

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES



AN EQUAL OPPORTUNITY UNIVERSITY

OUR DISCUSSION TODAY

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

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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

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?

