

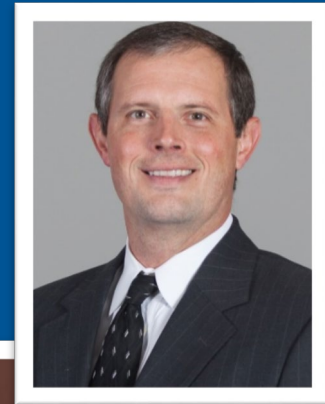
# EMBRACING EDUCATIONAL EQUITY: WHAT EVERY BOARD MEMBER SHOULD KNOW



*Presenter*  
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Caroline Atkins  
MoSU Diversity Officer



Juston Pate  
Elizabethtown CTC  
President



*Facilitator*  
André Ward, NKU Vice Chair



Juan Castro  
EKU Board Regent



# Diversity Policy: Background

- 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

## Diversity Policy of 2010

- Student body diversity that mirrors the Commonwealth
- Closing achievement gaps
- Workforce Diversity
- Campus Climate

## Diversity Policy 2016

- Embrace diversity and equity within constitutional and legal parameters
- Commit to improving academic achievement for all students,
- Create an inclusive campus environment and
- Produce culturally competent graduates.



# 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 Plans

- Address the goals/strategies in the three focus areas
- Outline an appropriate plan for assessment
- Must demonstrate institution-wide responsibility
- The Committee on Equal Opportunity provides policy oversight and plan implementation.

# Diversity Plan Metrics

- **Opportunity:**
  - Undergraduate Enrollment
  - Graduate and Professional Enrollment
- **Success:**
  - First-year to Second-year retention
  - Graduation Rates
  - Degrees and Credentials
- **Impact:**
  - Faculty/Tenure Track Employees
  - Management Occupations



# Diversity Plans

- Plans are submitted for review annually in March.
- Plans should include information pertaining to:
  - Enrollment percentage range goals
  - Student success goals
  - Strategies
- Institutions that do not meet the standards of the rubric (24/36-universities; 22/34-community colleges) will lose automatic eligibility to offer new academic programs.



# PANEL DISCUSSION

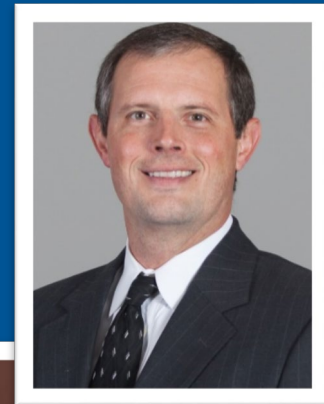


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# Register Today!

HIGHER  
EDQUITY  
**MATTERS**

## Higher EDquity Symposium

November 14  
8:00 AM- 4:30 PM

Gatton Student Center  
University of Kentucky

### Converging at the Intersection of Higher Education and Equity

#### Symposium Highlights:

- The status of race and ethnicity in higher education in Kentucky
- Emerging trends in equitable practices as they relate to higher education
- Courageous conversations about issues of diversity, equity and inclusion on Kentucky's campuses
- Strategies for creating culturally competent campuses and implementing inclusive pedagogical practices in the classroom

#### Featured Keynote Speakers



Shaun R. Harper,  
PhD.



Aaron  
Thompson,  
PhD.



Samuel  
D. Museus, PhD.

To learn more and register visit:

[cpe.ky.gov/higheredquity](http://cpe.ky.gov/higheredquity)



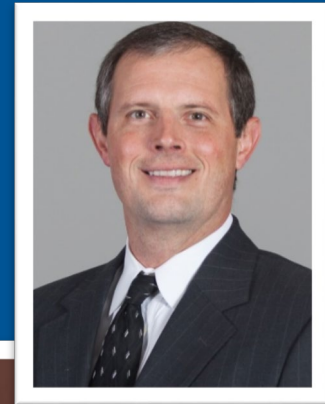
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