

A photograph of the upper portion of a brick building with a row of windows. A banner is superimposed over the center.

EMPORIA STATE
UNIVERSITY

**DIVISION OF DIVERSITY, EQUITY, AND
INCLUSION STRATEGIC PLAN
2021-2025**

A vertical banner with a black top half and a gold bottom half.

EMPORIA STATE
UNIVERSITY

A vertical banner with a gold background, featuring a black silhouette of a horned animal and the text "I'M A HORNE".

I'M A HORNE



CHARGE

Emporia State University (ESU) is committed to creating and maintaining a diverse and inclusive environment that is supportive of, and committed to, the success of all members of the community it serves, a community that reflects the broad diversity of the human experience. Diversity includes, but is not limited to, differences in culture and subculture, socio-economic status, race, ethnicity, nationality, language, disability/ability, gender, gender identity, sexual orientation, religion, political and social ideologies, family background and structure, immigration status, veteran status, and age. We empower students, faculty, and staff at ESU to understand, respect, and appreciate diverse perspectives, backgrounds, and worldviews that may be different from their own and recognize them as a source of strength.

VALUES

The university has four core values: excellence, respect, responsibility, and service.

With excellence, the university values intellectual challenges, problem solving, and creative and critical thinking. The Division of Diversity, Equity, and Inclusion (DDEI) emphasizes inclusive excellence.

With respect, the university values integrity, collaboration, diversity, freedom of thought, freedom of inquiry, and freedom of expression. The DDEI creates space for dialogue that emphasizes respect with the objective to understand.

With responsibility, the university values accountability and stewardship of the institution, the environment, human resources, and personal well-being. The DDEI actively works to create a welcoming space that allows community members to be their full authentic selves as part of their well-being.

With service, the university values engagement in leadership and community that positively impacts our global society. The DDEI engages in service opportunities with community members and provides leadership development opportunities that center diversity, equity, and inclusion.



WHO WE ARE

VISION

The Division of Diversity, Equity, and Inclusion strives 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 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.

STRATEGIC PLAN GOALS

GOAL 1: BECOME A MODEL FOR DIVERSITY, EQUITY, AND INCLUSION.

Objective 1: Develop and maintain a campus culture in which embracing diversity, equity, and inclusion are core values of the Emporia State community.

Objective 2: Enhance diversity-related educational opportunities and experiences for students, faculty, and staff.

Objective 3: Expand partnerships and collaborations across campus and in the community as it relates to DEI.

Objective 4: Promote and increase opportunities and understanding of civic engagement.

Objective 5: Recruit and retain faculty and staff from historically excluded populations.

GOAL 2: PURSUE DIVERSITY, EQUITY, AND INCLUSION INITIATIVES IN CURRICULA AND PROGRAMS.

Objective 1: Create and enhance academic majors, minors, and courses with a focus on DEI.

Objective 2: Prioritize high-impact learning experiences.

Objective 3: Provide tools and resources to innovate curricula utilizing a DEI framework.

Objective 4: Evaluate and assess curricula for tenets and representation of diversity, equity, and inclusion.

Objective 5: Expand partnerships with departments to build and assess co-curricular programming utilizing a DEI framework.

GOAL 3: ENROLLING, RETAINING, AND GRADUATING STUDENTS PREPARED TO THRIVE IN A DIVERSE WORLD.

Objective 1: Create and expand support services for students through a culturally competent framework.

Objective 2: Increase student enrollment, retention, and graduation of historically excluded populations.

Objective 3: Ensure that all students demonstrate cultural competencies and skills necessary for living and working effectively as members of diverse and global communities.

Objective 4: Expand services to meet students' basic needs and enhance students' well-being.

Objective 5: Develop trainings to build skills and provide resources to facilitate dialogue, fostering inclusion and belonging.

STRATEGIES FOR ACHIEVING OBJECTIVES

GOAL 1: BECOME A MODEL FOR DIVERSITY, EQUITY, AND INCLUSION.

Objective 1: Develop and maintain a campus culture in which embracing diversity, equity, and inclusion are core values of the Emporia State community.

- Regularly communicate the importance of DEI through official communication and campus-wide events.
- Provide mandatory DEI training for all employees.
- Include DEI principles in orientation programs for new students and employees.
- Define and implement promising practices and co-curricular engagement across departments to promote a culture that embraces diversity, equity, and inclusion.

Objective 2: Enhance diversity-related educational opportunities and experiences for students, faculty, and staff.

- Offer ongoing workshops, seminars, and courses focused on DEI topics.
- Host events, speaker series, and cultural celebrations that highlight diverse perspectives and experiences.
- Encourage and support student-led DEI initiatives and organizations, including identity-based registered student organizations (RSOs).

Objective 3: Expand partnerships and collaborations across campus and in the community as it relates to DEI.

- Develop and strengthen mentoring opportunities for historically excluded students, with creation of a BRIDGE Program as a high priority.
- Define and embed diversity awareness into student engagement and supporting service experiences that develops cultural competencies.

Objective 4: Promote and increase opportunities and understanding of civic engagement.

- Define civic engagement and create distinctive programs for students for the good of the campus and Emporia community.
- Promote and increase opportunities and understanding of civic engagement.
- Build partnerships with external partners to drive voter registration, education opportunities around candidates and issues.

