



EMPORIA STATE
UNIVERSITY

**OFFICE OF DIVERSITY, EQUITY, AND
INCLUSION ANNUAL REPORT
2021-2022**



**EMPORIA STATE
UNIVERSITY**

I'M A HORNE

WHO WE ARE

In 2017, Emporia State University (ESU) expanded on its Diversity, Equity, and Inclusion (DEI) plan via the help of more than 50 students, faculty, staff, and community members who came to be known as the University Diversity and Inclusion Alliance (UDIA). As a result of the feedback this group shared regarding diversity practices on campus, the President announced that DEI would be added as a new goal to ESU's Strategic Plan. Goal 5 is for ESU to "Become a model for Diversity, Equity, and Inclusion." ESU took numerous steps towards this commitment including adding a Senior Director of Diversity, Equity, and Inclusion, and a Title IX Officer; increasing diversity initiatives within the curricular and co-curricular experiences; developing thematic learning communities in the residence halls; enhancing marketing materials, and signing the NCAA diversity pledge. Since that time, more campus-wide committees have been developed including the Basic Needs Coalition, Diversity Advocates, Advancing Indigenous Presence Initiative, and the LGBTQ+ Advisory Council. It is the charge of these individuals and entities to create an inclusive learning environment where diversity and individual differences are understood, respected, appreciated and recognized as a source of strength.

MISSION

The Office of Diversity, Equity & Inclusion (ODEI) seeks to empower ESU students, faculty, and staff from all communities to improve their college experience by increasing access and equity within academic, civic, and co-curricular spaces. The ODEI commits to engage and empower ESU communities through intentional continuous advocacy, education, dialogue, and support to influence campus culture and promote inclusive excellence.

The office assists in the programming of cultural events which promote diversity awareness, cultural pride, and collaborative efforts across disciplines, engaging students, staff, faculty, and community members. The office seeks to provide a culture of civic dialogue and a campus that is safe and supportive for everyone to develop their cultural identity without fear of harassment and with the support of others striving to do the same.



WHO WE ARE

VISION

We strive to develop and foster an inclusive, compassionate and courageous campus community that honors the humanity of every individual where all members feel valued and empowered.

GOALS

- Improve university access and persistence of historically excluded populations in an effort to increase the diversity of the ESU community.
- Identify and enhance students' diversity-related educational opportunities and experiences to ensure that all students graduate with core cultural competencies, skills, and habits necessary for living and working effectively as members of a diverse, global community.
- Develop and nurture learning communities that promote DEI in the curriculum and co-curriculum.
- Ensure DEI Strategic Plan accountability by assessing goal accomplishment and strategy effectiveness.
- Develop and maintain a campus culture in which embracing DEI is a core value lived by all members of the ESU community.

LETTER FROM THE SENIOR DIRECTOR

Dear Beloved Community,

This year has held change and transition throughout our campus. We have experienced trauma, loss, growth, and hope. We have found ourselves coming together again as we navigated a global pandemic. Through all of this, Emporia State University's community has remained committed to creating a welcoming environment that recognizes each member's humanity.

This academic year, the ODEI centered change makers and uplifting voices through our programs, trainings, and strategic plan. This report provides insight into the work accomplished within the ODEI, through partnerships with numerous campus and community members. Together, we have moved forward in our pursuit to become a model for diversity, equity, and inclusion. While we celebrate the accomplishments of this year, we humbly embrace the work we still have left to do. The feedback given by our community members through surveys, focus groups, and individual conversations will drive our work in the future. Thank you for sharing your voice with us as we move forward in making change.

With Gratitude,
Nyk Robertson (they/them)
Senior Director of Diversity,
Equity, and Inclusion



MEET THE STAFF

Micheal Torres
He/him
Graduate Assistant



Mike received a BA in Communication, Secondary Degree in Spanish, and minor in Business from ESU in 2015. After five years in admissions, client insights, and management roles in Emporia and Kansas City, Mike decided to pursue his MBA. Mike has helped by serving on the UDIA, as Chair of Communications for the LGBTQ+ Advisory Council, and as Food Security Chair for the Basic Needs Coalition. Mike has worked hard to lay a foundation for DEI at ESU and strives to build a stronger community.

Jocelyn Bannon
She/her
Graduate Assistant

Jocelyn earned her BS in Psychology from ESU in 2021, and she is currently pursuing her master's in Clinical Mental Health Counseling. Jocelyn has previous experience working on academic research for GLSEN. She is a staunch advocate for DEI in all facets of society. Jocelyn enjoyed working with the ESU community to advance the rights of students, faculty, and staff from socially marginalized backgrounds and champion equity in all campus affairs.



Bella Gallegos
She/her
Inclusive Excellence Fellow
Archives and Exhibits

Bella is a senior at Emporia State University and is majoring in sociology. She has worked for the ODEI for two years where she spent most of her time creating a DEI@ESU timeline, archiving events, and curating exhibits.

