“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”

— Martin Luther King Jr.
Dear UMKC and Greater Kansas City Community Members,

We proudly present the first edition of Diversity, Inclusion and Further Action, 2015-16: A Year in Review. Our focus on organizational development involves continual institutional and individual efforts to demonstrate that we value all diverse backgrounds, experiences and perspectives.

In alignment with the 2014-18 Diversity Strategic Plan created by the UMKC Chancellor’s Diversity Council, five diversity dimensions define the breadth of impact we pursue. This report provides an overview of our efforts within these five areas, as well as examples of like-minded actions across our campuses, to share a sense of the ongoing, collective efforts at UMKC.

Together, we are transforming UMKC into a multicultural organization — one that strives to exemplify UMKC’s Strategic Goal #5: Embrace Diversity. Please contact us to engage in these collective efforts and find more information on all diversity and inclusion initiatives, plus online development resources at info.umkc.edu/diversity.

Sincerely,

Susan B. Wilson, Ph.D., MBA
Vice Chancellor, Division of Diversity and Inclusion
Associate Adjunct Professor, Counseling Psychology

UMKC’s Strategic Goal #5: Embrace Diversity
Celebrate diversity in all aspects of university life, creating inclusive environments, culturally-competent citizens and globally-oriented curricula and programs.
Continued signature lecture series, including the 9th Annual Social Justice Book Lecture, 8th Annual Martin Luther King Jr. Lecture, 9th Annual Pride Lecture and 9th Annual Cesar Chavez Lecture

Met with faculty of color for recommendations on representation and retention efforts while analyzing options for a truly systemic approach across the University of Missouri System

University Statement on 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, ethnicity, nationality, culture, gender, age, sexual orientation, disability, linguistic ability, learning style, religion, socioeconomic and veteran status, life experiences, educational level and family structure.

Conducted campus-wide listening sessions, hosted by UMKC Chancellor Leo E. Morton and Provost Barbara Bichelmeyer, to gather feedback about the UMKC experience

Reconstituted the Chancellor’s Diversity Council to allow for wider representation and a focus on integrating and monitoring the progress of campus and system-wide diversity efforts

Entered the second phase of the Diversity Advocates program, focusing on developing a learning community of staff, faculty and students in diversity, inclusion, civility and social justice

Launched diversity and inclusion consultation and action-planning with academic units and established inventories of campus-wide diversity programming — action plans focused on making progress in the five strategic dimensions of the Diversity Strategic Plan, “Embrace Diversity”

Quadrupled training and development opportunities geared toward staff — also made available to students and faculty — and established campus partnerships to focus on student development in the coming years
Diversity, Inclusion and Further Action

2015-16: A Year in Review

Diversity, Inclusion and Further Action

UMKC seeks to recruit and retain a diverse campus community that promotes the success of all students, faculty and staff. We believe we play an important role in preparing students for opportunities in a complex, global world.

Diversity Data Highlights

Diversity Dashboard

Because data is an important driver of decision making, the Division of Diversity and Inclusion, in collaboration with the UMKC Data Warehouse, developed a basic Data Dashboard containing diversity data of all university students, faculty and staff, as well as data specific to academic units. This dashboard offers year-to-year comparisons on key diversity dimensions.

The Latinx population rose to 7.5 percent in Fall 2015 from 5.7 percent in Fall 2012.

International students now make up 11.1 percent of our students, up from 9.6 percent in 2012.

Students identifying as multiple ethnicities is 4.4 percent, up from 2.7 percent in 2012.

UMKC had 412 tenured and tenured-track faculty, based on 2015 IPEDS data, the most recent information available.

This includes:

- 29 faculty with African ancestry (7 percent)
- 1 American Indian faculty
- 62 faculty with Asian/Pacific Islander heritage (15 percent)
- 11 Hispanic faculty (2.6 percent)

Considering African Americans, American Indians and Hispanic faculty together, tenured and tenured-track faculty is at 9.8 percent. Compared to others in our system: 7.7 percent, University of Missouri-Columbia; 10.7 percent, University of Missouri-St. Louis; 3.4 percent, Missouri University of Science and Technology.

