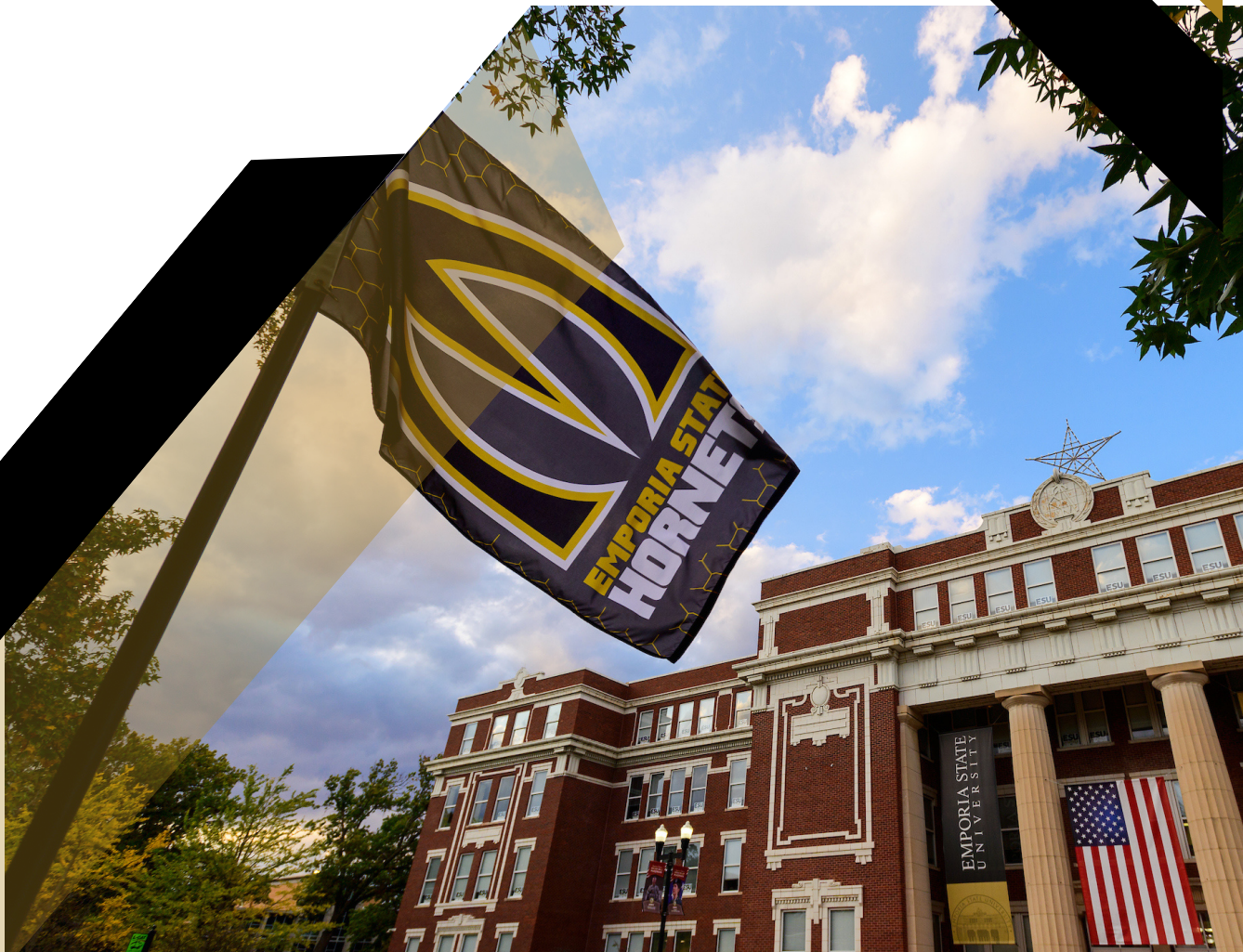


Office of Diversity, Equity, and Inclusion Annual Report

2022-2023



EMPORIA STATE
UNIVERSITY



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 to "Become a model for Diversity, Equity, and Inclusion." 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.

The ODEI reports directly to the President and oversees multiple programs, including Basic Needs; Building Relationships, Inclusion, Diversity, and Global Equity (BRIDGE); Diversity Student Programs; Employee Resource Groups; Ethnic & Gender Studies; Interdisciplinary Studies; and four TRIO programs. This structure allows the ODEI to connect with and support students on multiple levels through tutoring, advising, academic majors and minors, basic needs insecurities, DEI programming, and pre-college transition support while also focusing on the recruitment and retention of staff and faculty from historically excluded populations.

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.

Mission

The Office of Diversity, Equity, and 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 ODEI 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 ODEI seeks to provide a culture of civic intergroup 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.

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.

