



**DIVISION OF
DIVERSITY,
EQUITY, AND
INCLUSION**

**EMPORIA STATE
UNIVERSITY**



WHO WE ARE

In 2017, Emporia State University (ESU) expanded on its Diversity, Equity, and Inclusion (DEI) plan with 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 Division of Diversity, Equity & Inclusion (DDEI), under the leadership of the Senior Diversity Officer, reports directly to the President and oversees multiple programs, including Basic Needs; Building Relationships, Inclusion, Diversity, and Global Equity (BRIDGE); the Intercultural Center; Employee Resource Groups; Social Change Studies; Interdisciplinary Studies; and four TRIO programs. This structure allows the DDEI 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.



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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 Division of Diversity, Equity & Inclusion (DDEI) seeks to empower ESU students, faculty, and staff from all communities to improve their experiences by increasing access and equity within academic, civic, and co-curricular spaces. The DDEI is dedicated to fostering a campus environment where every individual feels valued, supported, and empowered to thrive academically, personally, and professionally. Through a comprehensive approach that integrates Basic Needs initiatives, the Institute for Interdisciplinary Studies, Intercultural Center, and the TRIO programs, we aim to create a vibrant and inclusive community through intentional continuous advocacy, education, dialogue, and support to influence campus culture and promote inclusive excellence.



GOALS

- **Success through Support:** We are committed to providing equitable access to education and resources through our TRIO programs. By offering academic support, mentorship, individualized tutoring, and enrichment opportunities, we empower students from historically excluded populations, including first-generation, low-income, and students with disabilities, to excel academically and pursue their goals with confidence.
- **Empowerment through Education:** Through the Institute of Interdisciplinary Studies, students can put together a flexible program for motivated students looking to engage with their college education on a fundamental level. Through interdisciplinary approaches, we aim to address complex societal challenges and promote innovative solutions that benefit diverse communities. By fostering a culture of curiosity and collaboration, we cultivate a deeper understanding of diverse perspectives and promote inclusive excellence in scholarship and creative endeavors.
- **Cultural Awareness and Community Building:** The Intercultural Center serves as a space for cultural exchange, dialogue, and celebration for staff, faculty, and students. We strive to create a welcoming and affirming space where individuals from all backgrounds can engage in meaningful conversations, share their experiences, and cultivate mutual understanding. Through cultural programming, advocacy, and outreach efforts, we promote social justice, equity, and inclusion, fostering a sense of belonging and interconnectedness within our campus community.
- **Meeting Basic Needs and Enhancing Well-being:** We recognize that access to basic needs, such as food, housing, and healthcare, is essential for student success and wellbeing. Through our Basic Needs initiatives, we provide comprehensive support services, including emergency assistance, connection to federal and state resources, and access to essentials such as school supplies, hygiene products, and food through Corky's Cupboard. By addressing systemic barriers and advocating for policy changes, we work to ensure that all members of our community have the resources they need to thrive.

OUR TEAM

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OFFICE OF DEI



Nyk Robertson
(they/them)
Senior Diversity Officer
Dean for IIS



Adria Pickett
(she/they)
Office of DEI Graduate Assistant



Cheyla Cervantes
(she/her)
Inclusive Excellence Fellow



Zariah Perilla Best
(she/her)
Inclusive Excellence Fellow



Hibah Yaseen
(she/her)
Inclusive Excellence Fellow



OUR TEAM

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INTERCULTURAL CENTER



Mike Torres
(he/him)
Director for
the Intercultural Center



Percy Holt
(they/them)
Coordinator for BRIDGE and the
Intercultural Center



Magda Escalante
(she/her)
Intercultural Center GA



Katelin Hollinshed
(she/her)
Intercultural Center Fellow



Sofia Vannoy
(she/her)
Intercultural Center Fellow

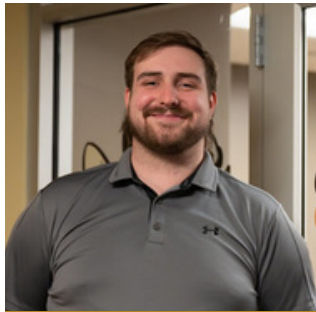


Project Manager

OUR TEAM

07

BASIC NEEDS



Cale Bolen

(he/him)

