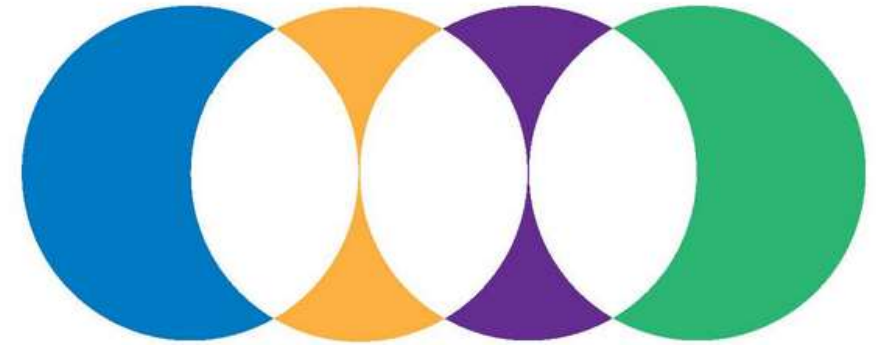
COMMON QUESTION 2: I THOUGHT WE'VE MADE ENOUGH PROGRESS—WHY CONTINUE TO FOCUS ON DIVERSITY?

- 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.*



Every**Face**
Every**Voice**
Every**Experience**
Diversity **INCLUDES ME!**

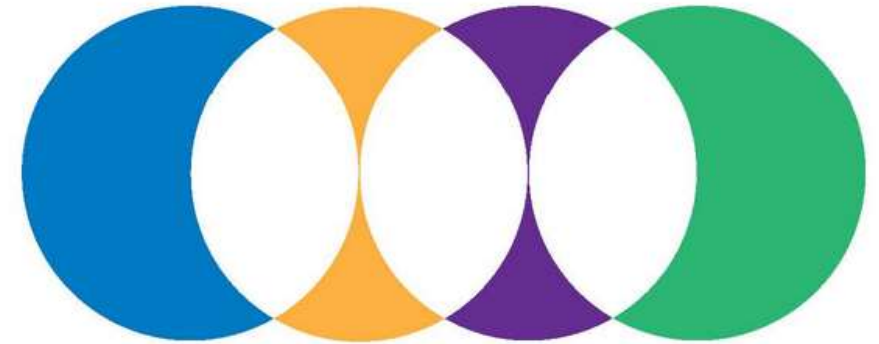
ABOUT THE DIVISION OF DIVERSITY AND INCLUSION

- *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.*



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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?**



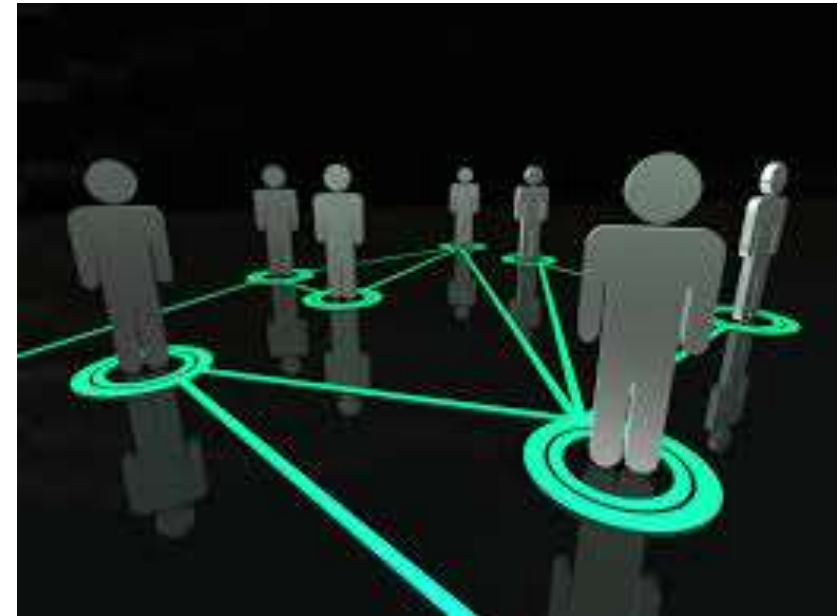
DISCUSSION

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



The screenshot shows the website for the University of Missouri-Kansas City's Division of Diversity and Inclusion. The header includes the university name and the division title. A navigation menu lists Home, Initiatives, Events & Programs, Chancellor's Diversity Council, Get Involved, About Us, and Contact. Below the menu is a grid of diverse individuals, with one tile featuring the text "DIVERSITY includes me". A news section on the right highlights a link to "Kansas City's Downtown Renaissance Continues With Major Redevelopment Opportunity".

UNIVERSITY OF MISSOURI-KANSAS CITY

Division of
DIVERSITY AND INCLUSION

Home Initiatives Events & Programs Chancellor's Diversity Council Get Involved About Us Contact

DIVERSITY includes me

UMKC's Division of Diversity and Inclusion provides dynamic programming and consultation that enriches the educational experiences of students, staff, faculty and community members.

NEWS

▶ [Kansas City's Downtown Renaissance Continues With Major Redevelopment Opportunity](#)