COMMITTEE ON EQUAL OPPORTUNITIES
KY COUNCIL ON POSTSECONDARY EDUCATION

CPE
Higher Education Matters

January 24, 2022 – 1:00PM ET
ZOOM teleconferencing for Committee members
Livestreamed at: https://www.youtube.com/c/KentuckyCouncilOnPostsecondaryEducationFrankfort

I. Call to Order
Elaine Walker, Chair of CEO, Presiding

II. Roll Call
Dr. Dawn Offutt, CPE's Executive Director of Initiatives for Diversity, Equity & Inclusion

III. Updates from CPE President, Aaron Thompson

IV. Comments from CPE Vice President & General Counsel, Travis Powell

V. Approval of the Minutes (June 28, 2021)

VI. Cultural Competence Credential Certification
Dr. Dawn Offutt, CPE's Executive Director of Initiatives for Diversity, Equity & Inclusion
Dr. Molly Kerby, WKU's Assistant Provost for Institutional Effectiveness

VII. Review of the Evaluation Process
Mr. Gaines Brown III, CPE Associate for Diversity, Equity & Inclusion

VIII. Overview of Policy Review Process
Ms. Jessica Romious, CPE Senior Associate for Diversity, Equity & Inclusion

IX. Adjournment
Next Committee meeting: April 26, 2022

Type: Committee on Equal Opportunities
Date: June 28, 2021
Time: 1:00 p.m. ET
Location: Virtual Meeting – Committee member by ZOOM teleconference. Public
           viewing at: https://youtu.be/4bzZTfB_O0s

WELCOMING & CALL TO ORDER

The Committee on Equal Opportunities met Monday, June 28, 2021, at 1:00 p.m., ET. Pursuant to Executive Order 2020-243 and a memorandum issued by the Finance and Administration Cabinet dated March 16, 2020, and in an effort to prevent the spread of Novel Coronavirus (COVID-19), the Committee met utilizing a video teleconference. Members of the public were invited to view the meeting virtually on the CPE YouTube page: https://youtu.be/4bzZTfB_O0s. Committee Chair Robert H. Staat presided.

ATTENDANCE

Members attended: Whitney Allen, David Carpenter, Alfonso De Torres Nuñez, Rochelle Brown, Robert Croft, Luv'Tesha Robertson, and Robert Staat.

Members not in attendance: Terrance Sullivan

Deverin Muff, CPE's Associate for Diversity, Equity & Inclusion, served as recorder of the meeting minutes.

CPE UPDATES

Mr. Travis Powell spoke about Dr. Aaron Thompson receiving a 3-year term extension until June 20, 2026. The CPE board met on Friday, June, 25. There was a small tuition increase and the Cultural Competence certificates have been approved. Rick Smith has been hired as the Associate Vice President for Workforce and Economic Development. The Shot for a million initiative partnership has been announced with the Governor.

APPROVAL OF MINUTES

The minutes of the June 25, 2021 and April 26, 2021meetings were approved as presented.

MOTION: Dr. Robertson motioned to approve the January 25, 2021 minutes as presented. Mr. Carpenter seconded the motion.

MOTION: Mr. Carpenter motioned to approve the April 26, 2021 minutes as presented. Mr. Allen seconded the motion.

REVISIONS TO INSTITUTIONAL STRATEGIES

Dr. Staat presented the strategy revisions for Big Sandy Community & Technical College, Hazard Community & Technical College, Jefferson Community & Technical College, Morehead State University, University of Louisville, and Western Kentucky University. All of the proposals were approved.

MOTION: Dr. Robertson to approve the strategy revisions. Mr. Allen seconded the motion.

OTHER BUSINESS

Dr. Muff presented about the high impact practices nationally and statewide.

Dr. Offutt talked about the Cultural Competence Certification. The CPE board has approved the Cultural Competence Certification process. Dr. Offutt also mentioned the schools that are planning on piloting the program. Those schools are Bluegrass Community & Technical College, University of Louisville, and Northern Kentucky University.

Dr. Staat presented the meeting dates for the 2021-2022 academic year.

MOTION: Mr. Allen motioned to approve the meeting dates. Mr. Carpenter seconded the motion.

