Diversity, Equity and Inclusion Advisory Council
Inclusive Excellence Funding Allocation Recommendations
April 26, 2018

I.   Introduction

The Diversity, Equity and Inclusion (DEI)[1] Advisory Council ("DEI Council" or "the Council")[2] convened on February 15-16, 2018 to discuss the Institutional Excellence Framework (IEF) Plans.[3] After two days of deliberations, the Council apportioned funds to each of the four campuses: the University of Missouri-Columbia (MU); the University of Missouri-St. Louis (UMSL); the University of Missouri-Kansas City (UMKC); Missouri Science & Technology (Missouri S&T) and the University of Missouri System (UM System). The IEF Plans proposed new programs, highlighted existing programs of enhancement, requested scholarships, and identified new positons necessary to accomplish the continued efforts on the part of the university to be a more diverse, inclusive and equitable environment for students, staff and faculty. Prior to discussing the allocation of funds, it is necessary to provide the background and context for the Council's work.

II.   Background and History

Following the events on the MU Campus in 2015, the Board of Curators approved the formation of the Diversity, Equity and Inclusion Task Force[4] (DEI Task Force or Task Force) to focus on the issues raised during the campus protests and to examine the longstanding structural causes that gave rise to the protests. The Task Force was comprised of stakeholders from key constituencies from each of the campuses and the UM System. To provide the Task Force with information, the university hired the IBIS Consulting Firm.[5] IBIS engaged in quantitative and

---

[1] The name of the Diversity, Equity and Inclusion Advisory Council should be changed to the Inclusion, Diversity and Equity Advisory Council so that there is no confusion and there is consistency across campuses and the UM System.

[2] See Appendix A for a list of the Council Members.

[3] See IEF Plans

[4] See Diversity, Equity and Inclusion Task Force https://www.umsystem.edu/president/dei_task_force

[5] See Diversity Audit https://www.umsystem.edu/deiaudit

qualitative data collection resulting in a report[6] identifying the issues related to diversity, equity and inclusion in each unit and providing a comprehensive list of recommendations.[7] Concurrently, another consulting firm, Rankin & Associates,[8] conducted a climate study of the entire University of Missouri. The reports identified a number of important issues relating to diversity, equity and inclusion. One major issue was the lack of funding to support either existing programs or new initiatives, or to hire personnel to carry out DEI programs across the campuses. In response to the lack of funding, the Board of Curators earmarked $1.65M of recurring funds to be devoted towards addressing DEI related issues. During the first year that they were available, the funds were not dispersed. Instead of giving money to programs, the UM System CDO proposed and all five units adopted the IEF, an intentional plan and process to identify and focus on four keys areas.

III.   **Institutional Excellence Frameworks**

The Institutional Excellence Frameworks include four focus areas: (1) Access & Success; (2) Campus Climate and Intergroup Relations; (3) Education and Scholarship; and (4) Institutional Infrastructure. An additional focus area that is also important as it impacts diversity, equity and inclusion is the relationship with the broader local community of which each campus and the UM System is a part. Each unit submitted an IEF Plan that highlighted preexisting programs, proposed new initiatives, requested funds for scholarships or requested funds to hire dedicated personnel

---

[6] IBIS Report can be found here: https://www.umsystem.edu/deiaudit
[7] See page 111 of the IBIS Report. At least one of the campuses, UMKC, referenced the recommendations in the report when it drafted its IEF Plan.
[8] Information re: Rankin & Associates can be found here:
https://www.umsystem.edu/ums/dei/campus_climate_survey_frequently_asked_questions

to implement these programs. The plans were comprehensive in scope and varied in the degree of detail supplied to support the various funding requests.[9]

IV.   Selection and Composition of the DEI Council

The DEI Council was composed of members from the three primary stakeholders on each campus – faculty, staff and students; and staff members from the UM System. In addition, given the vast reach of MU Extension around the state, it was also important to have a representative from MU Extension serve on the Council as well. For each stakeholder, there was a primary and alternate member. This provided coverage for each stakeholder group if the primary member was unavailable for the retreat and the deliberative process. In order to maintain some consistency from year to year, the terms of service for the faculty and staff representatives is two years while the terms of service for the students is one year. The reasoning behind this approach is to involve more students in the process over time but it is also a recognition that the tenure of students is far more fluid than the other two groups. The process of selecting members to serve on the Council was as follows. First, there was to be no senior administrators on the Council. The purpose was not only to put the power of the disbursement in the hands of stakeholders, many of whom would be responsible for implementation, but also to provide a space where stakeholders would not experience any undue influence, real or imagined. Second, the DEI Task Force members were asked to serve. Third, campus leaders (e.g. Faculty Councils, Staff Councils, and Student Government) were asked to nominate individuals who might be willing to serve and whose perspective would be valuable. Fourth, the campus Chief Diversity Officers (CDOs) also provided names of individuals who might have been willing to serve. The individuals who had

---

[9] See the IEF Plans from each of the four campuses and the UM System

been nominated by these various sources were invited to be considered to serve on the Council.

