

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Kansas and University of Kansas Medical Center

**Embedding the Values of Diversity, Inclusion, and Respect in to
Institutional Policy, Procedure, and Practice**

This Action Applies to Rubric Item(s): Rubric 1, 2, 8, and 11

Description of Work:

The University of Kansas and the University of Kansas Medical Center have implemented multiple new practices to uphold and advance the core values of diversity, inclusion, and respect. The highlighted programs are not an exhaustive reflection on the work being done at the either institution to address this complex and vast area of growth. The programs of focus include: creation of a hiring committee handbook for recruiting and hiring a more socially diverse KU faculty and the pending development of similar handbook to be utilized for Student Affairs staff recruitment and hiring practices and hiring a KU Diversity and Equity Director of Project and Policy.

Over the course of a year the Office of Diversity and Equity work tirelessly and in collaboration with the University of Kansas Faculty Senate and the Faculty Staff Identity Councils to develop a robust recruitment and hiring handbook, Excellence in Diversity: The Handbook for Recruiting and Hiring for a More Socially Diverse KU Faculty. Action relevant content in the handbook includes; but is not limited to: diverse faculty recruitment practices; anti-racist and anti-sexist recruitment practices; and historical reflections on systemic harm within recruitment and hiring practices.

Excellence in Diversity is a handbook developed to emphasize greater equity and diversity in our search, recruitment, and hiring practices. It was initially developed by the Office of Diversity and Equity and a subcommittee of the Campus Equity Implementation Committee (CEIC). The process of review included the solicitation of comments from academic Deans, other upper administrators and General Counsel. In addition, the Offices of Diversity and Equity, Faculty Development and Human Resource Management worked collaboratively to provide a comprehensive review to streamline the new handbook process and guidelines with Hiring for Excellence. KU has piloted use of the handbook for tenure/tenure-track faculty searches only. A version of the handbook that focuses on staff is in progress through collaboration with the Office of Student Affairs, though KU staff units are free to utilize this as a resource in the meantime. Units and search committees are highly encouraged to use this draft

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of Excellence in Diversity as a guide as they move forward with on-going and new recruitment efforts.

The successful development and implementation of the handbook was only made possible by the hiring of a Diversity and Equity Director of Projects and Policy. This position is the primary point of contact for all questions and concerns regarding the handbook and chaired the development of the handbook. Through financial dedication to a full time staff, who held a particular skill set in relationship building and task execution, significant and tangible changes to institutional policy, procedure, and practice were accomplished. This outcome reflects the importance of dedicated professionals to Diversity and Inclusion work and supports moving away from the historical practice of addressing growth areas on campus in an ad hoc fashion.

Positive steps in recruiting and hiring a more diverse and representative faculty and staff would be disingenuous if anti-racist efforts were not taken to address the inherent challenges of a predominantly white institution. To that effect, the University of Kansas is participating in the 4th Cohort of the NASPA Culture of Respect Collective. This program is led by the Office of Institutional Opportunity and Access. The Collective is an ambitious two-year program that brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change.

The program is grounded in an expert-developed public health framework, cross campus collaboration, and peer-led learning to make meaningful programmatic and policy changes. As part of our participation, we will receive strategic support and technical assistance throughout the process, as well as detailed documentation of campus-initiated changes that support survivors, prevent sexual violence, and communicate that violence is unacceptable. As a part of the Collective, initial steps implemented include a robust self-assessment process, creation of an institutional action plan, and supporting operationalizing specific initiatives of the action plan.

Website for further information (if applicable): <https://diversity.ku.edu/hiringhandbook>

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