Meet our Team



Nyk Robertson they/them

Senior Diversity Officer
Assistant Dean for the Institute of
Interdisciplinary Studies

Adria Pickett she/they

Graduate Assistant for ODEI

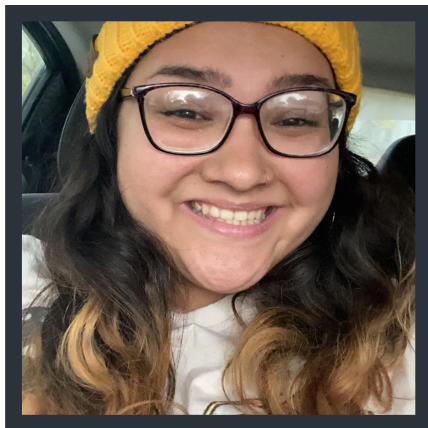


Percy Holt they/them

Inclusive Excellence Fellow



Meet our Team

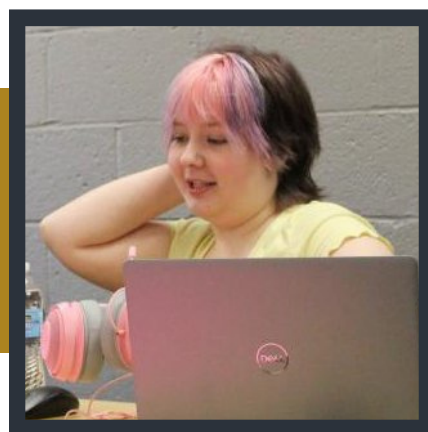


Angela Marin she/her

Inclusive Excellence Fellow

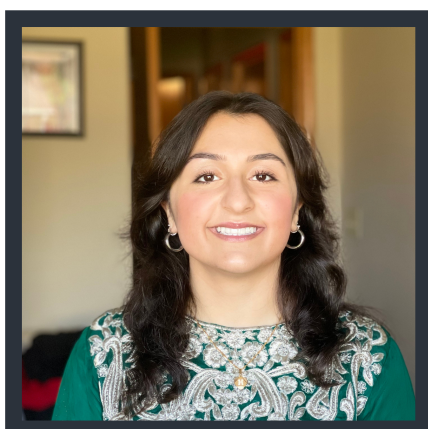
Savana Reed Valizan they/them

Inclusive Excellence Fellow



Hibah Yaseen she/her

Inclusive Excellence Fellow



DEI 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 to bring awareness and education to the history of this land. Throughout the 22-23 academic year, the AIPI worked with tribal historians to create an accurate land acknowledgement and created a webpage titled "Commitment to Indigenous Peoples and Communities" with resources and tools to support indigenous peoples institutionally and individually. The AIPI also organized an event titled "Advancing Indigenous Presence in Kansas: Be a Change Maker in Higher Education" that brought Representative Christina Haswood and Dr. Alex Red Corn to campus to discuss ways ESU can intentionally support indigenous people.



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. In Fall 2022, a basic needs coordinator position was created to manage Corky's Cupboard, be a point person for students with basic needs insecurities and to coordinate student volunteers working to meet the basic needs of our student. This coordinator continues to work with the BNC to increase awareness of resources and maximize available aid for students. In the 22-23 academic year, the BNC worked to create a more accessible website with tools to increase navigability of resources. The BNC also worked with Kansas Appleseed in research around student needs and how legislation and public policy can affect these needs.

DEI Committees

**Diversity
Advocates**
Champions for
diversity, equity,
and inclusion



Diversity Advocates

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. During the 22-23 academic year, the Diversity Advocates reviewed required DEI and accessibility trainings and gathered feedback for future trainings. The Diversity Advocates focused on current DEI legislation and how ESU can continue to support the inclusion of students, staff, and faculty across identities. Lastly, the Diversity Advocates continued to focus on DEI professional development by attending multiple DEI and Corky CARES trainings.

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 Diversity Officer and Assistant Dean. 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 22-23 academic year, the council organized and received funding from Campus Pride Index for two Lavender Graduations, one in Fall 2022 and one in Spring 2023. The Advisory Council also worked with the Title IX Coordinator and Human Resources to better understand how Title IX regulations affect LGBTQ+ students, staff, and faculty.

University Diversity + 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 22-23 academic year, the UDIA focused on 3 areas of DEI: Education and Accessibility, Community and Campus Resources, and Recruitment and Retention. These subgroups focused on work directly tied to proposed legislation around DEI, forming a University Accessibility Statement, and connecting resources across campus and the community. The UDIA also served as an advisory group for several DEI concerns throughout the academic year.

