Celebrate diversity in all aspects of university life, creating inclusive environments, culturally competent citizens and globally-oriented curricula and programs.
Dear UMKC students, faculty, staff, alumni and friends:

In 2014, UMKC launched an exemplary phase of its journey toward diversity and inclusion. Since then, diversity and inclusion strategies and programs for students, faculty and staff have blossomed. At a time when our country is facing a new crisis in race relations and civility, UMKC has an important charge: to prepare our students for a global and multicultural environment. Thus, it is with enthusiasm that we publish the second edition of the Division of Diversity and Inclusion’s 2016-2018 Annual Report.

The Division of Diversity and Inclusion has promoted two important ideas. “Diversity includes me” means that everyone is considered when we think about diversity. The second idea is that it is everyone’s job to consider how diversity and inclusion applies to the work they do and their interactions with others.

There are numerous examples of how UMKC has embraced these key ideas wholeheartedly. UMKC has a comprehensive Inclusive Excellence Plan that we use as a blueprint for our diversity efforts. Climate surveys and other data are used to assess progress and identify gaps. Deans and administrative leaders have developed and implemented action plans that have moved forward our progress in diversity and inclusion.

Through the Diversity Dialogue series, faculty have been engaged in efforts to promote an understanding of how diversity and multiculturalism apply to teaching and learning. In addition, Student Diversity Ambassadors have been engaged passionately in helping fellow students from many backgrounds learn diversity and inclusion skills. Because of these and many other efforts, UMKC has made continuous progress.

Some might ask, “Are we there yet?” The answer to that is even with progress, there is still work to be done. We hope you continue to be involved in the next chapter of our efforts to be the best urban-serving university we can be.

Sincerely,

Susan B. Wilson, Ph.D., MBA
Vice Chancellor, Division of Diversity and Inclusion
Associate Adjunct Professor, Counseling Psychology
UMKC is an urban-serving university. Here are our numbers compared to the Kansas City metro area.

**Comprehensive UMKC Enrollment Report: 2016-2018**

**UMKC, 2016**

- **60.2%** White
- **8.5%** International
- **4.1%** Not Specified
- **3.2%** Multiple Race

**Kansas City metro area, 2016**

- **72.8%** White
- **12.2%** Black
- **8.9%** Hispanic
- **2.7%** Asian
- **.3%** Native
- **.2%** Islander
- **.2%** Other
- **2.8%** Multiracial
- **.1%** Native Hawaiian/PI
- **.3%** American Indian/Alaskan

**Data:** [KC Metro KS-MO](#)

2016 is the most current available metro data.
### UMKC Enrollment by Ethnicity: 2018

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2018 Total</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>16,394</td>
<td>16,383</td>
<td>16,944</td>
</tr>
<tr>
<td>American Indian/Alaskan</td>
<td>11,337</td>
<td>11,379</td>
<td>11,708</td>
</tr>
<tr>
<td>Asian</td>
<td>45, 0.3%</td>
<td>45, 0.2%</td>
<td>61, 0.3%</td>
</tr>
<tr>
<td>Black</td>
<td>1,178, 7.2%</td>
<td>1,077, 6.6%</td>
<td>1,179, 10.5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,182, 7.2%</td>
<td>1,260, 7.7%</td>
<td>1,170, 6.9%</td>
</tr>
<tr>
<td>Native Hawaiian/PI</td>
<td>17, 0.1%</td>
<td>17, 0.1%</td>
<td>20, 0.1%</td>
</tr>
<tr>
<td>White</td>
<td>10,088, 61.5%</td>
<td>9,917, 60.5%</td>
<td>10,204, 60.2%</td>
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<tr>
<td>International</td>
<td>1,114</td>
<td>1,235</td>
<td>1,442</td>
</tr>
<tr>
<td>Not Specified</td>
<td>572</td>
<td>598</td>
<td>697</td>
</tr>
<tr>
<td>Multiple Race</td>
<td>677</td>
<td>590</td>
<td>537</td>
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</table>