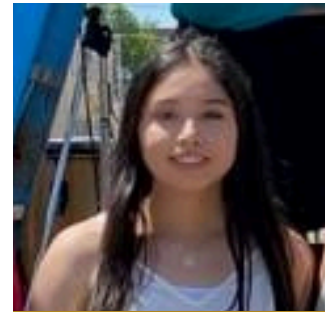
Basic Needs Coordinator



Erin Lardner

(he/him)

Basic Needs Advocate



Joanna Miranda

(she/her)

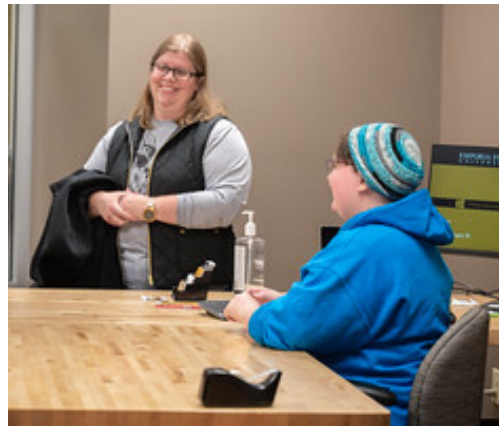
Basic Needs Advocate



Yahayra Cuevas

(she/her)

Basic Needs Advocate



INTERDISCIPLINARY STUDIES



Mallory Bishop

(she/they)

Director of Social Change Program
Clinical Instructor



Jayna Keller

(they/them)

Social Change Fellow



OUR TEAM

TRIO PROGRAMS

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Kristi Bolen

(she/her)

Director for TRIO Programs



Julie Cayton

(she/her)

Director for TRIO Talent Search/Upward Bound



Concha Dikin

(she/her)

Educational Specialist for TRIO Upward Bound



Shanna Frank

(she/her)

Director for TRIO McNair Scholars



Whitney Fulton

(she/her)

Administrative Specialist for TRIO Talent Search/Upward Bound



Jasmine Gerleman

(she/her)

Administrative Assistant for TRIO McNair Scholars



Lisa Kelley

(she/her)

Assistant Director for TRIO Talent Search Program



Ryan Kirton

(he/him)

Research Specialist for TRIO McNair Scholars



Jacqueline LaFuente

(she/her)

Educational Specialist for TRIO Talent Search



Regina Mutanha

(she/her)

Assistant Director for TRIO Student Support Services



Amaya Oshel

(she/her)

Educational Specialist for TRIO Talent Search



Abby Phelps

(she/her)

Administrative Specialist for TRIO Student Support Services



Eden Tullis

(she/her)

Program Coordinator for TRIO Student Support Services



Angelique Burris

(she/her)

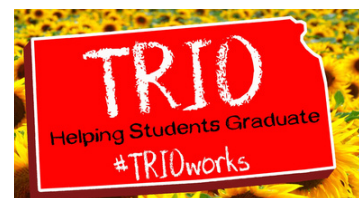
Graduate Assistant for TRIO McNair Scholars



Rachel Dahl

(she/her)

Graduate Assistant for TRIO Student Support Services





INSTITUTIONAL DEI COMMITTEES

Advancing Indigenous Presence Initiative

Basic Needs Coalition

Diversity Advocates

LGBTQ+ Advisory Council

University Diversity + Inclusion Alliance



EMPLOYEE RESOURCE GROUPS

Faculty and Staff of Color Group

LGBTQ+ Group

Resiliency and Healing Group

Women's Leadership Group

Young Professionals Group

BRIDGE

Building Relationships, Inclusion, Diversity and Global Equity

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Building Relationships, Inclusion, Diversity, and Global Equity (BRIDGE) is designed to assist incoming students with their transition to Emporia State University (ESU). The program assists in building a cohort to support them in their first year at ESU, connects them with resources on campus, and builds skills around dialogue and communicating across differences. Using a social justice education framework, BRIDGE helps students enhance their critical thinking skills while exploring their individual and group identities within the context of exploring issues of gender, race, sexuality, socioeconomic class, spirituality, power, and privilege through the framework of storytelling.

35

**Number of
Participants**

3.23

Average G.P.A.