Upon acceptance of the invitation, the Council Chair assigned the nominees a number and using

a random number generator selected the membership.[10]

V.   The Deliberative Process for Funding Allocation

The Council discussed each campus and UM System IEF Plans separately. During the allotted

time set aside for each unit, the Council discussed and debated the programs. Upon conclusion

of the discussion, a motion was made to either fund or not fund the proposed program. If a

program was denied funding, the reasons for why it was denied was duly noted. If a program

was approved to receive funds, a second vote was held to determine whether the funding

request would be granted fully or partially. If the decision was the latter, the Council then took

recommendations to determine what an appropriate amount of funds should be allocated. At

the outset, the Council determined that it was not prudent or fiscally sound to award any of the

requested scholarships or to support any of the requests to hire personnel because of the one-

year limitation on funding. Being cognizant of the current budget situation in which schools and

departments were being asked to provide budgets that reflected cuts, the Council felt that it

could potentially send the wrong message especially to stakeholders whose positons may be in

jeopardy. The Council however revisited its decision and decided to take up the issue of funding

both scholarships and hiring personnel. The reasoning that was proffered was that the

longstanding neglect and failure to systematically and intentionally address issues of diversity,

equity and inclusion has brought the University of Missouri to this point in time requiring the

need to invest in DEI. Moreover, the Council believed that DEI efforts have gone without

---

[10] See Appendix A DEI Council Membership

adequate funding to effectuate change. Instead of being captured by an often over expressed sentiment that there simply is no funding available, the Council felt that it was important not only to signal and importance of these efforts but also to do that which was promised – fund DEI efforts. And so, while there may be disagreement as to whether it is prudent or the right time to hire during a downsizing trend, it is important that core and critical functions of the university need to continue and DEI needs to be recognized as one of those functions.

The Council did not approve funding for a variety of reasons, including but not limited to: (1) there were not enough details provided to show that the unit was thinking critically and intentionally about how the program would function and be effective; (2) there were little to no metrics provided; (3) the metrics provided were not particularly aligned with the program itself or related to advancing diversity, equity, or inclusion; (4) the program or project was so foundational to a unit's ability to have a diverse, equitable, and inclusive working and learning environment, that the Council expressed sentiments that existing operating budgets ought to cover these expenses.

In addition to concerns regarding the plans' intentionality, the Council also expressed concerns about plan population. Each plan contained information relating to the five focus areas of the IEF Plans, but each campus, school, department and program gathered the necessary information to populate the IEF Plan in different ways. For example, there was a concern that the difference in the amount of information and the amount of funds that MU requested was because the Provost on the MU Campus did not curate their IEF Plan, as did the provosts on the other campuses. In other words, the MU IEF Plan contained all of the requests regardless of whether the Provost, or another designated administrator, deemed the request to be worthwhile

or was strategic. Campus and System plans were formatted and compiled in slightly different ways, and the Council strongly recommends that there is a common format and criteria for including initiatives in funding requests for the next year's process.

VI.   FUNDING ALLOCATIONS

In recognition of the fact that work of diversity, equity and inclusion includes not only the funding of preexisting programs but also funding new initiatives. Throughout the allocation report that follows, there were several new programs for which the Council believed that the funding request should be honored either because of the population to be served or the specific outcome was of such value that the initiative should be funded. Additionally, the Council recognized the value of some initiatives and decided to fund either fully or partially because certain stakeholders or issues specific to them had long been overlooked. The breakdown of the categories are as follows: (1) Approved – Full Funding; (2) Approved – Partial Funding; and (3) Denied. The first category will not have much commentary except in those areas where the Council felt that subsequent reports would be required in order to assess whether the program was successful. In the latter two categories, there is more commentary on the reasons why a program or initiative was partially funded or denied funding altogether.

To access funds, each unit must submit a funding allocation form (Appendix __). They must also submit an accompanying evaluation plan, which includes a timeline for collecting and reporting data. The evaluation plan should include both leading and outcome metrics where possible as well as a statement of what success of the initiative looks like. These, along with updated plans, will inform the Council's deliberations next year.

VII.   Conclusion

The Diversity, Equity and Inclusion Advisory Council is grateful to have been a part of this groundbreaking opportunity to assess and evaluate the Institutional Excellence Framework that each campus and the UM System submitted.   More importantly, the DEI Advisory Council appreciated being a part of the process of continuing to make substantive and long-term changes to how the University of Missouri as a whole creates, encourages and insures a diverse, inclusive and equitable environment that welcomes all. As the work of the Council is completed this year, it is important to remember that the work of diversity does not end with the disbursement of funds. In fact, the work of diversity can now truly begin in earnest. The funds that were allocated reflects a commitment to providing the financial means to do the necessary work to create a university that is reflective of all of its stakeholders. On a personal note as the Chair, I want to sincerely thank each member of the Council who volunteered their time and have been and continue to be steadfast in their commitment to the principles that lay at the foundation of this important work.