### UMKC Undergraduate and Graduate Enrollment Totals: 2016-2018

<table>
<thead>
<tr>
<th>Year</th>
<th>Undergraduate</th>
<th>Graduate</th>
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</thead>
<tbody>
<tr>
<td>2018</td>
<td>11,337</td>
<td>5,057</td>
</tr>
<tr>
<td>2017</td>
<td>11,379</td>
<td>5,004</td>
</tr>
<tr>
<td>2016</td>
<td>11,708</td>
<td>5,236</td>
</tr>
</tbody>
</table>
Average number of UMKC faculty

- Female: 558
- Male: 623

Average number of UMKC staff

- Female: 1,505
- Male: 1,227

At this time, UMKC does not collect gender data outside of the gender binary. We acknowledge that gender exists on a spectrum.
### UMKC Faculty: 2015-2018

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
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<td>1,207</td>
<td>1,172</td>
<td>1,172</td>
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</tr>
<tr>
<td>American Indian/Alaskan</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Asian</td>
<td>103</td>
<td>103</td>
<td>96</td>
<td>98</td>
<td>98</td>
</tr>
<tr>
<td>Black/African American</td>
<td>61</td>
<td>61</td>
<td>68</td>
<td>69</td>
<td>69</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>49</td>
<td>47</td>
<td>47</td>
<td>43</td>
<td>43</td>
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<tr>
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<td>1</td>
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<td>1</td>
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<tr>
<td>White</td>
<td>895</td>
<td>941</td>
<td>931</td>
<td>930</td>
<td>930</td>
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<tr>
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<td>43</td>
<td>23</td>
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</tr>
<tr>
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<td>7</td>
<td>7</td>
<td>3</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

### UMKC Staff: 2015-2018

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2,678</td>
<td>2,810</td>
<td>2,711</td>
<td>2,728</td>
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<td>American Indian/Alaskan</td>
<td>6</td>
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<td>6</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Asian</td>
<td>286</td>
<td>296</td>
<td>319</td>
<td>319</td>
<td>319</td>
</tr>
<tr>
<td>Black/African American</td>
<td>315</td>
<td>360</td>
<td>360</td>
<td>357</td>
<td>357</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>132</td>
<td>152</td>
<td>125</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Native Hawaiian/PI</td>
<td>4</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>White</td>
<td>1,658</td>
<td>1,786</td>
<td>1,794</td>
<td>1,825</td>
<td>1,825</td>
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<tr>
<td>Not Specified</td>
<td>242</td>
<td>176</td>
<td>79</td>
<td>71</td>
<td>71</td>
</tr>
<tr>
<td>Multiple Race/Ethnicity</td>
<td>35</td>
<td>30</td>
<td>23</td>
<td>25</td>
<td>25</td>
</tr>
</tbody>
</table>
UMKC tenure/tenure track faculty compared to other UM System schools

Source: NCES IPEDs Data

UMKC tenure/tenure track faculty, 2016:
- White: 70.7%
- Hispanic/Latino: 1.9%
- Black/African American: 6.2%
- Multiple Race/Ethnicity: <1%
- Asian: 16.1%
- American Indian/Alaskan: <1%

Columbia tenure/tenure track faculty, 2016:
- White: 72.1%
- Hispanic/Latino: 4.1%
- Black/African American: 3.4%
- Multiple Race/Ethnicity: <1%
- Asian: 15.4%
- American Indian/Alaskan: <1%

St. Louis tenure/tenure track faculty, 2016:
- White: 72.1%
- Hispanic/Latino: 1.2%
- Black/African American: 7.8%
- Multiple Race/Ethnicity: <1%
- Asian: 13.6%
- American Indian/Alaskan: <1%

S&T tenure/tenure track faculty, 2016:
- White: 60.6%
- Hispanic/Latino: 1.6%
- Black/African American: 2.3%
- Multiple Race/Ethnicity: <1%
- Asian: 21.2%
- American Indian/Alaskan: 0%
Events

UMKC contributes to a diverse learning and life experience to create culturally competent individuals.

Social Justice Book and Lecture Series
2017: Wesley Lowery
Women of Color Leadership Conference

The mission of the Women of Color Leadership Conference (WOCLC) is to provide professional development in leadership, financial literacy, career development, personal goal-setting and branding, health and wellness and stress management/coping skills for women of color. We host two events each year for the conference: High School/Collegiate Connection Day and Women’s Day.