89%

**Retention to
ESU**





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BASIC NEEDS INITIATIVES

Grand Re-Opening: Corky's Cupboard

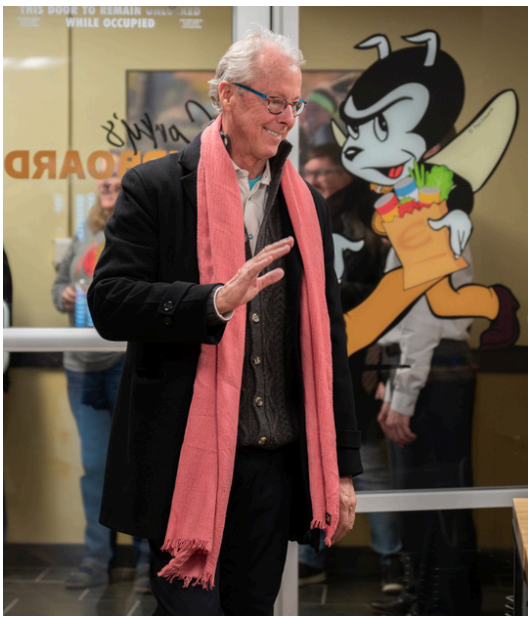
The expanded space is a fitting way to mark nearly 10 years of serving Emporia State University students with a dedicated food pantry. The new Corky's Cupboard includes additional refrigerators and freezers, shelf space for nonperishable products, hygiene products, and school supplies. The cupboard is now located near a loading dock to allow for easier stocking of the cupboard.

Nourish the Need

Nourish the Need is a sustainability-driven program that leverages the surplus food from the Hornets Nest to create nutritious packaged meals for students facing food insecurity. The goal of this program is to reduce food waste while ensuring students have access to healthy packaged meals.

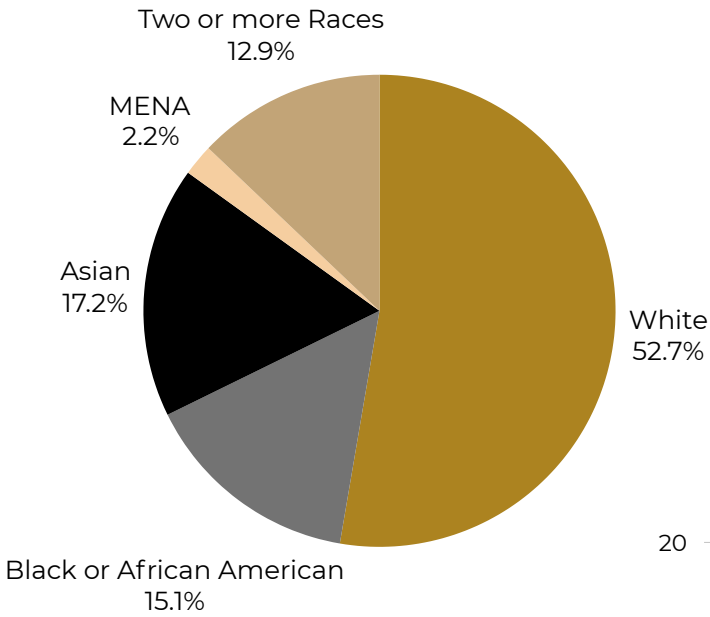
Basic Needs Emergency Fund

The Basic Needs Emergency Fund was created to help students with financial assistance in a serious time of need. This fund is intended to be a supplemental financial resource when students are unable to meet immediate and essential expenses because of a temporary hardship surrounding situations such as accidents, illness, death of a family member, fire damage or need for temporary housing. This funding is not intended to replace or supplement existing financial aid and does not have to be repaid. This fund is supported by donations from the community, alumni, and employees signing up for payroll deductions.



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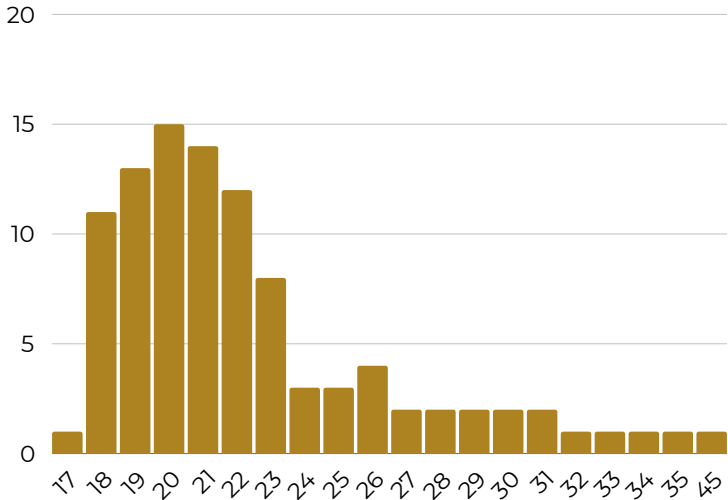
BASIC NEEDS IMPACT