Partnerships

- Academic Center for Excellence and Success
 - Active Minds
 - Admissions
 - Art Therapy Department
 - Associate Student Government
 - Athletics
 - Black Student Union
 - Bloom House*
 - Career Services
 - Center for Student Involvement
 - Communication Department
 - Counseling Center
 - Diversity Ambassadors
 - Emporia Connection*
 - Emporia High School *
 - Emporia High School Gay Straight Alliance*
 - Emporia Main Street*
 - English, Modern Languages, and Journalism
 - Enrollment Management and Student Success
 - Financial Aid
 - First-Gen Student Organization
 - Fort Hays State University*
 - Foundation + Giving
 - Fraternity and Sorority Life
 - General Education Council
 - Graduate School
 - Hispanic American Leadership Organization
 - Hispanics of Today and Tomorrow (HOTT)*
 - Honors College
 - Human Resources
 - International Boys School Coalition*
 - Kansas Association for Native American Education*
 - KansasWORKS*
 - Kappa Delta Chi
 - Marketing
 - Memorial Union
 - Men of Excellence
 - Music Department
 - Muslim Student Association
 - Nursing Program
 - Office of Institutional Excellence
 - Office of International Education
 - Pittsburg State University*
 - P.R.I.D.E.
 - Psychology
 - Registration
 - Residential Life
 - School of Business
 - School of Library and Information Management
 - SHRM Emporia Area Businesses*
 - Sister Circle
 - S.O.S.*
 - Student Accessibility + Support Services
 - Student Advising Center
 - The Teacher's College
 - Union Activities Council
 - United Way of the Flinthills*
 - USD 253 Migrant Services*
 - Wellness Center
 - Wichita State University*
- *indicates community partners

44

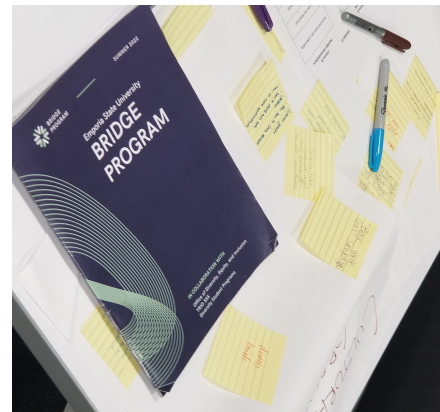
Campus
Partnerships

16

Community
Partnerships

Select Programs + Events

**First Cohort of BRIDGE students:
28 students participated in a week-long program prior to Fall 2022 in which they were connected to resources on campus, built skills around dialogue and communicating across differences, and learned critical thinking skills to aid in their success at ESU**



**TRIO Upward Bound Senior Banquet:
Honoring Upward Bound seniors from Emporia High School and Northern Heights. Seniors received cords for graduation**

**Women's History Month
Event: Make Your Own
Feminist/Womanist T-
shirt Event organized by
Ethnic & Gender Studies**



Celebrating Indigenous Peoples Day: Signs with important facts were distributed across campus with QR codes to learn more about how to support Indigenous Peoples in Kansas

Select Collaborations



**Hispanic and Latine Identity Panel
in collaboration with Hispanic
American Leadership Organization
(HALO), Diversity Student
Programs, and Hispanic Heritage
Month Committee**

**Ryan Russell: Living the Truth
co-sponsored with UAC**



**Backpack Jeff: Are You
Carrying Too Much Baggage?
co-sponsored by Athletics,
Diversity Student Programs,
and Ethnic & Gender Studies**



**Dr. Ferial Pearson, Ph.D.: The
Power of Story and the Danger of
Absence
Bonner + Bonner Lecture
in collaboration with the Honors
College and University Libraries
and Archives**



Select Collaborations

May Mental Health Awareness Celebration co-sponsored with Active Minds, Counseling Services, CSI, EMSS, and UAC



Women of the World Panel as a collaboration with Ethnic & Gender Studies and the Office of International Education



Lavender Graduation in collaboration with the LGBTQ+ Advisory Council and P.R.I.D.E., sponsored by a Campus Pride mini-grant



LGBTQIA+ Panel for Pride Month in collaboration with LGBTQ+ Employee Resource Group and P.R.I.D.E



Academic Opportunities

The ODEI recognizes the invaluable role that academic conferences play in fostering intellectual growth, knowledge dissemination, and professional development. We are committed to providing our students and researchers with opportunities to participate in these enriching events, thereby contributing to their academic advancement.

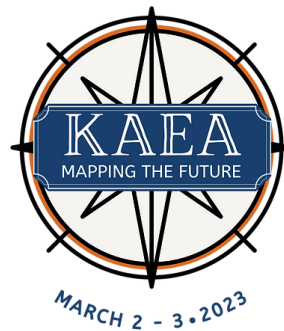
Thanks to a generous gift from donors Roger and Carla Smith, the ODEI created an academic opportunity fund to support students in attending and presenting at academic conferences. This fund is aimed at promoting inclusivity, facilitating networking opportunities, and nurturing interdisciplinary collaboration among our academic community.