Objective 5: Recruit and retain faculty and staff from historically excluded populations.

- Implement hiring practices that increase the diversity of faculty and staff.
- Partner with professional associations, minority-serving institutions, and diversity-focused job boards to reach a broader pool of candidates.
- Create affinity groups and professional networks for faculty and staff from historically excluded backgrounds.
- Provide funding for participation in conferences, workshops, and other professional growth activities.

STRATEGIES FOR ACHIEVING OBJECTIVES

GOAL 2: PURSUE DIVERSITY, EQUITY, AND INCLUSION INITIATIVES IN CURRICULA AND PROGRAMS.

Objective 1: Create and enhance academic majors, minors, and courses with a focus on DEI.

- Increase the number of course offerings that are either aligned with General Education's goal of Cultural Awareness and Cultural Competence, designated as Ethnic & Gender Studies courses, or address cultural competency within majors.
- Restructure Ethnic Gender & Identity Studies major and minor to fit current students and workforce needs.

Objective 2: Prioritize high-impact learning experiences.

- Provide sustainable, campus-wide opportunities to students to participate in high impact learning experiences that center diversity.
- Provide support to and recognition of faculty members who offer high impact learning experiences to students that center diversity.
- Offer grants and funding for DEI-related research and projects.

Objective 3: Provide tools and resources to innovate curricula utilizing a DEI framework.

- Develop an online repository of DEI resources, including articles, case studies, and best practices for curriculum innovation.
- Create and distribute guides on inclusive pedagogy and DEI-centered curriculum design.
- Establish interdisciplinary collaboration to integrate DEI across different fields of study.

STRATEGIES FOR ACHIEVING OBJECTIVES

GOAL 2: PURSUE DIVERSITY, EQUITY, AND INCLUSION INITIATIVES IN CURRICULA AND PROGRAMS.

Objective 4: Evaluate and assess curricula for tenets and representation of diversity, equity, and inclusion.

- Create guidelines in collaboration with the Division of Diversity, Equity, and Inclusion and General Education council around determination of Cultural Awareness and Cultural Competency (CACC) designations.
- Utilize Annual Assessment Report and student assessments to assess current DEI efforts within curricula and follow up with colleges with opportunities.

Objective 5: Expand partnerships with departments to build and assess co-curricular programming utilizing a DEI framework.

- Utilize the campus climate survey and focus group feedback to assess needs of campus community.
- Facilitate joint planning sessions where departments can collaborate on co-curricular program development.

STRATEGIES FOR ACHIEVING OBJECTIVES

GOAL 3: ENROLLING, RETAINING, AND GRADUATING STUDENTS PREPARED TO THRIVE IN A DIVERSE WORLD.

Objective 1: Create and expand support services for students through a culturally competent framework.

- Address the holistic needs of students, including academic, social, emotional, and financial support.
- Train counselors and mental health professionals in culturally responsive practices.
- Create support groups and peer mentoring programs that address the mental health needs of diverse student populations.
- Create advisory boards or focus groups with students from diverse backgrounds to guide service development.

Objective 2: Increase student enrollment, retention, and graduation of historically excluded populations.

- Establish clear reporting and response mechanisms for incidents of discrimination and bias.
- Increase and diversify undergraduate recruitment efforts; working with admissions teams around culturally competent recruitment.
- Working with Academic Affairs, identify barriers and implement best practices of student engagement and supporting services relating to retention and completion of historically excluded students.
- In partnership with the Foundation, assist in growing the number of scholarships and other supportive resources by leveraging philanthropy.

Objective 3: Ensure that all students demonstrate cultural competencies and skills necessary for living and working effectively as members of diverse and global communities.

- Embed cultural competence and global awareness into the core curriculum across all disciplines through CACC designation.
- Offer internships, service-learning, and volunteer experiences that expose students to diverse cultures and communities.
- Provide workshops and training sessions on cultural competence, implicit bias, and diversity for all students.
- Support student organizations and clubs that focus on cultural diversity, global issues, and intercultural dialogue, specifically identity-based RSOs.

STRATEGIES FOR ACHIEVING OBJECTIVES

GOAL 3: ENROLLING, RETAINING, AND GRADUATING STUDENTS PREPARED TO THRIVE IN A DIVERSE WORLD.

Objective 4: Expand services to meet students' basic needs and enhance students' well-being.

- Expand campus food pantry and meal programs to ensure all students have access to nutritious food.
- Implement meal swipe donation programs with food provider.
- Increase awareness and access to financial aid, scholarships, and emergency grants.
- Establish funds specifically to assist students with unexpected financial challenges.
- Create a central office or coordinator position dedicated to addressing students' basic needs.

Objective 5: Develop trainings to build skills and provide resources to facilitate dialogue, fostering inclusion and belonging.

- Use data from campus climate surveys to identify areas where training can have the most impact.
- Establish peer mentoring and facilitation programs where trained students and staff can lead dialogues and workshops.
- Develop a comprehensive toolkit with resources such as conversation guides, facilitation tips, and conflict resolution strategies.
- Integrate dialogue and inclusion training into the curriculum, particularly in first-year seminars and orientation programs.
- Recognize and reward participation in training programs through certificates, badges, or other forms of acknowledgment.