Considering this same grouping of underrepresented minority faculty at 9.8 percent, tenured and tenure-track faculty at UMKC rose 2 percent, up from 7.8 percent in 2012.

Information compiled from UMKC Data Warehouse, Comprehensive Enrollment Report, 2015 Fall Semester, 2012 Fall Semester.
Avanzando Program
In partnership with the Greater Kansas City Hispanic Development Fund, the Avanzando program at UMKC increases retention, improves graduation rates and ensures successful transitions into graduate school and/or careers for UMKC Latinx scholars.

More than 50 campus and community mentors open doors to networking, internship opportunities and community engagement.

Year-long support is provided through:
• Avanzando Summer Enrichment Program
• Family-centered fall welcome reception
• Mid-year La Familia program
• Year-end celebration of graduates and their achievements

For the third consecutive year, grants from the Patricia and John Morgan Academic Advancement Fund and the W.K. Kellogg Foundation Trustee Donor-Advised Fund supported undergraduates’ independent, faculty-supported research projects aimed at increasing undergraduate research participation of underrepresented minorities.

High School/Collegiate Connection
The High School/Collegiate Connection is a high school leadership development institute which resulted from an outgrowth of the annual Women of Color Leadership Conference.

Between 2015-16, the program served 425 high school students from 18 schools and connected them with UMKC collegiate women. Local female leaders provided interactive workshops that addressed college readiness and completion strategies, career planning, financial independence, mental and physical health, and leadership capacity.
Diversity Advocates
The Diversity Advocates program is a Diversity and Inclusion learning community that equips faculty, staff and students with diversity-related skills and strategies they can use on the job and around our campuses.

By participating in trainings and engaging with colleagues and peers, Diversity Advocates become empowered change agents. As our eyes and ears on the ground, Diversity Advocates also help us identify diversity and inclusion needs and gaps at UMKC.

Diversity and Inclusion Training and Development
A new Diversity and Inclusion training and development program was developed and launched, with more than 1,653 faculty, staff and students engaging in the trainings in the past year. New face-to-face offerings with facilitator guides include:

- **Communicating Respectfully in a Diverse World** teaches six techniques to interrupt stereotypes and biased language without shame or blame, in order to ensure a respectful working, living and learning environment at UMKC and beyond.

- **The Science of Unconscious Bias and Its Professional Implications** helps individuals identify their own unconscious biases and strategies to reduce bias in hiring, teamwork, decision-making and professional judgment.

- **Crucial Conversations** covers six communication skills essential for authentic, candid dialogue. Participants discuss four layers of diversity dimensions that can impact dialogue and learn about simple but proven strategies to reduce the consequences of stereotype threat in our workplaces and classrooms.

- **Embrace Diversity** explores five models for building cultural competencies and provides UMKC specific resources for each approach.

UMKC Campus Climate Survey 2016
The Division of Diversity and Inclusion retained nationally-known Rankin & Associates Consulting to conduct a campus-wide climate survey with all UMKC students, faculty and staff.

Provost Barbara Bichelmeyer and Vice Chancellor Susan B. Wilson co-chaired the Climate Study Work Group established to oversee the development and implementation of the climate survey, which ran Oct. 4-Nov. 4, 2016. The survey gathered information about UMKC’s learning, living and working environments. The findings will be reported in Fall 2017 and used to develop an action plan to address diversity and inclusion gaps and needs identified in the survey.
Campus Listening Sessions
UMKC administrators conducted open forum listening sessions for the entire UMKC community. Through those sessions led by Chancellor Leo Morton and Provost Barbara Bichelmeyer, seven themes for further action emerged. UMKC is committed to ensuring all people feel valued as part of the university community.

You spoke up. We listened.
Seven Themes Resulting from UMKC Campus Listening Sessions

THEME 1: A one-stop system, including a website to assist faculty, staff and students to seek the appropriate help, should they encounter climate, workplace, Title IX or other issues. The website, known as Help Central, launched this year at umkc.edu/help.

THEME 2: A statement of values for UMKC intended to guide behavior that creates a welcoming and respectful climate. Provost Bichelmeyer brought in experts to host focus groups with students, staff and faculty this spring, and we look forward to the results of our collective efforts to define what values we stand for as an institution by Spring 2017.

