

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES



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

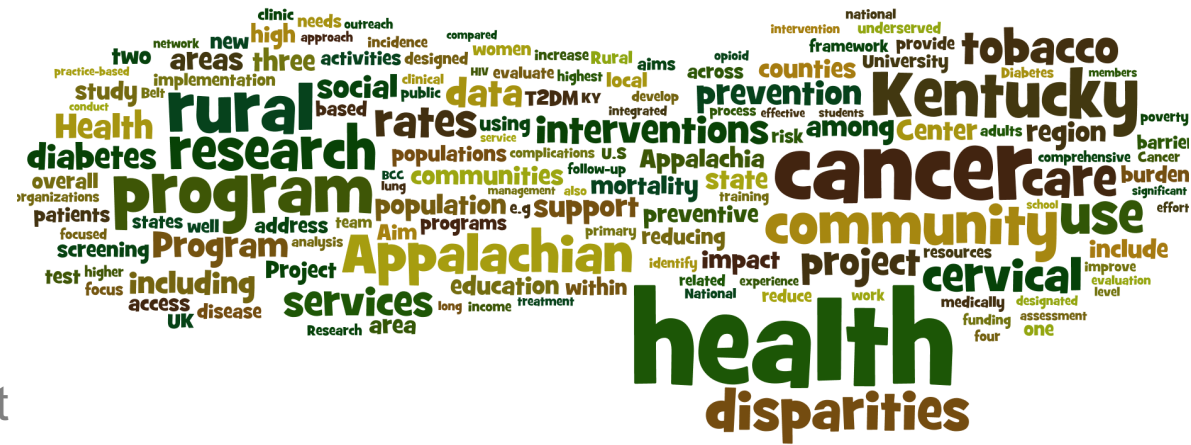
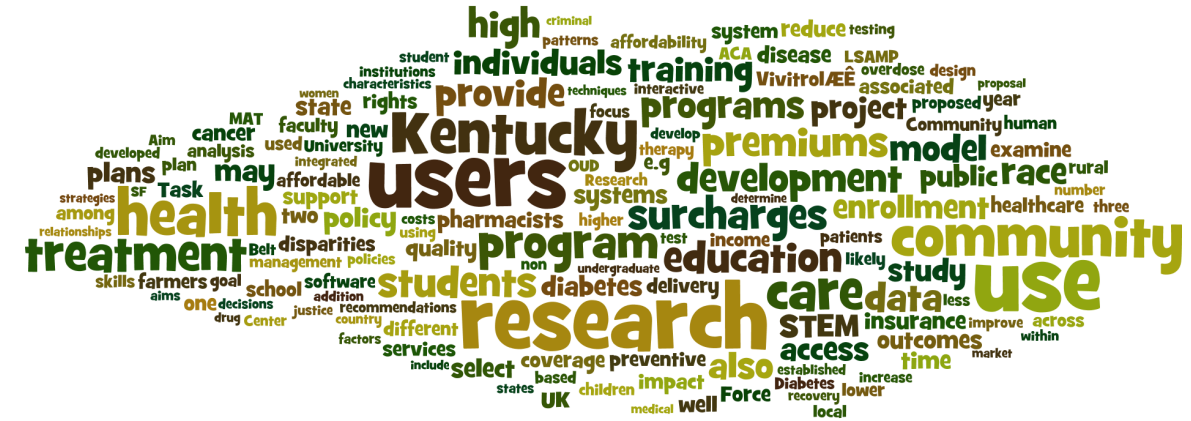
- To be implemented by July 2020



RESEARCH

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 UNited In Trace racial Equity (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 research-related 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?