MEET THE STAFF



Hibah Yaseen
She/her

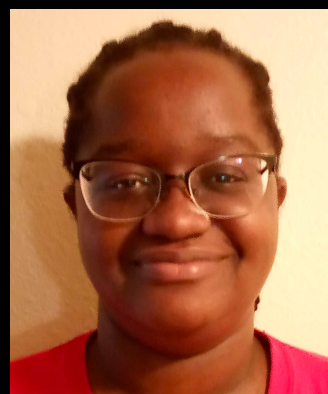
Inclusive Excellence Fellow
Resources and Research

Hibah is an undergraduate first-year student with a major in political science and a concentration in pre-law. She's involved with TRIO's SSS, the Honors College, serves on the Memorial Union Board of Directors and as a tutor for TRIO Upward Bound. Hibah is hoping to create an inclusive community that supports all identities, marginalized groups, and underrepresented populations.

Jaden Fitchpatrick
She/her

Inclusive Excellence Fellow
Archives and Research

Jaden Fitchpatrick is an undergraduate student majoring in nursing. She is interested in being a part of helping people to not feel like they need to change themselves to feel included.



Mirzabek
He/him

Inclusive Excellence Fellow
Social Media

Mirzabek is a senior majoring in Computer Science. He is interested in helping the ODEI focus more on students with disabilities and how we can improve their experiences at ESU as well as advancing the social media imprint the ODEI has to engage the community in this work.



Percy Holt
They/them

Inclusive Excellence Fellow
Programming and Planning

Percy is an Interdisciplinary Studies major. They are excited to be a part of the ODEI this year. They hope to become more involved not only on campus, but also in the community of Emporia.



CAMPUS COMMITTEES

ADVANCING INDIGENOUS PRESENCE INITIATIVE

The Advancing Indigenous Presence Initiative is dedicated to recognizing the history of ESU as it relates to the displacement of indigenous people on the land on which the campus sits. This initiative strives to support indigenous students, staff, faculty, and community members in increasing the presence of indigenous peoples at ESU, and bring awareness and education to the history of this land. Throughout the 21-22 academic year, the AIPI worked with tribal historians to create an accurate land acknowledgement. They also worked with the Foundation to create a scholarship for indigenous students.



BASIC NEEDS COALITION

The Basic Needs Coalition (BNC) is a group of students, faculty, staff and community members who work together to ensure all Hornets have access to sufficient food, housing, mental and physical health services and financial resources to succeed inside and outside the classroom. Throughout the 21-22 academic year, the BNC worked with community partners and departments on campus to provide education around basic needs, increase resources available as well as create an accessible space for these resources to be accessed. The BNC adopted a room in Bloom House to support youth experiencing homelessness. They worked with the institution to provide resources that are supported through the institution. They also provided emergency aid to students with need.

CAMPUS COMMITTEES

DIVERSITY ADVOCATES

Diversity Advocates

Champions for diversity, equity, and inclusion

EMPORIA STATE UNIVERSITY



The Diversity Advocates program gives faculty and staff an opportunity to engage in active learning around DEI, assist in the planning of diversity education and awareness on campus, and be an advocate for the ODEI. This program is a diversity and inclusion learning community focused on equipping faculty and staff with diversity-related skills and strategies in order to be active in building and supporting DEI on campus. By participating in this program, advocates become empowered change-agents. Diversity Advocates also help the university identify diversity and inclusion needs and gaps at ESU and bring us closer to our Strategic Plan Goal 5 of becoming a model for DEI. During the 21-22 academic year, the Diversity Advocates planned an Inclusive Excellence Day celebrating DEI work across campus and attended 4 Corky CARES trainings to increase their knowledge and skills around DEI.

LGBTQ+ ADVISORY COUNCIL

The ESU LGBTQ+ Advisory Council was created April 2, 2019, out of the UDIA to develop an LGBTQ+ faculty and staff organization. The Advisory Council reports to the ESU president through the Senior Director of Diversity, Equity, and Inclusion. The Advisory Council's charge is to create a safer, more LGBTQ-inclusive learning environment and to address the needs of our LGBTQ+ faculty, staff, students and alumni. During the 21-22 academic year, the council helped guide the ODEI on policies including feedback on a gender-inclusive housing policy and assistance with completing the assessment for the Campus Pride Index.

UNIVERSITY DIVERSITY AND INCLUSION ALLIANCE

The purpose of the UDIA is to lead the University in the fulfillment of ESU's Diversity, Equity, and Inclusion Plan first published on February 9, 2017. This committee reports to the President and the President's Leadership Team. Throughout the 21-22 academic year, the UDIA focused on 3 areas of DEI, Education and Accessibility, Community and Campus Resources, and Recruitment and Retention.