520

STUDENTS SERVED BY CORKY'S CUPBOARD

Age Distribution Percent



4702

NUMBER OF VISITS TO CORKY'S CUPBOARD

Demographics provided by Feed America from 08/23-05/24

SELECT EVENTS

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Presidential Award for Distinguished Service to Diversity

This award recognizes leadership, engagement, and service in diversity, equity, and inclusion work taking place at Emporia State University and in the larger Emporia community.

Recipients have been active in encouraging belonging, understanding, and appreciation of difference; and made contributions that foster and support the development of cultural competence and acceptance within and outside the ESU community; have mentored and supported emerging leaders from historically excluded groups; and/or developed and supported programs to create equity on campus. The 2024 recipients of this award were

Dr. Gary Wyatt and Hibah Yaseen.



Hispanic Heritage Month Kickoff

This kickoff event had live music, a piñata contest, jalapeño eating contest, food vendors, community booths, and t-shirt giveaways. The event was open to ESU students, faculty, staff, and Emporia community members. Funds from booths and t-shirts sales went to the Latino Legacy Fund Scholarship.



Nichole Prescott: Indigenous Spirituality and the Natural World

For Dr. Nichole S. Prescott, a citizen of the Miami Nation of Oklahoma, Grandmother Earth serves as the basis of her spiritual practice. Through this program, Nichole led students through an exploration of Indigenous understandings of the natural world, the relationship of that understanding to environmental stewardship, and the very real experience of eco-grief.



SELECT EVENTS

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Women's History Month Reception



The first reception took place in March 1996 when the first Schillinger Award was presented to Ruth Schillinger herself. This year marks the 29th anniversary of the Schillinger Award. The Ruth Schillinger Award recipient was **Dr. Dawn McConkie**, a professor of Music and Interim Assistant Dean for the School of Visual and Performing Arts. The Mary Headrick award recipient was **Kaila Mock**, alumnus of ESU and owner of Trox. The Susan B. Anthony Scholarship recipient was **Maria Paula Sanchez Aguirre**, a business accounting major in the School of Business and Technology.

TRIO Day Celebration

National TRIO Day serves as a platform to raise awareness about the importance of TRIO programs and the impact they have on students' lives. It is also an opportunity to recognize the accomplishments of TRIO participants, alumni, staff, and supporters. This year's keynote speaker was Manuel Estrada Espinoza, alumnus of TRIO at ESU and current 5th grade teacher in Emporia.



Fresh Check Day

Fresh Check Day is an uplifting mental health and suicide prevention event for colleges that includes interactive booths, peer-to-peer messaging, free food, entertainment, and exciting prizes and giveaways.



The purpose of the event is to engage in dialogue about mental health and to help build a bridge between students and the mental health resources available on campus, in the community, and nationally. Co-sponsored by Counseling Services, CSI, the Intercultural Center, ACES, SASS, Residential Life, Fraternity and Sorority Life, DDEI, EMSS, and Athletics.

SELECT COLLABORATIONS

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Bonner and Bonner Lecture

The 2024 Bonner and Bonner Diversity Lecture keynote speaker, sponsored by the Honors College, DDEI, and SLIM, Wesley Hamilton spoke on **Overcoming Any Obstacles by Allowing Disruptions.**

Wesley Hamilton founded 'Disabled But Not Really' (DBNR) to reshape perceptions. As a global speaker and consultant, he champions inclusive training models, and empowering individuals to embrace independence. Through DBNR, Wesley's vision goes beyond adapting—it's about inspiring change and redefining potential in every community.

Art and Tea + National Day of Action

This event was hosted by the Intercultural Center, Honors College, and Art Program. Craft options included making zines, making bracelets, and painting abstract dreamscapes. This event provided information on National Day of Action for Freedom to Learn by providing information on banned books, Freedom Summer 1968, and Freedom Schools.