THEME 3: Diverse communication strategies that will reach various audiences with information about diversity resources and progress. Strategic Marketing and Communications surveyed our community to confirm best communication outlets, launched the one-stop Help Central website and implemented “UMKC Climate: Campus Resources” in UMatters, the weekly faculty and staff newsletter.

THEME 4: Infuse the curriculum, classroom experiences and advising to reflect cross-cultural perspectives and comfort with diverse views. A faculty-led Cross-Cultural/Cross-Disciplinary Dialogue Program resulted from a year of planning by faculty representatives from each academic unit. The proposal is under review by the Provost now.

THEME 5: Ongoing and improved training and development for faculty, staff and students in areas of cultural sensitivity, respectful dialogue and diversity. The Division of Diversity and Inclusion launched face-to-face training initiatives over the past 18 months and provided an additional 200 online resources. A partnership with Student Affairs and Enrollment Management for a lasting approach to student development led to more than 100 student leaders receiving some form of diversity and inclusion training in Summer 2016. A total of 582 students engaged in diversity and inclusion development with the division this past year.

THEME 6: The recruitment and retention of faculty, staff and students of color. The Office of Affirmative Action developed a search committee training to help people recognize and understand unconscious bias. With the appointment of the first ever University of Missouri System Chief Diversity Officer, the UM System committed to additional funding for additional UMKC diversity recruitment and retention initiatives.

THEME 7: Equity in hiring, promoting and retaining. A comprehensive campus climate survey collected additional information from faculty, staff and students between Oct. 4 and Nov. 4, 2016. The data is being analyzed to identify and implement further action items beginning Spring 2017.

“You can speak up without fear of retaliation. If retaliation appears, there are resources you can go to.”
— UMKC faculty member
Cross-Cultural/Cross-Disciplinary Dialogue Program
A faculty-led Cross-Cultural/Cross-Disciplinary Dialogue Program was recently proposed by faculty representatives from each academic unit after a year of planning. The goal of this program is to enhance UMKC faculty’s capacity to have respectful, quality dialogue about diversity, equity, and inclusion and to share strategies that promote responsive teaching and research. This proposal is currently under review by the Provost and will potentially launch on both campuses this spring.

Anchor and Discourse Social Justice Scholars Awards
Discourse coordinator and faculty adjunct Rhiannon Dickerson created the Anchor and Discourse Social Justice Scholars Awards with support from the Division of Diversity and Inclusion, the Division of Student Affairs and Enrollment Management, the Chancellor’s Diversity Council and the Undergraduate Research Advisory Board.

Awards were granted to students who exhibited creativity and leadership in their anchor and discourse student learning outcomes, as well as active commitments to promoting social justice on our campus and within our community.

Of 16 contestants presenting work at the Undergraduate Research and Creative Scholarship Symposium on April 21, 2016, the winners selected were:

- **1st place, $500**: Abigail Brown, "Childhood Obesity: An Environmental Divide," Faculty mentor: Rhiannon Dickerson
- **2nd place, $350**: Andrew Williams, "The Impact of Gerrymandering in the United States," Faculty mentor: Malcolm Gordon
- **3rd place, $150**: Alex Peuser, "AIDS and the Artists’ Call to Action," Faculty mentor: Nicole Higgins.
- **4th place**: Madeline Lewis, "Racial Diversity in Honors Colleges," Faculty mentor: Rhiannon Dickerson.
- **5th place**: Sara Mian, "Unveiling the Muslim Experience on Campus," Faculty mentor: Rhiannon Dickerson.

UMKC contributes to a diverse learning and life experience to create culturally competent individuals.
2015-16: A Year in Review

Diversity, Inclusion and Further Action
Division of Diversity and Inclusion Lecture Series

The Division of Diversity and Inclusion Lecture Series brought high-impact thought leaders from the national stage to share ideas, insights and strategies on campus. These speakers empower others to extend civil rights to all through racial, economic and social justice.

The 9th Annual Social Justice Book and Lecture featured Steve Perry, M.S.W., Ed.D., author of *Push Has Come to Shove: Getting Our Kids the Education They Deserve Even If It Means Picking a Fight* (2011) and founder of the very successful Capital Preparatory Magnet in Hartford, Connecticut. The lecture coincided with a series of events dedicated to education and social justice. Event co-sponsors hosted an education policy debate, book discussions and a community panel to generate important dialogue on the status of Kansas City’s public education system.

