



see blue.

2015-2020 STRATEGIC PLAN

Diversity and Inclusivity

2015-2020 STRATEGIC PLAN

OVERVIEW OF STRATEGIC OBJECTIVE 5

Enhance the diversity and inclusivity of our University community through recruitment, promotion, and retention of an increasingly diverse population of faculty, administrators, staff, and students, and by implementing initiatives that provide rich diversity-related experiences for all to help ensure their success in an interconnected world.

Foster a diverse community of engaged students

Improve workforce diversity and inclusion

Increase campus awareness of diversity

2015-2020 STRATEGIC PLAN

EXPECTED RESULTS

Metric	Definition	Baseline	2020 Goal
Enrollment of Under-represented Minorities	Undergraduate	14.5%	16.2%
	Graduate	8.4%	11.8%
Graduation Rate for Under-represented Minorities	Bachelor's	45.2%	60.2%
	Master's	73.0%	78.0%
	Doctoral	63.0%	68.0%
Employment of Faculty	Women	37.1%	48.2%
	African American/Black	3.4%	6.9%
	Hispanic/Latino	2.8%	4.2%
Employment of Executives	Women	48.9%	50.0%
	African American/Black	3.5%	7.9%
	Hispanic/Latino	0.5%	6.1%
Employment of Professional Staff	African American/Black	4.3%	5.1%
	Hispanic/Latino	1.1%	1.5%

2015-2020 STRATEGIC PLAN

OVERVIEW OF IMPLEMENTATION

Of all 11 action steps, 82% are currently in progress in Year One of implementation.

Status of Action Steps by Strategy: Diversity and Inclusivity	Not Started	In Progress/ On Track	Completed	Total
1 Foster a diverse community of engaged students	0	4	0	4
2 Improve workforce diversity and inclusion	0	2	0	2
3 Increase campus awareness of diversity	2	3	0	5
TOTAL	2	9	0	11

2015-2020 STRATEGIC PLAN

IMPACT STORIES

DIVERSITY AND INCLUSIVITY STUDENT PROGRAMMING

1

Realignment of Student Activity Fee Funding
- Fall 2016 assessed amount \$151,056

2

Inclusive Excellence Programming Committee

3

Proposals that improve or enhance inclusive excellence of student population

4

Primary focus on collaboration and innovation

5

Communicate benefits of exemplary programs to University community

2015-2020 STRATEGIC PLAN

IMPACT STORIES

DIVERSITY GRANTS AND SCHOLARSHIPS

309 Provost Persistence Grants Awarded

- \$843,800 total funds awarded
- 155 (52%) Under-represented minority student recipients
- 114 (38%) African American student recipients
- 170 (57%) Students from Kentucky

1,956 Parker Scholarships Awarded

- \$15.2 million total funds awarded
- 1,675 (86%) Under-represented minority student recipients
- 910 (47%) African American student recipients
- 1,390 (71%) Students from Kentucky



2015-2020 STRATEGIC PLAN

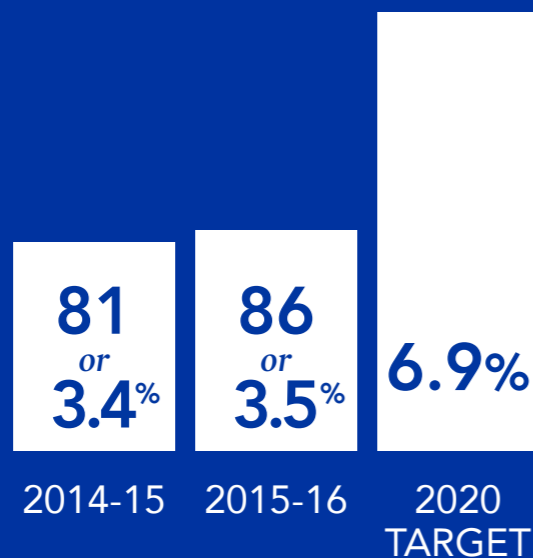
IMPACT STORIES

AFRICAN AMERICAN EMPLOYMENT UTILIZATION

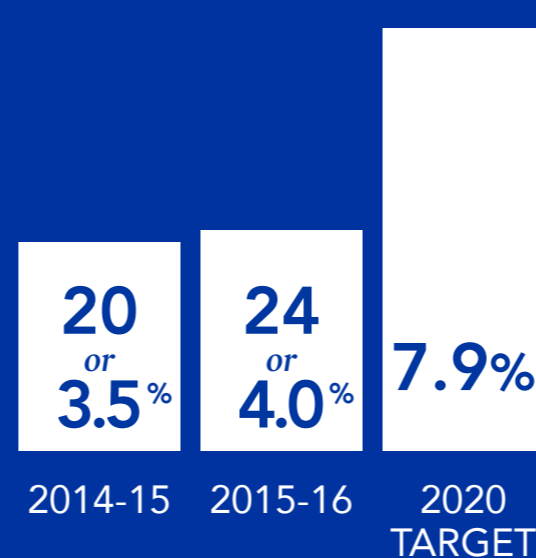
African American/Black Regular Full-Time Employees



