

Western Kentucky University
Diversity, Equity, and Inclusion Strategy Revision Request

Western Kentucky University is requesting to move forward with the following proposed strategies:
List of all current strategies as of the 19-20 reporting year below

Opportunity:

Strategy 1: Actively pursue underrepresented minoritized (URM) high school juniors and seniors by cultivating relationships with families, target high schools, churches, and community agencies

Strategy 2: Demonstrate to students, parents, guardians, or other support individuals the relationship between degree attainment and a career pathway

Strategy 3: Implement a web of recruiting through Affinity Groups

Strategy 4: Implement Application Fee Waiver Day

Success:

Strategy 1: Implement a pre-enrollment orientation program

Strategy 2: Create targeted Living-Learning Communities and Special Living Options

Strategy 3: Intrusive life coaching initiative

Strategy 4: Micro-financial assistance initiative

Strategy 5: Early-alert safety net system

Strategy 6: Maker Space (learning labs) implementation

Impact:

Strategy 1: Increase representation of faculty and staff of color through a formalized recruitment and retention process

Strategy 2: Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity

Strategy 3: Formalize mechanisms to infuse cultural competency within all aspects of the institution

Please list the strategies that you would like to revise and provide a detailed explanation for each proposed strategy revision.

Impact		
Current Strategy	Proposed Strategy #1	Justification for Revision
Strategy 1: Increase representation of faculty and staff of color through a formalized recruitment and retention process	Strategy 1: Increase representation of faculty and staff of color through formalized, mandatory “best practices in hiring practices training sessions” for search committees.	Current wording is nonspecific and more indicative of a goal. The new wording is specific, making it an intentional strategy for increasing the representation of faculty and staff of color.
Strategy 2: Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity	Strategy 2: Conduct a faculty/staff and student Campus Climate Survey in alternating years in order to create data-driven initiatives aimed at create a positive campus climate that embraces diversity.	Current wording is nonspecific and more indicative of a goal. The new wording is specific, making it an intentional strategy for creating a positive campus climate that embraces diversity.
Strategy 3: Formalize mechanisms to infuse cultural competency within all aspects of the institution	Strategy 3: Establish an Institute for Inclusive Teaching (for faculty)/Academy for Workplace Inclusiveness (for staff)	Current wording is nonspecific and more indicative of a goal. The new wording is specific, making it an intentional institution-wide strategy for infusing cultural competence.
Combined Strategy 2: Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity & Strategy 3: Formalize mechanisms to infuse cultural competency within all aspects of the institution	Strategy 4 (New): Conduct diversity workshops/trainings for all new WKU hires as part of the on-boarding process.	This would be an additional strategy combining the notions in current strategies 2 & 3. This would also make the wording more indicative of a strategy rather than a broader goal.