PARTNERSHIPS

- Academic Center for Excellence and Success
- Admissions
- Associate Student Government
- Athletics
- Black Student Union
- Career Services
- Center for Student Involvement
- Communication Department
- Counseling Center
- Diversity Student Programs
- Emporia Chamber of Commerce
- Emporia High School
- Emporia High School Gay Straight Alliance
- Emporia Main Street
- English, Modern Languages, and Journalism
- Enrollment Management and Academic Success
- Ethnic and Gender Studies Program
- Financial Aid
- Flint Hills Technical College
- Fort Hays State
- Foundation
- Fraternity and Sorority Life
- General Education Council
- Hispanic American Leadership Organization
- Hispanics of Today and Tomorrow (HOTT)
- Honors College
- Human Resources
- Kansas Association for Native American Education
- Kappa Delta Chi
- Latinos Unidos
- Marketing
- Nursing Program
- Office of Institutional Excellence
- Office of International Education
- PAROC
- Pittsburg State
- P.R.I.D.E.
- Psychology
- Quivira
- Registration
- Residential Life
- School of Business
- School of Library and Information Management
- Slam Poetry Society
- S.O.S.
- Student Advising Center
- Student Affairs
- The Teacher's College
- TRIO SSS
- Union Activities Council
- United Way of the Flinthills
- USD 253 Migrant Services
- Walnut Elementary
- Wellness Center

40

CAMPUS PARTNERSHIPS

Through our shared partnerships, we were able to expand the visibility and impact of the ODEI and support curricular and co-curricular initiatives

14

COMMUNITY PARTNERSHIPS

The ODEI paired with multiple community partners both in higher education and throughout Emporia to support DEI work across Kansas

SELECT COLLABORATIONS

The Bonner and Bonner Lecture Series was established in 1992 and was named in honor of Drs. Thomas and Mary Bonner, ESU's first and second African American faculty members. The series provides a valuable window to diversity, promoting acceptance and understanding on campus, in the community and throughout the state.

In 2022, the ODEI entered into a partnership with the Honors College to co-sponsor future Bonner and Bonner Lectures. This partnership will allow more voices to be amplified while centering leadership through the lens of DEI. The 2022 Bonner and Bonner lecturer was Autumn Rose Williams. Her lecture was titled "Being a Changemaker: Youth Activism and Social Justice."

Breaking Barriers Conference was planned through ASG, Diversity Student Programs, Ethnic & Gender Studies, and ODEI. This conference aimed to bring together women who have broken barriers by becoming leaders in a world where men are deemed more fit to lead. The conference focused on women in STEM, government, and advocacy work and allowed participants to connect with leaders across Kansas including Regent Harrison-Lee and VP of Military and Veterans Affairs and Chief Diversity Officer of WSU, Dr. Fleming-Randle.



I Stand with Immigrants provided an opportunity to bring awareness to a shared history and stand in solidarity with friends, neighbors, peers, teachers, and all immigrants who continue to drive our country forward. Stickers and t-shirts were given out to show support. Postcards were made available to connect with congress-members to urge them to support immigrant rights. In the evening, a poetry open mic allowed attendees to share and listen to immigrant experiences. This program was a collaboration between ODEI, DSP, Quivira, Creative Writing, EMLJ, OIE, EGS, Kappa Delta Chi, and HALO.

SELECT COLLABORATIONS

Cesar Chavez Day included demonstrations, campus tours and presentations from Hispanic organizations, students, staff, and faculty on campus. Emporia High School students were able to learn about specific support systems at ESU for Hispanic students, including assistance finding career paths, finding scholarships to help finance their education and making connections with other students. This program was a collaboration between Admissions, Honors College, ODEI, TRIO, Career Services, HOTT, EHS, Emporia Chamber of Commerce, and USD 253 Migrant Services.



Diversity Leadership Summit was a one-day conference for high school and community college students interested in diversity leadership. Through presentations and programming, students were encouraged to pursue higher education. Students were invited from all over the state of Kansas and Missouri. This free conference consisted of speakers, workshops, and opportunities for current high school seniors to compete for ESU scholarships. This program was a collaboration between Admissions, CSI, ODEI, TRIO and DSP.



Cultural Heritage Months are celebrated throughout the academic year including Hispanic Heritage Month, Native American Heritage Month, Black History Month, Women's History Month, PRIDE Month, and Asian American Pacific Islander Month. This year, for the first time at ESU, the ODEI collaborated with numerous partners on campus and in the community to release a campus-wide announcement recognizing these months and promoting the events planned to celebrate them.