Our academic opportunity fund is designed to assist students and researchers in covering expenses related to conference registration, travel, accommodation, and other associated costs. By alleviating the financial burden, we aim to enable a broader spectrum of individuals to participate in conferences, regardless of their financial circumstances.

The aim of this program is to foster an environment that promotes academic excellence, nurtures scholarly pursuits, and supports the professional growth of our students and researchers through their active involvement in academic conferences.



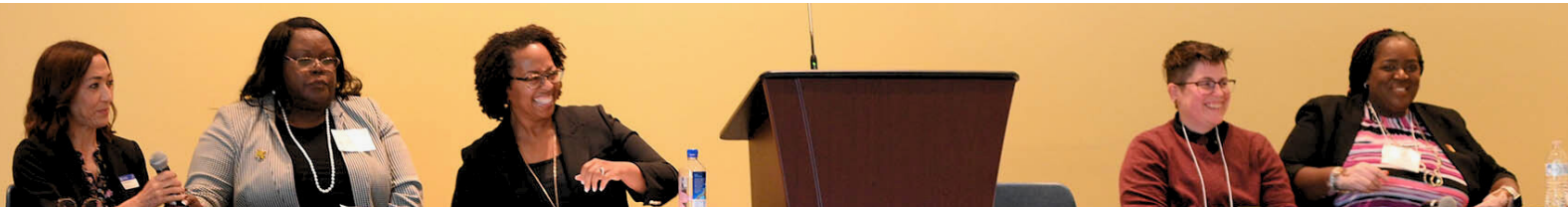
Big XII on Black Student Government Conference



Kansas Adult
Education Association



Tilford Conference on Diversity and Multiculturalism



"I was able to learn how to better lead BSU, how to advocate for myself and others, and how to take care of my mental and physical health to better lead BSU" -Kellee Banks, co-president of BSU

Academic Opportunities

Conferences Attended with Academic Opportunity Funds

- Big XII on Black Student Government Conference
- Cavalier Conference on Writing and Literature: Access For, Access To: Reimagining Education for All
 - Student presented "My Verse + My Identity: Overcoming the Effects of Identity Imposition with Two YA Verse Novels"
- Kansas Adult Education Association Conference: Mapping the Future
- Kansas Gender and Sexuality Conference
- Kansas LGBTQ+ Leadership Conference: Rise Up, Act Up!
- KSUnite: A Journey to Justice: Bridging Difference and Distances
- Midwest Conference on Asian Affairs
- National Conference on Race and Ethnicity in Higher Education
 - Professional staff presented "Building Bridges: Developing Social Justice Curriculum for a Summer Transition Program"
- SpeakOut: Brave and Safer Spaces and Intergroup Conversations
- Tilford Conference on Diversity and Multiculturalism
- Wayne Renolds Directors Conference
- Webster University DEI Conference: Focusing on Next-Level Equity Work in a Time of Transition

I was able to learn how to serve and support different communities on campus better, and I was also able to make connections with faculty to return and participate in other diversity events they were holding on their campuses." - Percy Holt, Senior Interdisciplinary Studies

Policies & Procedures

CULTURAL AWARENESS AND CULTURAL COMPETENCY

Worked with General Education Council and faculty members to create a rubric for Cultural Awareness and Cultural Competency designation for General Education courses

FIRST YEAR COURSE DEVELOPMENT

In collaboration with EMSS, developed a framework for a first year course. presented to and received approval from the General Education Council for the course to be designated a General Education course with a Cultural Awareness and Cultural Competency designation.

GENDER INCLUSIVE HOUSING POLICY

In collaboration with Residential Life, and the University Diversity Inclusion Alliance, created a gender inclusive housing policy that launched for students arriving in August 2022. This policy allows for students to opt into gender inclusive housing if they desire to do so.

REQUIRED DEI TRAINING

ODEI developed a DEI training specific to values and mission of ESU for all ESU employees.

IMPACT

53

EMPLOYEES ATTENDING ERG EVENTS

60

PARTNERSHIPS

713

STUDENT OUTREACH
CONNECTIONS

532

STUDENTS SERVED BY
CORKY'S CUPBOARD

23

ODEI PROGRAMS

93

DEI EVENTS CAMPUS-WIDE

51

TRAININGS CONDUCTED

34

DEI CONFERENCES AND
TRAININGS ATTENDED



Thank You

Diversity, equity, and inclusion work is not something that can be successfully accomplished through a single office. Implementing DEI across the entire university requires commitment, collaboration, and ongoing assessment by the entire ESU community. The efforts made by departments, schools, and individuals giving their time and energy to creating a more inclusive, equitable space is immeasurable. When DEI is implemented comprehensively across our entire university, it has the potential to transform ESU into a truly inclusive and representative space for all individuals.

Contact Us

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