High School/Collegiate Connection is a high school leadership development institute that is an outgrowth of the annual Women of Color Leadership Conference. The program served 395 high school students from 35 schools in 2017 and 313 students from 24 schools in 2018.

Women of Color Leadership Conference – High School Collegiate Connection Day 2018

Women’s Day

More than 350 women of color attended the WOCLC for Women’s Day in 2017 and 2018. The past two years featured opening speakers Pakou Her, principal of Tseng Development Group, and Tyjuan Lee, president of Penn Valley Community College, and keynote speakers Angela Rye, NPR political strategist, and Ana Navarro, CNN political commentator and CNN and Telemundo political strategist.

Women’s Day

Educate-Organize-Advocate Conference

In 2017, UMKC held the inaugural Educate-Organize-Advocate Conference (EOA) on civic and community engagement, chaired by Rhiannon Dickerson for UMKC students, faculty and staff. Panels and workshops helped attendees raise awareness, develop skills and plan for action around social justice issues and civic engagement. In 2017, more than 250 UMKC faculty, staff and students attended the conference. EOA has expanded for 2018 and will include collaboration and attendees with Metropolitan Community College.

Educate-Organize-Advocate Conference 2017: Missouri Congressman Emanuel Cleaver

Learn more: Educate-Organize-Advocate
Social Justice Book and Lecture Series
2017: Wesley Lowery, Pulitzer Prize-winning journalist for The Washington Post and author of *They Can’t Kill Us All: Ferguson, Baltimore, and a New Era in America’s Racial Justice Movement*
2016: Reyna Grande, award-winning author of *The Distance Between Us: A Memoir*

Pride Lecture Series and Scholarship Breakfast
2017: Staceyann Chin, Jamaican immigrant, artist, poet, political activist and recipient of the 2017 LGBTQ Humanist Award
2016: Janaya Khan, black, queer, gender-nonconforming activist, staunch Afrofuturist, social-justice educator and co-founder of Black Lives Matter in Toronto, Canada
Martin Luther King Jr. Lecture Series
2017: Dr. Joy DeGruy, internationally renowned researcher, educator and author of Post Traumatic Slave Syndrome - America's Legacy of Enduring Injury and Healing
2016: Sister Souljah, hip-hop generation best-selling author, activist, recording artist and film producer

César Chávez Lecture Series
2017: José Galvez, Pulitzer Prize-winning photographer for his black and white photography that documents the Latino experience in Southern California
2016: Christine Chávez, community organizer, civil rights activist for the Latino labor movement, granddaughter of César Chávez and Farmworker Coordinator for the U.S. Department of Agriculture

Social Justice Book and Lecture Series
2016: Reyna Grande

César Chávez Lecture Series
2017: Christine Chávez
Programs, Training and Campus Partners

Diversity and Inclusion offers several trainings to both UMKC constituents and community members.
Affinity Groups
In 2017, we launched Affinity Groups, self-organized groups of UMKC employees who have common interests. The purpose of Affinity Groups is to support professional development, engage in community work and outreach, and to support UMKC's strategic goals and objectives.

Learn more: Affinity Groups

Diversity Advocates
There are currently more than 40 members of the Diversity Advocates learning community, including UMKC faculty and staff who are committed to learning about diversity and inclusion.

Learn more: Diversity Advocates

Diversity Ambassadors
Ten students became our first group of Diversity Ambassadors, a group of selected students who provide diversity trainings to their UMKC peers. Our Diversity Ambassadors trained 535 students during the 2016-2017 school year.

Learn more: Diversity Ambassadors

Faculty Diversity Dialogues
In the fall of 2017, we began Faculty Diversity Dialogues, coordinated by Steve Dilks, where faculty discuss topics relating to diversity and inclusion. In addition to open dialogues, Diversity Dialogues includes faculty-led presentations on bias, gender differences in academia, hiring diverse faculty and classroom climate. Over the 2017-2018 year, there were 245 attendees.