UM SYSTEM

1. Approved – Full Funding

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Textio	UM System	$5,594	**Full** $5,594	**Condition:** Human Resources required to provide metrics report to the Council so they may evaluate the program.

2. Approved – Partial Funding

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Lactation Room	UM System Office	$6,000	**Partial** $2,500	The Council believes this project is important and should have been funded either through the System's budget and/or Campus Facilities. Either entity or both need to contribute funds.
New	Diverse Supplier Forums	System and diverse supplier groups	$4,500	**Partial** $1,500	The Council believes these efforts are important, and should have already been factored into the department's budget. The Council is funding one event with a strong **recommendation** to the department to factor these costs into future budgets.

3. Denied

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
Program enhancement	Missouri Scholars Academy	High school students across the state	$100,000		**Denied:** The Council notes the importance of this program, and believes it will have a high impact. The description provided in the report was not specific enough on the impact on diversity, equity, and inclusion. The submitted materials also failed to provide the demographics of previous students; or how enrollment would be handled in the future. **Recommendation**: Submit more detailed request next year.

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	IDI Assessments	UM System-Financial Office	$15		**Denied:** The Council feels that this is a very low one-time expense and is not intentional with respect to achieving diversity, equity and inclusion goals. Funding for this initiative should come out of the Financial Office's existing budget.
Program enhancement	Buy and learn lunches	Finance Office & event attendees (System employees)	$1,000		**Denied:** The Council feels that food costs are not particularly effective in impacting diversity, equity, and inclusion. The Council would like to have seen more intentionality around this program.
New	MissouriDiversity.com	Human Resources Department	$6,490		**Denied:** The Council feels that that the metrics provided were insufficient for the Council to be able to determine the impact of the program.

A. UMKC

1. Approved – Full Funding

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Student Diversity Ambass-adors initiative Student-led diversity training/dialogue program	Diversity Ambassadors; Student organizations, residential communities, or classes that receive the training	$17,000	**Full** $17,000	**Condition**: Metrics are to be provided one year post-funding. The expectation is that the metrics must be more than just "increasing knowledge."

The Council feels this program is a good response to the climate survey results, and likes that the program is peer-to-peer. This has the potential to make a great impact. |
| New | Faculty-led diversity and inclusion dialogue and skill development | Faculty | $15,000 | **Full** $15,000 | **Accepted on the condition** of providing metrics one year post-funding. The Council notes the responsive of this program is responsive the climate survey results. |

New	Diversity, Inclusion and Equity Certificate Program	Faculty	$15,000	**Full** $15,000	**Accepted on the condition** of providing metrics one year post-funding. The Council believes that this program has strong sustainability. It would address existing educational gaps. All four campuses could benefit from this pilot and the Council encourages cross-campus collaboration.
New	Social Justice Scholar Awards	Students	$2,250	**Full** $2,250	The Council values the explicit the breakdown provided and believes this program would be beneficial.
Program Enhancement	Diversity Curriculum Infusion and Design	Students	$7,000	**Full** $7,000	The Council accepts this proposal, with a **strong recommendation** to collaborate with other departments in the formation and implementation of the curriculum, including teaching and learning centers if applicable.
New- Salary	Expansion of collegiate wellness program	URM student populations	$60,000 annually	**Full; Two years' worth of funding** $120,000	The Council views hiring as an **exception** to the rule of single year funding. Funding is guaranteed for two-years because as this program initiative relates to hiring.
Program enhancement	Critical Mass, On-Boarding and Retention Activities for URM Health Science Students	URM Health Science Students	$4000	**Full** $4000	**Accepted on the condition** that Health Sciences provides metrics on the impact of the program next year.
Program enhancement	Speakers Series on Cultural Competence – Honorarium, travel and lodging	Faculty	$5000	**Full** $5000	**Condition**: The Council wants to see attendance numbers and metrics developed to gauge impact.
New	Student Peer Mentoring Program	Arts and Science Students	$20,000	**Full** $20,000	The Council supports and allocates full funding.

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Summer Bridge Program	A&S students	$30,000	**Full** $30,000	The Council supports and allocates full funding for this pilot program.
New	A.A.C.E. Program	Students for color	$7,150	**Full** $7,150	The Council supports and allocates full funding for this program.
Program Enhancement	Leadership Institute	Students, particularly Latinx students	$5,230	**Full** $5,230	The Council supports and allocates full funding for the leadership institute.
New	UMKC Faculty Senate	Faculty	$50,000	**Full** $50,000	The Council supports and allocates full funding. The Council **recommends** paying particular attention to graduate student involvement in the program and disparities between quantitative and qualitative research.