The 9th Annual Pride Lecture featured comedian, actress and jazz musician, Lea DeLaria, who was the first openly gay comic in 1993 to enter late-night television. Prior to her lecture, guests enjoyed artwork by UMKC students from our LGBTQIA community in collaboration with student Wolfgang S. Bucher from the UMKC Art and Art History department.

The 9th Annual Martin Luther King Jr. Lecture featured Marc Lamont Hill, Ph.D., distinguished professor, host of HuffPost Live and BET News, and political contributor for CNN.

The 9th Annual Cesar Chavez Lecture featured Maria Teresa Kumar, founding president and CEO of Voto Latino, Emmy-nominated contributor with MSNBC and host of MSNBC’s web show, Changing America.
8th Annual Pride Scholarship Breakfast
The 8th Annual Pride Scholarship Breakfast featured Greg Louganis, who is widely considered the greatest diver in history. Campus and community members generated over $112,000 for the UMKC LBGTQIA Leadership and Empowerment Scholarships that provide safe spaces and financial aid to UMKC scholars.

11th Annual Interfaith Dialogue and Friendship Dinner
The 11th Annual Interfaith Dialogue and Friendship Dinner in partnership with The Dialogue Institute Kansas City, UMKC’s Turkish Student Association and International Dialogue Student Association, brought together people of diverse faiths and cultures in the Greater Kansas City area for a keynote presented by Rev. Dirk Ficca titled “Antidote to Extremism.”

8th Annual Agapito Mendoza Scholarship Breakfast
The 8th Annual Agapito Mendoza Scholarship Breakfast, celebrating former UMKC vice provost Agapito Mendoza’s life, leadership and love for students and Hispanic heritage, featured UMKC alumna, Rita Valenciano, who currently serves our community as a conciliation specialist for the Department of Justice. Family, friends and colleagues joined together to raise $12,975 to directly support Latinx students.

11th Annual Women of Color Leadership Conference
The 11th Annual Women of Color Leadership Conference, chaired by Danielle Martinez, adopted the theme “Our Time: Voices of Color in a State of Unrest” and featured empowerment workshops offered by more than 30 local women leaders, networking and a keynote address by former National Public Radio host and award-winning journalist, Michele Norris.

“I learned a lot about how to deal with life and further my life. Also I learned about self-love, higher education, and relationships.”
The Chancellor’s Award for Excellence in Diversity recognizes up to two employees or student organizations annually and celebrates sustained contributions and an active commitment to promoting and enhancing diversity at UMKC.

The 2015-16 recipient was Jennifer Santee, Pharm.D., clinical associate professor, School of Pharmacy. Santee leads important efforts to reduce and remove barriers to health care for the underserved.

Diversity and Inclusion Action Planning and Consulting Initiative
The Division of Diversity and Inclusion launched a Diversity and Inclusion Action Planning and Consulting Initiative, working with all university deans to develop school-specific action plans.

Deans conducted an inventory of all diversity-related programs within schools to better understand the breadth of diversity programming available. This approach helps academic units engage faculty as well as develop plans to move diversity and inclusion efforts forward.

University Dashboard

Chancellor’s Diversity Council
Co-chairs Provost Barbara Bichelmeyer and Vice Chancellor Susan B. Wilson restructured the Chancellor’s Diversity Council to include representation across campus, including Faculty Senate, Student Government Association, Staff Council and other university advisory councils. The newly structured Chancellor’s Diversity Council will help coordinate diversity activities and monitor the university’s diversity and inclusion progress.

Website Overhaul
The Division of Diversity and Inclusion website was completely revamped, including new content and design. The new design provides users quick access to diversity training and other online resources, the Diversity Strategic Plan, data dashboards and diversity action planning resources. Since its launch, more than 13,000 unique users have visited the website.
We would like to thank our campus supporters who generously donate their time and finances to ensure our programming is outstanding, along with these strong community partners whose mutual support is invaluable to our ability to fulfill our mission:

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