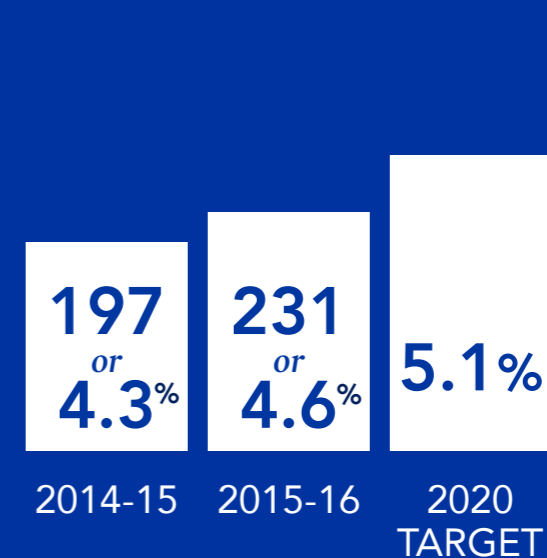
Faculty



Executive
Administrative
Managerial



Professional



2015-2020 STRATEGIC PLAN

IMPACT STORIES

UNCONSCIOUS BIAS INITIATIVE

Unconscious Bias refers to the automatic stereotypes or attitudes we hold about individuals or groups

01

Early 2016 – training began, conducted formal assessment of the campus climate

02

Fall 2016 training – campus leadership, Executive Vice President for Finance and Administration areas, HealthCare officials, smaller colleges and academic units, faculty search committees, teaching assistants

03

Spring 2017 training – remaining colleges and academic units, student-centric initiative pilot sessions – broaden in Fall 2017

04

Goal – reach UK students, faculty, and staff through training, e-learning, and other learning opportunities over next 2-3 years

To date, 975 have participated in **Unconscious Bias Training**

2015-2020 STRATEGIC PLAN

IMPACT STORIES

COLLEGE DIVERSITY AND INCLUSION OFFICERS

- Each college identified two Diversity and Inclusion Officers – total of 38 officials
- Training sessions on September 16, 2016 and October 4, 2016
- Work collaboratively with college leadership, Provost, and the Interim Vice President for Institutional Diversity to achieve Diversity and Inclusivity Strategic Objective and Initiatives
- Lead in development of initiatives and programs supporting equitable opportunities that ensure rich experiences and outcomes
- Enhance diversity and inclusivity recruitment and retention efforts of under-represented minority students, faculty, administrators, and staff
- Track and assess college-wide efforts through narrative and data collection



2015-2020 STRATEGIC PLAN

RESULTS

Metric	Definition	Baseline	2015-16	2016-17	2020 Goal
Enrollment of Under-represented Minorities	Undergraduate	14.5%	15.4%	16.1%	16.2%
	Graduate	8.4%	8.9%	11.2%	11.8%
Graduation Rate for Under-represented Minorities	Bachelor's	45.2%	40.7%	n/a	60.2%
	Master's	73.0%	72.0%	n/a	78.0%
	Doctoral	63.0%	77.0%	n/a	68.0%
Employment of Faculty	Women	37.1%	38.0%	n/a	48.2%
	African American/Black	3.4%	3.5%	n/a	6.9%
	Hispanic/Latino	2.8%	3.1%	n/a	4.2%
Employment of Executives	Women	48.9%	46.9%	n/a	50.0%
	African American/Black	3.5%	4.0%	n/a	7.9%
	Hispanic/Latino	0.5%	0.7%	n/a	6.1%
Employment of Professional Staff	African American/Black	4.3%	4.6%	n/a	5.1%
	Hispanic/Latino	1.1%	1.2%	n/a	1.5%

2015-2020 STRATEGIC PLAN

YEAR TWO PRIORITIES

YEAR ONE

Lessons learned from Year One:

- The University of Kentucky must maintain an awareness of, and foster a welcoming environment and sense of belonging for, all student populations that comprise our community through increased communication, programming opportunities, and services that contribute to student success
- Building the infrastructure for diversity and inclusion that includes participation throughout campus is essential to accelerate student success, increase faculty and staff representation, provide cultural competency, and enhance growth of the University community and beyond

YEAR TWO

Statement of Year Two priorities:

- Develop a University of Kentucky Diversity Plan in compliance with the Kentucky Council on Postsecondary Education “Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion”
- Examine employment categories where underutilization exists, taking affirmative measures to attain continuous progress in number and proportion of female and under-represented faculty and staff, including UK HealthCare Enterprise Goals
- Continue Unconscious Bias training for all members of the University community

A grayscale photograph of three students sitting on a grassy lawn. A young woman on the left is looking towards a young man in the center, who is holding a smartphone. A young woman on the right is also looking at the phone. In the background, there are trees and a large, multi-story building with arched windows. The word "QUESTIONS" is overlaid in large, white, sans-serif capital letters across the middle of the image.

QUESTIONS