Clancy Harrison: Helping End Hidden Hunger

Clancy Harrison is a registered dietitian, TEDx speaker and author that has made it her mission to challenge the way we approach food insecurity in the US by erasing the stigma surrounding lack of access to food and help more communities realize none of us can be free when even one of us struggles with hunger. Clancy joined ESU students, employees, and community members for an action planning session as well as a speaker presentation to discuss methods of addressing food insecurity, opportunities to partner with Food Dignity for a nationwide effort, as well as what we do to help create a better understanding and concerted effort around food insecurity. This event was co-sponsored by UAC, the IC, and Basic Needs.

A Night with Brandon Fleming

Nationally acclaimed educator, award-winning author of MISEDUCATED, former debate coach at Harvard University, and Founder & CEO of The Veritas School, Brandon Fleming shared his story about the impact educators have on student success. Co-sponsored by SAC, EMSS, DDEI, and the IC.





TRIO IMPACT

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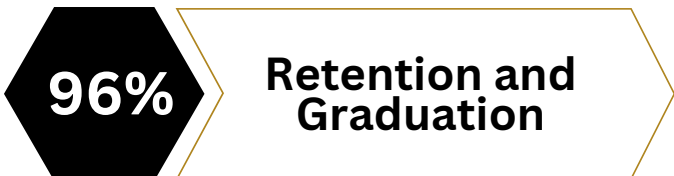
TRIO McNair Scholars



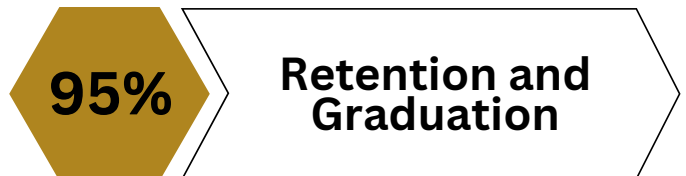
TRIO SSS



TRIO Talent Search



TRIO Upward Bound



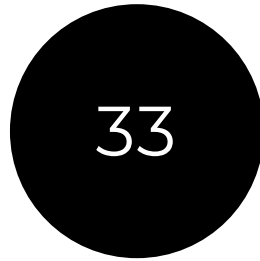


DDEI IMPACT

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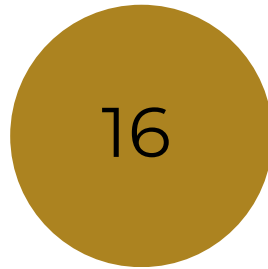
EMPLOYEES ATTENDING
ERG EVENTS



ESU PARTNERSHIPS



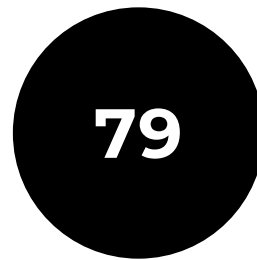
STUDENT OUTREACH
CONNECTIONS



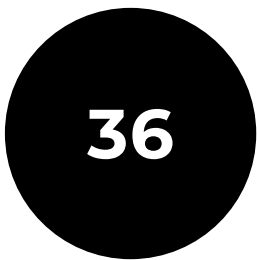
COMMUNITY
PARTNERSHIPS



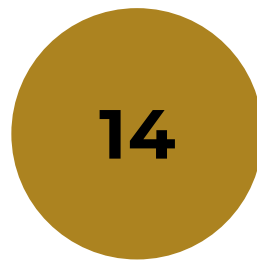
DDEI PROGRAMS



DEI EVENTS CAMPUS-WIDE



CORKY CARES
TRAININGS CONDUCTED



DEI CONFERENCES AND
TRAININGS ATTENDED



This DDEI Annual Report serves as a reminder of the significant strides ESU has made together as a community. Our collective efforts to foster a more inclusive and equitable environment have been both inspiring and impactful.

There has been remarkable progress through the implementation of various initiatives, programs, and collaborations aimed at promoting diversity, enhancing equity, and ensuring inclusion for all members of our campus. These achievements are a testament to the dedication, passion, and hard work of each individual who has contributed to ESU's goal to become a model for DEI.

Diversity, equity, and inclusion work is not something that can be successfully accomplished through a single division. 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.



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