

# UNIVERSITY DIVERSITY, EQUITY AND INCLUSION



**KANSAS  
WESLEYAN**  
UNIVERSITY

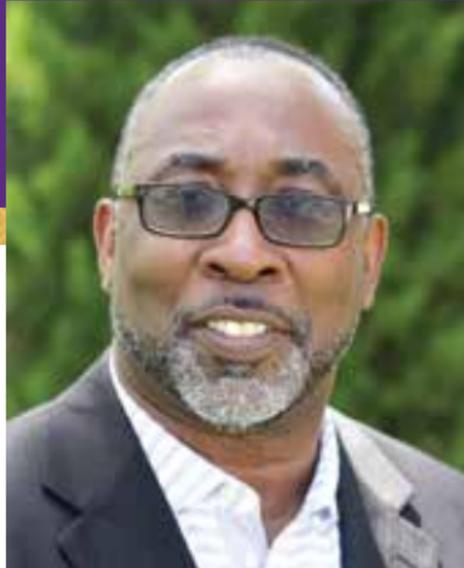


# UNIVERSITY DIVERSITY, EQUITY AND INCLUSION

For more than 100 years, KWU has been committed to the ideals of being a welcoming campus. The university was among the first to welcome women for co-education, to recruit and educate Indigenous and Black students, and the first to provide intercollegiate athletics for women (well before Title IX was enacted).

KWU took significant steps forward in advancing the ideas of diversity, equity and inclusion (DEI) during the 2020-21 academic year. As the university reflected on national and international issues, it knew it must do more to enhance the lived experience for all students, faculty, and staff. KWU has initiated new programs, enhanced funding, incorporated practices and identified personnel to support the university's commitment to these ideals. The university has developed new outcomes in line with the institution's strong desire to prepare all students for lives of intellectual vigor and academic success.

# OFFICE OF DIVERSITY AND STUDENT SUCCESS



**DR. ALLEN SMITH**  
Director of Diversity and  
Student Success



**BRANDON CHEEKS '05**  
Student Support Advisor



**GOALS, STRATEGIES, AND ACTIONS**

## **SHORT-TERM GOALS (1-2 YEARS)**

- Enhance the number of Historically Underserved Students (HUS) student-focused events
- Equal or better retention rates of HUS versus their counterparts at KWU
- Ensure all academic programs and areas have a diversity learning outcome that is implemented and assessed

## **INTERMEDIATE GOALS (3-4 YEARS)**

- Unique programs that allow HUS to grow, develop, and thrive
- HUS students have access and top choice in a vibrant internship program
- Implement a robust mentor program/host family program for all HUS

## **LONG-TERM GOALS (5-7 YEARS)**

- Equal or better graduation rates of HUS versus their counterparts at KWU
- Equal or better student debt rates versus their counterparts at KWU
- KWU reduces or eliminates institutional barriers and systemic racism for the university

# FACULTY & STAFF INVOLVEMENT

Departments have identified SLOs (student learning outcomes) and PLOs (program learning outcomes) that will have direct effect on how faculty interact with the student population.

KWU faculty members identified and implemented pedagogical strategies to enhance inclusive teaching methods.

Faculty and staff participate in DEI training that enhance faculty and staff's ability to produce a climate of inclusive excellence.

## **Trainings include:**

- How to engage in difficult conversations
- Responding to micro-aggressions
- Creating an inclusive environment





# THE FUTURE

In the future, diversity, equity and inclusion will permeate the culture of KWU. Difficult, but necessary, conversations will be had and changes implemented. Unique programs will be developed that will allow historically underserved students to thrive. In the future, Kansas Wesleyan will become an institution of choice for all, regardless of social standing, ethnic identity, age, veteran status, gender, gender identity or sexual orientation.



*“Having our campus grow in all elements of diversity, equity and inclusion, is an intrinsic part of the future of Kansas Wesleyan. We are making strides every day in assuring that all people are welcome and succeed at KWU.”*

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*Dr. Matt Thompson, President and CEO*



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