2. **Approved – Partial Funding**

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Affinity Groups Initiative	Minority groups in faculty and staff	$20,000	**Partial** $10,000	The Council believes this program would be beneficial for university faculty and staff (F&S), and would help with F&S retention. The Council requests the Division of Diversity and Inclusion incorporate feedback loops from the Affinity Groups, and that the Division of Diversity and Inclusion provide more information about where this money will be used.
Program Enhancement	Training and On-line diversity training for on-boarding new students, staff and faculty	Students, F&S	$4,000	**Partial** $2,000	The Council felt the request did not describe in detail how the funds would be utilized. However, this is a strong step towards exposing all students, faculty and staff to these important concepts.

New	Educate-Organize-Advocate: Community and Civic Engagement Conference at UMKC	Community, F&S	$16,000	**Partial** $10,000	The Council values the explicit breakdown of costs and ow funds will be used. The Council **recommends** however that this program is ripe for community support, and encourages exploring community partnerships to supplement the remaining costs.
New	Interactive student dialogues	Undergraduate and Graduate Students in Health Professions	$21,600	**Partial** $15,000	The Council found value in this program because it was open to both undergraduate and graduate students, and that the program has in-person training. **Condition**: Remove guidebooks from this allocation. The Council **recommends** instead utilizing the online version of the guidebook that is available through the library.
New	Scholarship for underrepresented students	URM students in the School of Law	$100,000 annually	**Partial** $50,000	The Council believes that scholarships are a multi-year obligation. Given the one-year funding limitations that were placed upon the funds to be allocated, the Council was reluctant to fund scholarships in total but recognized that scholarships are necessary to recruit diverse students.
Program enhancement	Project ADVANCER	URM undergraduate and professional students	$60,000	**Partial** $20,000	The Council encourages the school to seek additional funding from other sources. The partial funding is meant to signal the university's commitment to the program.
New	Scholarships for URM students	SOM, SOD, SON, SOP	$150,000	**Partial** $80,000	The Council believes that scholarships are a multi-year obligation. Given the one-year funding limitations that were placed upon the funds to be allocated, the Council was reluctant to fund scholarships in total but recognized that scholarships are necessary to recruit diverse students.
New	CAS Diversity Events	A&S F&S, Students	$15,000	**Partial** $8,000	The Council allocates partial funding to support these events.

3. Denied

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Inclusive Excellence Grants	Various departments	$30,000		**Denied**: The request essentially moves the system-wide funding allocation framework to permit the campus to allocate funding at its discretion defeating the intent and purpose of the Council. Departments should propose and submit initiatives to the Council and for consideration.
Program enhancement	Chancellor's Diversity Council	Diversity and Inclusion	$2,500		**Denied**: Metrics of assessing the success of the initiative were not articulated.
New	Math Academy	Middle and High School Students	$150,000		**Denied**: The Council values pipeline programs. However, this proposal did not provide enough details on how the funds will be utilized. Moreover, it's not clear whether this program is connected to ongoing programs in Kansas City (e.g., Kauffman Foundation).

B. MU

1. Approved – Full Funding

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Michael A. Middleton Center for Race, Social Justice and Citizenship	Campus as a whole	$50,000 annually	**Full** $50,000	The Council supports this endeavor and believes it has the potential to make a strong impact on the campus as a whole. **Condition:** As with all other initiatives, the funding is for one-year with the expectation that Development and other campus entities will identify funding sources to sustain the project.
New	Focus Groups	CAFNR department, URM students	$250	**Full** $250	The Council appreciates the efforts to engage the CAFNR URM population and meet their needs.

New	Diversity Coordinator or Academic Success Director	School of Law	$80,000	**Full two years:** $160,000	**Condition:** The Council is willing to commit to a two-year allocation. Appropriate metrics must be submitted after year one to assess the success, and to obtain funding for the second year of the program.
New	Diversity Development Officers Network	Faculty	$3,000	**Full** $3,000	The Council is supportive of this project which helps retain employees and offers a return on this investment.
Program Enhancement	Captioning at spring division leadership forum	Student, F&S	$200 for two hours	**Full** $200	**Condition:** The Council would like to emphasize that this should come out of Student Affair's budget. The Council will fund this request this year, but next year it should be included in the department's budget.
Program enhancement	Proposal for Expanding Undergraduate Diversity Class	URM students	$87,000	**Full** $87,000	The Council recognizes there is a high need for this and supports the proposal.
Program Enhancement	Intercultural Development Assessments	Engineering faculty	$9,000	**Full** $9,000	The Council believes this can provide valuable insight for faculty and staff.
Program enhancement	Minority Engineering Program	Engineering URM students	$30K/year	**Full** $30,000	The Council believes this could have a very high impact for the School of Engineering (SOE). **Condition:** The Council is willing to commit to a two-year allocation. Appropriate metrics must submitted after year one, and will be required in order to obtain funding for the second year of the program.
Program Enhancement	K-5 Outreach Efforts- STEM Cubs	K-5 URM students in the community	$12,000	**Full** $12,000	The Council finds value in this program and supports fully.
Program enhancement	COE Summer Camp	URM HS students	$30,000	**Full** $30,000	The Council understands there is a need for more diversity in the program and that this could be very impactful for students.