Frankfort was also proposed as a possible meeting location for the October meeting with a hybrid option that will still be available for those members who cannot attend in person.

ADJOURNMENT

The Committee adjourned at 2:03 P.M. ET

MOTION: Mr. David Carpenter made the motion to adjourn the meeting. Mr. Allen seconded the motion.

MINUTES REVIEWED AND APPROVED BY THE COMMITTEE: _____

Diversity, Equity & Inclusion Policy Implementation

Gaines Brown III

Associate for Diversity, Equity & Inclusion

January 24th, 2022

CPE
Higher Education Matters

Diversity Policy

- The Desegregation Plan (1982)

- The Committee on Equal Opportunities (2008)
  - KRS 164.020(19)
  - 13 KAR 2:060(19) – Kentucky Public Postsecondary Education Diversity Policy (2010)

- Kentucky Public Postsecondary Education Policy for Diversity, Equity and Inclusion (2016)

Diversity Policy: Focus Areas

Opportunity: Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky's postsecondary students. (Diversity)

Success: While maintaining a diverse student body is essential, institutions must commit to helping those students be successful when they arrive on campus. (Equity)

Impact: To fully realize the positive effects of diversity, Kentucky's public institutions must become communities that provide an inclusive and supportive environment for a diverse group of students. (Inclusion)

Diversity Policy: Institutional Plans

Plans must:

- Identify strategies in the three focus areas: Opportunity, Success and Impact

- Outline an appropriate plan for assessment

- Must demonstrate institution-wide responsibility

- The Committee on Equal Opportunity provides policy oversight and plan implementation.

Diversity, Equity, and Inclusion Plan Report Evaluation

- Annual Report (2021)
  - Qualitative Report Submitted in March.
  - 2020 - 2021 Data Analyzed.

- Evaluated based on a Rubric Divided into 2 Sections.

Quantitative   Qualitative

   Universities - 18 possible points   18 possible points

   KCTCS - 16 possible points

   Minimum Score for Eligibility to Offer New Programs
      24 for Universities
      22 for KCTCS Institutions

Diversity, Equity, and Inclusion Plan Report Evaluation – Quantitative

- Evaluation of progress toward targets set in the following areas:
    - Undergraduate and Graduate Enrollment*
    - 1st to 2nd Year Retention (URM and Low Income)
    - Graduation Rate (URM and Low Income)
    - Degrees Conferred/Credentials Awarded (URM and Low Income)
    - Workforce Diversity

- 9 areas for Universities and 8 areas for KCTCS Institutions*

- Scoring
    - 2 – Annual target met or exceeded.
    - 1 – Annual target not met, but value is greater than the 2015-2016 baseline.
    - 0 – Annual target not met and value is less than the 2015-2016 baseline.

- Maximum of 18 Points for Universities and 16 Points for KCTCS Institutions

Diversity, Equity, and Inclusion Plan Report Evaluation – Qualitative

- 3 focus areas: Opportunity, Success, and Impact

- Each institution's plan identifies strategies designed to meet the goals set forth in each of these focus areas.

- For each focus area, reports are evaluated on the following criteria: Implementation of Strategies with Fidelity, Analysis of Strategy Effectiveness, Lessons Learned and Next Steps

- The 3 evaluation areas are each scored in the following manner:
- 2- Meets or Exceeds Expectations
- 1- Making Progress Toward Meeting Expectations
- 0 – Does Not Meet Expectations

- Maximum of 18 Points
- 3 policy areas, each with 3 evaluation areas and a maximum of 2 points in each category

Evaluation Process Timeline

January 2022 Strategies verified in the new reporting tool

February 2022 Review Teams Calibration Meeting

March 1, 2022 Diversity Plan Reports Due

March 7, 2022 Reports Disseminated to Review Teams

April 25, 2022 Scores reported to CEO

June 2022 Final scores reported to CPE Board

July 1, 2022 Improvement plan instructions given to institutions not meeting the minimum required score

Questions?

Gaines Brown III
Gaines.brown@ky.gov
502.892.3005

Twitter: CPENews and CPEPres   Website: http://cpe.ky.gov   Facebook: KYCPE