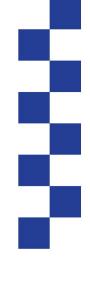
UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES







OUR DISCUSSION TODAY

OUR VISION
TALENT
ORGANIZATIONAL RESPONSIBILITY
CULTURE, POLICIES AND PROGRAMMING
RESEARCH
FACILITIES AND FINANCES

President Capilouto

Dr. Kirsten Turner

Dr. Sonja Feist-Price

Dr. Kirsten Turner

Dr. Lisa Cassis

Dr. Kirsten Turner



TALENT



TALENT

Investment in training

Require cultural proficiency training for all faculty and teaching assistants as well as how to handle race discussions in the classroom

To be implemented fully by December 2020

Diversity and inclusivity training for students required prior to start of classes

To be implemented by August 2020

Rewrite UK101 diversity/inclusivity modules and require training for instructors

To be implemented by August 2020



TALENT

Employee recruitment and retention

Move and expand diversity and
inclusivity funds for faculty/staff
recruitment and retention

To be implemented by July 2020

Student persistence and preparation Create a mini-internship program

> To be implemented by September 2020





ORGANIZATIONAL RESPONSIBILITY



ORGANIZATIONAL STRUCTURE

Background on Diversity and Inclusion (D&I) Officers

D&I officers' efforts impact retention, persistence and success.

While there are commonalities across colleges, there also are factors that are unique to each unit.

Each college was asked to:

- Identify someone to lead D&I efforts within their academic unit, in collaboration with OID
- Cultivate dynamic inclusive communities among students, faculty and staff





ORGANIZATIONAL STRUCTURE

Background on Diversity and Inclusion (D&I) Officers



Some colleges have allocated a full-time person to this position.

We have established baseline standards for all academic units.

We have created three collaborative clusters that serve to facilitate information sharing, support and collaboration among D&I officers.



ORGANIZATIONAL STRUCTURE: NEXT STEPS

Expand and develop college and unit D&I Officers

To be implemented by September 2020





CULTURE, POLICIES AND PROGRAMMING



CULTURE, POLICIES AND PROCEDURES

Empanel Principles of Community Committee (Evaluate Creed and Code)

To begin its work by June 2020

Create a Student Advisory Group

 To be implemented by July 2020



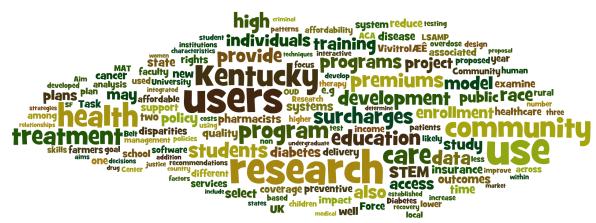


RESEARCH



RESEARCH

- Inventory extramural funding and scholarly activity related to research in the areas of social and racial justice and health equity/disparities. This information will be used to support the efforts of the UNITE Alliance.
- Creation of a <u>UN</u>ited <u>In True</u> racial <u>Equity</u> (UNITE)
 Research Alliance that brings researchers and leaders in
 the areas of social and racial justice and health
 equity/disparities and empowers this group to develop
 ideas and implementation strategies to support researchrelated change.
- Expand the established Inclusive Postdoctoral Enrichment Program (IPEP), intended to support the research career development of diverse postdoctoral fellows and to support the research career development of graduate students, postdoctoral fellows and faculty of diversity.







FACILITIES AND FINANCES



FACILITIES AND FINANCES

Hire a cultural ecologist to perform a facilities audit and develop a diversity/inclusivity companion master plan

To be completed by December 2020

Create a "Percent for Art Fund" for capital projects of \$5 million and greater and earmark these funds for the purchase of diverse/inclusive art

To be implemented by June 2020





FACILITIES AND FINANCES

Create student gathering spaces beyond the MLK Center

 To be implemented by July 2020

Expand supplier diversity purchasing program

 To be implemented by August 2020





QUESTIONS?