New	Graduate fellowship from URM background	URM Engineering students	$120,000	**Full for this year** $60,000	**Condition:** The Council is willing to commit to a two-year allocation. Appropriate metrics must be submitted after year one, and required in order to obtain funding for the second year of the program.
Program enhancement	Army Ants High School Robotics Team	High School students in CPS	$4,770	**Full** $4,770	The Council finds that this is a solid program with high value and high impact.
New	Social Justice Course	MU Engineering students	$30,000	**Full** $30,000	The Council **recommends** that the School of Engineering collaborate with other departments and divisions in developing the curriculum for this course (School of Social Work, Division of IDE).
New	ADA Accessibility and Signage	HES Students and Faculty and Staff	$24,000	**Full** $24,000	The Council is **dissatisfied** that this has not previously been included in HES's budget. The Council would like to signal to the stakeholders directly impacted that this is a priority. However, in the future, this should be integrated in the general operating budgets.
Program enhancement	Investigative Journalism Summer High School	High school students	$53,202	**Full** $53,202	The Council finds that this is a solid program with high value and high impact.
New	Schooljournalism.org	High school teachers/high schoolers	$53,000	**Full** $53,000	The Council agrees these are good pipeline efforts, and this is the kind of professional development teachers need. **Condition**: Metrics for the first year are the "deliverables". Subsequently, the Council would like to see metrics on success.
New	Recruitment travel and sponsorship	Potential URM Vet Med students (HS students)	$14,000	**Full** $14,000	The Council finds that this is solid program with high value and high impact.

2. Approved – Partial Funding

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Travel money for faculty recruitment of graduate students	CAFNR	$5,000	**Partial** $2,500	The Council feels that should have always been a part of CAFNR's recruitment strategy. The Council recognizes the value of face-to-face interactions in recruiting students. Therefore, the Council will fund 50% of the request. The Council **recommends** coordination with Graduate Studies and Enrollment Management and that these coordination steps be identified for subsequent requests as well as providing a report on the success and effectiveness of these visits.
New	Increase Chancellor's Diversity Hiring Support Initiative	School of Medicine	$100k/year for 5 years	**Partial** $150,000	Funding allocated for 1 FTE employee for one year, with step-down to .5 FTE funding for second year.
Program enhancement	The Law School diversity scholarships and tuition	URM Law Students	$273,857	**Partial** $100,000	
New	Visiting Assistant Professor Program	School of Law	$200,000	**Partial** $100,000 this year, $100,000 next year on condition	We recognize that those who teach social justice classes are already overburdened. This initiative also might help retain students of color. **Conditions:** The Council is willing to commit to a two year allocation, if appropriate metrics are submitted after one year. These will be required in order to obtain funding for the second year of the program.

Program enhancement	Diversity Grant The Law School requests that the University match the Shook, Hardy & Bacon diversity grant that the Law School receives yearly	Law students	$20,000 (matching $10,000 grant over two years)	**Partial** $10,000 this year, $10,000 next year on condition	The Council believes that scholarships are a multi-year obligation. Given the one-year funding limitations that were placed upon the funds to be allocated, the Council was reluctant to fund scholarships in total but recognized that scholarships are necessary to recruit diverse students. The Council recognizes that this can truly make a difference for people in law school as they often can't work and attend school simultaneously. Additionally, the Council appreciates the School of Law's efforts to partner with community entities in matching of funds. **Condition:** The Council is willing to commit to a two year allocation, if appropriate metrics are submitted after one year. These will be required in order to obtain funding for the second year of the program.
Program enhancement	Study Abroad program	Nursing students	$23,700	**Partial** $14,700	The Council recognizes that underrepresented students often face barriers in accessing these opportunities. **Condition:** Allocation is only to be used for funding students, not faculty.
New	Programing for Faculty and Professional Staff	URM Faculty	$87,000	**Partial** $50,000	The Council acknowledges the value of the staff component. The video costs were not adequately described hence the partial funding in support of the remainder of the proposal.
New	ZOUME	Engineering URM students and Faculty	$100K-$250K	**Partial** $10,000	The Council supports this initiative in general but feels that other entities should contribute to fulfilling this request.
New	Increase Diverse Faculty	Engineering students	$700K	**Partial** $90,000	The Council approves 1 FTE to be hired with decreasing support from Inclusive Excellence Funding: One full year and then half the next year with support from the department.