Learn more: Faculty Diversity Dialogues

Anchor and Discourse Social Justice Scholar Awards
We held our third year of Anchor and Discourse Social Justice Scholars Awards, coordinated by instructor Rhiannon Dickerson. Nineteen students participated in 2017 and 11 students participated in 2018. Awards were granted to students who exhibited creativity and leadership in their anchor and discourse student learning outcomes, as well as an active commitment to promoting social justice on our campus and within our community.

Learn more: Anchor and Discourse Social Justice Scholar Awards

LGBTQIA Programs and Services
For the 2017-2018 year, more than 500 students, faculty and staff were trained in Safe Space and LGBTQIA 101 workshops, 22 were awarded, Lavender Graduation celebrated 21 graduates and LGBTQIA held 40 programs, events and community outreach opportunities.

Learn more: LGBTQIA Programs and Services

UMKC Student Disability Services
The office moved to a brand new campus location at Brookside 51 to better serve students with disabilities. The office now serves more than 500 students with disabilities.

Learn more: Student Disability Services

The Multicultural Student Affairs Office
The Multicultural Student Affairs Office (MSA), along with the Office of Admissions, re-engaged the African American and Latino Conference (AALo) for area African American and Latino high school and collegiate students. Additionally, MSA, along with the Hispanic Development Fund (HDF) and the Association for Latino Students (ALAS), held the 2nd Annual Adelante LatinX Student Leadership Summit.

Learn more: Multicultural Student Affairs

Trainings
Diversity and Inclusion offers several trainings on diversity, inclusion, privilege and communicating effectively to both UMKC constituents and community members. Between Fall 2016 and Spring 2018, 87% of training participants agreed or strongly agreed that they enhanced their skills or strategies related to the training.

Learn more: Diversity Trainings
UMKC Campus Climate Survey Results: 2017

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. They reported their results in Fall 2017 and conducted follow-up focus groups in Spring 2018. Action steps will be developed based upon the climate survey analysis and focus group report.

Climate Highlights
4,650 UMKC faculty, students and staff completed the survey for a response rate of 25 percent.

- 79% of respondents were comfortable with the climate and 84% of faculty and students were comfortable with the climate in their classes
- 71% of student respondents agreed that the climate encourages free and open discussion of difficult topics
- 82% of staff respondents agreed that they felt valued by coworkers in their department
- 17% of respondents indicated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct
- 53% of faculty and 54% of staff respondents had seriously considered leaving UMKC in the past year

Diversity and Inclusion, the Chancellor’s Diversity Council, the Provost and Chancellor will develop action steps in response to the climate survey and focus group results.

Inclusive Excellence Plan
In October 2017, the University of Missouri System requested that all four campuses report on the diversity-related inventory and action plans for all academic and non-academic units. The Inclusive Excellence Model served as the framework, which supports the infusion of diversity into an institution’s recruiting, admissions and hiring processes; curricula, and its administrative structures and practices. All academic and non-academic units across the university provided reports on their diversity work according to the framework.

The Chancellor’s Diversity Council, co-chaired by Chancellor Mauli Agrawal and Vice Chancellor Susan B. Wilson, continues to work with UMKC faculty and staff and community representatives to monitor the university’s diversity and inclusion progress. Academic units presented their diversity inventory and action plans to the council in 2017 and non-academic units will begin their reports to the council in Fall 2018.

The Chancellor’s Award for Excellence in Diversity recognizes select employees or student organizations for their sustained contributions and active commitment to promoting and enhancing diversity at UMKC.

The 2017 recipients were Uzziel Pecina, Assistant Teaching Professor of Educational Leadership Policy and Foundations at the School of Education, and Scott Curtis, Research and Liaison Librarian III at University Libraries.
Susan B. Wilson, Ph.D., MBA
Vice Chancellor, Division of Diversity and Inclusion
Associate Adjunct Professor, Counseling Psychology

Danielle Martinez, B.A.
Senior Executive Assistant to Vice Chancellor Susan Wilson
2016 Women of Color Leadership Conference Chair
2016-18 Staff Council Vice Chair of Communications

Makini King, Ph.D.
Director, Diversity and Inclusion

Lona Davenport, M.A.
Diversity Program Coordinator