NEW INITIATIVES

BRIDGE

Building Relationships, Inclusion, Diversity, and Global Equity (BRIDGE) is designed to assist incoming first-year students with their transition from high school to ESU. BRIDGE is a 6-day program that runs the week before classes start. BRIDGE Students will have the opportunity to move in a week early and participate in workshops focused on helping students get comfortable with the ESU campus, as well as identify campus resources. This program introduces students from historically excluded populations to specific faculty, staff, administrators, student leaders, and other campus partners who can help facilitate an easier transition to student life. Workshops are designed to incorporate different learning strategies and utilize different modes of learning to better serve all participants. This program includes structured opportunities for students to engage in authentic deliberate dialogue across differences in order to build genuine connections.

CORKY CARES

The ODEI developed Corky CARES (Community Advocacy & Resiliency Education Series), a collection of DEI trainings and workshops designed to promote authentic conversation through skills-based curriculum while centering the philosophy that advocacy is a continuous process that looks different for everyone. The goal of Corky CARES is to increase cultural awareness and promote intercultural learning on various levels while exploring identity, voice, and empowerment of our collective community.

Through these trainings, the ODEI strives to promote sustainable change to ESU's culture of DEI while providing information and education to help our institution continue to move forward in becoming a model for diversity, equity, and inclusion. Training topics include Implicit Bias, Microaggressions, Critical Conversations, and Cultural Competency.

Corky CARES



Community Advocacy & Resiliency
Education Series

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) aim to foster a diverse, inclusive workplace. The groups exist to provide holistic, community-based support and help in personal or career development while creating a safe space where employees can bring their whole selves to the table. ERGs provide a forum in which members of an organization who share common interests, identities, backgrounds, or experiences can connect.

COMMUNITY DIALOGUE

EMPLOYEE RESOURCE GROUPS

At ESU, we value the diverse perspectives that make up our college community. Based on feedback through the 2018 Climate Survey, focus groups conducted by the ODEI, and other feedback mechanisms, our community members expressed the desire to cultivate a sense of belonging and engage in decisions that affect ESU's community. In alignment with our strategic plan, and in order to facilitate more opportunities for communication, connection, and support among our faculty and staff, the ODEI, in partnership with HR, facilitated town halls to open a space for dialogue around the creation of ERGs. Through this dialogue, four ERGs were identified and will be developed throughout the 22-23 academic year.

FOCUS GROUPS

The ODEI has a mission to engage and empower ESU communities through intentional continuous advocacy, education, dialogue, and support to influence campus culture and promote inclusive excellence. The work being conducted out of the ODEI is informed by the identities and lived experiences of members of the ESU community. In order to better understand these lived experiences, and identify barriers to success for historically excluded populations, ODEI conducted a series of focus groups throughout the academic year. Three focus groups were conducted in the 21-22 academic year. The ODEI will continue to facilitate focus groups throughout the 22-23 academic year. The focus groups are exploring the following identities: Hispanic and Latinx; Black and African American; Native American and Indigenous; Asian and Pacific Islander; LGBTQ+; Faith; Veterans; people with disabilities; Pell-Eligible; and First Generation.

CAMPUS CLIMATE SURVEY

A campus climate survey was sent to staff, faculty, and students of ESU to gain insight into experiences and the cultural climate of ESU. The response rate was higher than ESU has ever had for a climate survey, which points to a success at reaching ESU community members and building relationships so they can see the value in giving their feedback with trust that it will make a difference. This survey will be used to inform the work being done by the ODEI and the UDIA.

POLICIES AND PROCEDURES

CHOSEN NAME POLICY

A tile was added to Hornet 365 to allow students, staff, and faculty to change their name in ESU systems

CAMPUS PRIDE INDEX ASSESSMENT

Assessment was completed to guide ESU on supporting LGBTQ+ communities. The score moved from 2.5 to a 4.5 with the new assessment showing our improvement to prospective students

DIVERSITY AND INCLUSION DISPLAY BOARD

Memorial Union worked with ASG and the Multicultural RSOs to create a dedicated space for DEI student events and heritage months on Memorial Union Mainstreet

GENDER-INCLUSIVE RESTROOM MAP

ODEI walked campus to document all gender-inclusive restrooms, and worked with facilities, marketing and IT to post a map for campus members to use to find inclusive restrooms near them

RELIGIOUS HOLIDAYS ON CAMPUS CALENDAR

Religious holidays within the Buddhist, Muslim, Jewish, and Christian faiths were added to the campus calendar to help support campus members who may be observing the holiday as well as those who may be fasting. Through this effort, faculty will be aware of fasting and prayer practices and can plan accordingly for class assignments, tests, and celebrations that include food.

IMPACT

3

FOCUS GROUPS CONDUCTED

1258

CLIMATE SURVEY PARTICIPANTS

526

STUDENT OUTREACH CONNECTIONS

54

PARTNERSHIPS

11

ODEI PROGRAMS

32

TRAININGS CONDUCTED

64

DEI PROGRAMS CAMPUS-WIDE

33

DEI CONFERENCES AND
TRAININGS ATTENDED