New	Fellowship for URM students	URM Engineering students	$10,000*2*_ _____	**Partial** $80,000	The Council sees the value in pipeline efforts. The Council needs more metrics related to the impact. The funding allocated is intended for four students.
Program enhancement	Summer Research Program	URM students from HBCU's	$87,500	**Partial** $50,000	The Council feels that this is a high impact program with high visibility. The funding allocated is intended for four students.

3. Denied

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New- Hiring	Inclusive Teaching Practices/General Ed	A&S students	$75,000 annually for 3-5 years		**Denied**: The Council recommends collaborating with existing teachers and trainings (such as those from IDE).
New-Hiring	Inclusive Excellence in Advisory	A&S Department, students	$120,000 annually		**Denied**: The Council was not provided with enough metrics to make an informed decision. Moreover, the Council feels that Current advisors should already be undergoing diversity and inclusion training.
New	Visit of a noted CAFNR or MU alum from an URM to give a talk/lecture	CAFNR Faculty and Students	$2,000		**Denied**: The Council belies that this initiative may already be funded by the Alumni Association. The Council **recommends** seeking a collaboration with the MU Alumni Association.
New	Summer Discovery for Health Professions	Health Professions Students	$20,195		**Denied**: The Council noted that there were no metrics provided to demonstrate the effectiveness. Since the program isn't starting for another full year, the department is also unable to provide one-year-post-funding metrics to the Council.
New	Belonging focused Activities	Health Professionals Students	$3,000		**Denied**: The Council feels that this initiative lacked sufficient focus on underrepresented or underserved populations.

Program enhancement	Film Series The Law School requests funding to support further development of Law & Film Diversity Series	Law students	$5,000		**Denied**: The Council **recommends** working with Student Union Programming Board on campus and their film series.
New	Diversity Training	Law faculty	$5,000		**Denied**: The Council feels that the proposal is not specific enough with regard to plan and impact. Furthermore, the Council believes that the campus has plenty of resources available through the Division of IDE to assist in providing training.
New	Lunch & Learn	Law faculty	$5,000		**Denied:** The Council feels that the proposal is not specific enough, and does not provide sufficient metrics to assess the value of the program.
Program enhancement	Pre-Orientation	URM Law students	$20,000		**Denied:** The Council is concerned about the long-term impact of such a program. **Recommendation:** The Council suggests resubmitting with a more detailed proposal next year.
Program enhancement	Increase out-reach to under-represented and first generation college students	Nursing students	$5,472		**Denied**: The Council recommends a collaborative approach between the campuses. UMKC is willing to help. Further, the proposal is unclear as to how and why they choose specific high schools in MO.
Program enhancement	Lincoln – University of Missouri Partnership	International programs	$15,000		**Denied**: The Council feels that there was not sufficient information or metrics provided in in order to make an informed decision.
New	Engagement Officer-1 FTE	University as a whole	$85K		**Denied**: The Council denied this request as this hire is already underway.

New	On Campus division wide training	Faculty	$10k		**Denied:** The Council recommends collaborating with the Division of IDE and other existing campus resources.
Program enhancement	Missouri College Advising Corps Expansion	USM Students	$500,000 over 5 years		**Denied**: The Council acknowledges that this program speaks to the obligation the UM System has to serve the State of Missouri, the Council believes this should be funded by other entities.
Program enhancement	Reinstate the Diversity Award and George C. Brooks Scholarship monetary amounts to previous levels	Full-time undergraduate or transfer students from historically URM/USM populations	Not specified		**Denied:** The Council did not have sufficient information to form a decision.
Program enhancement	NASPA Undergraduate Fellows Program (NUFP)	Students	$1,500		**Denied:** The Council was not provided with sufficient information to form a decision.
New	Coalition of Consultants	School of Education	$300,000		**Denied**: The Council strongly **recommends** collaborating on this project. The Council suggests revising the proposal to reflect more intentional collaboration and leveraging of existing resources, and submitting it next year.
Program enhancement	Pre-Engineering Program	Pre-engineering high school students and URM students	$350K-$500K		**Denied**: The Council was not provided with sufficient information to explain how the funds were going to be used. **Recommendation:** Resubmit proposal next year with breakdown of costs.
Program enhancement	Mizzou Engineering Grad 101	URM graduate students	$10,000		**Denied:** The Council did not have sufficient information on how the funds were to be distributed. Moreover, there was little focus on Missouri students. **Recommendation:** Submit a more detailed plan next year.

New	Diversity Recruitment	HES Students	$50,000		**Denied**: The Council **recommends** cross-campus collaboration.
New	Program for Undergraduate Research Diversity Initiative	URM & USM students in HES	$10,000		**Denied:** The Council was not provide with sufficient information on why this is a problem and why there is a lack of participation.
Program enhancement	Embedding diversity and inclusivity in community engagement activities	Community	$20,000		**Denied**: The Council was not provide with sufficient information on involvement with Extension, and on how these things are connected. **Recommendation**: Return next year with more information including where this program would be housed.
New	Diverse Speakers	All students, staff, and faculty	$4,000		**Denied:** The Council was not provide with sufficient information to make an informed decision. Furthermore, the approach does not seem be integrated.
New	Departmental Seminar Speakers	Faculty, Staff, and students	$1,500		**Denied:** The Council was not provide with sufficient information on the integration between what is requested and what was previously requested.
New	Training grant administrator	Diverse students in Vet Med	$80K		**Denied.**
New	VRSP research and student recruitment	URM Vet Med Students	$40k		**Denied:** The Council feels that the proposal was lacking in specific data in the allocation of funds. **Recommendation**: Add more detail and submit again next year.

C. UMSL

1. Approved – Full Funding

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
Program Enhancement	Bridge Program Saturday Academy Expansion	Seniors in HS going to college	$25,508	**Full** $25,508	The Council feels that this is a good pipeline effort, and fully funds this request.
Program enhancement	Bridge Program 9th-10th Grade Summer Academy	Local high school students	$17,070	**Full** $17,070	The Council feels that this is a good pipeline effort, and fully funds this request.
New- Salary	Minimize Financial Obstacles	Cashiers	$18,000 or $44,000 annually for 2 years	**Full** $88,000	The Council will fund this full-time position for two years, after which it is expected that the cost will be a part of the budget.
Program Enhancement	Gateway Course Support	URM student population	$18,750	**Full** $18,750	The Council supports this program as it believes that this is a high impact initiative. Moreover, this program has had high success on UMKC's campus.
Program enhancement	STEM Supplemental instruction	STEM URM majors	$15,000	**Full** $15,000	The Council feels that this is a high need and high impact program. The Council believes that student support is of paramount importance.
New	Wheelchair accessible pottery wheel	Fine Arts students	$5,000	**Full** $5,000	The Council feels that this supports an important group of stakeholders.
New	Graduate Professional Development Program	URM Grad students	$8,120	**Full** $8,120	The Council feels that graduate student support is important and funds fully.
New	Utilization of NCFDD Resources for Faculty Development	Faculty	$9,900	**Full** $9,900	The Council feels that this is a high need and high impact program to send faculty through this mentorship program.

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Food pantry	All students	$10,000	**Full** $10,000	The Council funds this initiative with a very strong **recommendation** that the University take over funding this pantry after this year. **Condition**: provide metrics and plan of how the pantry is implemented. Be specific about who is being served and provide a framework for sustainability. The Council also **recommends** partnering with student organizations on campus to get volunteers. The Council also **suggests** partnering with UMKC and MU to see how they've done this before.
New	Faculty Cross-cultural/Cross Disciplinary Dialogue Program	Faculty	$5,880	**Full** $5,880	The Council appreciates that this initiative is in response to a voiced student need and has had success on other campuses.
New	Living Together in St. Louis	School population/public	$38,000	**Full** $38,000	The Council would like to see the metrics on this program after the event.
Program Enhancement	Honors seminar	students	$5,000	**Full** $5,000	The Council believes this is good for the community. The Council **recommends** collaboration with Extension or other departments invested in this work and that strategic marketing is central.

2. **Approved – Partial Funding**

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
Program enhancement	Opportunity Scholars Program	First generation college students from UR population in their majors	$8,000	**Partial** $4,000	The Council has partially funded this request.

New	Create PR/Marketing Diversity Recruitment Brochure	URM population and potential students	$6,000	**Partial** $3,000	The Council acknowledges that there was a clear need for this type of program as described in the IBIS Audit, the proposal is unclear about how funds will be used. There appears to be a mismatch between the measurement and the initiative. The Council thus funds partially and encourages the campus to resubmit next year with metrics for subsequent funding.
New	Online Tutoring	All students	$14,000	**Partial** $9,000	The Council is concerned about the marketing costs. The Council therefore **requests** that this partial funding be used only for tutoring and equipment/training costs.
New	STEM Peer Mentoring Program	URM students	$27,000	**Partial** $20,000	The Council recognizes the high need for this type of mentoring programs. The proposal however did not justify the conference costs. The Council **recommends** submitting a more detailed explanation of the conference to obtain further funding.
New	Student Organizational Tutoring Study Nights	All students	$27,500	**Partial** $23,500	The Council feels that the marketing prices are too high. The Council partially funds this initiative with the **conditions** that the money not be used for marketing.
New	Study Hall Hour Programs	All students	$24,500	**Partial** $20,500	The Council feels that there is not enough information in the proposal to indicate whether this program duplicates the efforts of the "Student Organizational Tutoring Nights" to receive full funding. The Council **requests** that strong metrics be provided next year to continue funding by demonstrating that a different population is served than the Student Organizational groups.
New	Reestablishing UMSL Black Graduate Student Association	URM student population	$7,500	**Partial** $5,000	The Council is aware of how desired this association is and the value of affinity groups. The proposal however does not list how the funds will be expressly used thus the Council will fund partially.

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Summer research/scholarly pipeline retreat	URM grad and professional students	$39,000	**Partial (Full for one year)** $13,000	The Council believes this is a good opportunity and program, and will fund for one year rather than three. **Condition:** Provide metrics next year when requesting more funding.
New	Lunch and learn	F&S	$8,250	**Partial** $5,000	The Council feels that the marketing portion appears excessive. Given the lack of initiatives targeting staff, the Council believes that this initiative unlike similar ones needed to be funded in part.
Program Enhancement	Crooked Room Conference	Community	$9,500	**Partial** $3,500	The Council feels that this is a high need in the community. Moreover, it provides good visibility around the state.

3. Denied

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Graduate Student Networking with Faculty and Alumni	URM students	$10,800		**Denied**: The Council strongly suggests partnering with the Alumni Association on this initiative.
New	Inclusivity Internship	UMSL population	$20,000		**Denied:** The Council feels that the proposal lacked a detailed description of what exactly the intern would be promoting. The Council was also concerned that this would be too much for just one intern.
Program enhancement	Faculty Ambassador Program	Faculty members	$7,500		**Denied:** The Council feels that this initiative should come out of the international program funding.
New	Multicultural Student Programming Grant	Student Organizations	$7,500		**Denied:** The Council feels that there was not sufficient information on metrics. **Recommendation:** Submit again next year with more information.

Program enhancement	Implement Online Diversity 101 training program	Staff and Faculty	$8,500		**Denied**: The Council feels that there was insufficient justification as to why the campus needed a different program given that the UM System and campus have resources that can utilize for free.

D. S&T

1. Approved – Full Funding

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	One-time funding: Media Campaign, Diversity as a Shared Value @ S&T	S&T population	$2500	**Full** $2,500	The Council funded this initiative because is a need to affect campus climate.
New-salary	Program Coordinator, Advisor to minority affinity groups	Minority Affinity Groups	$55,000 annually	**Full** $110,000	The Council agreed to fund this position for two years.
New	Pilot: ADA Accommodation fund for staff	Staff	$10,000	**Full** $10,000	The Council appreciates that this is a staff initiative, and full funds.
Program Enhancement	Disability Services Coordinator	DSS,S&T population	$50,000 annually	**Full** $50,000	The Council feels that this is an important position and funds in the following manner: 1 FTE to be hired with decreasing support from Inclusive Excellence Funding; split annual costs with department.
New	Pilot: Equity Renovation fund	S&T Population	$50,000	**Full** $50,000	The Council finds this initiative to be very meaningful. Funding for this program is based on the **condition** of the department submitting an Interim Report to the Council for review.
New	Pilot: Startup funds for scholars from underrepresented backgrounds	URM students	$200,000	**Full** $200,000	The Council finds this initiative to be very meaningful. Funding for this program is based on the **condition** of the department submitting an Interim Report to the Council for review.

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Awards for faculty champions for DEI	Provost; CDO	$5,000 annually	**Full** $5,000	The Council feels that such recognition is important. The Council strongly **recommends** including staff as recipients, and using this money for more than just one award.
New	Pilot: Visiting Scholars Program	Dean, CASB	$75,000 Annually	**Full** $75,000	
Program Enhancement	Celebration of Nations	S&T Population	$10,000 Annually	**Full** $10,000	The Council recognizes the value of this existing program, and fully funds.

2. Approved – Partial Funding

Type of Program	Initiative	Population served	Funding requested	Full/partial	Justification
New	Pilot: Nationally recognized speaker series on Diversity and Inclusion	S&T population	100,000 annually	**Partial** $30,000	The Council recognizes the high need and encourages the campus to foster community attendance as well.
New	Pilot: Community Outreach Program	Community	$25,000 annually	**Partial** $12,500	The Council recognizes the high need and visibility of this program. The Council would like to see more metrics including feedback on the program and agency participation, and partially funds this request.
Program enhancement	Roundtable Discussion Series	S&T population at large	$10,000 annually	**Partial** $5,000	The Council partially funds this, and encourages the campus to collaborate with the Community Outreach Program.
New	Pilot: Mentoring program for underrepresented minorities/ women/ first generation students	URM students	$100,000 annually	**Partial** $50,000	The Council appreciates that these efforts are coming out of the campus climate survey, and that this pays attention to first generation students.

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Scholarships for URM students	URM students	$100,000 Annually	**Partial** $50,000	
Program Enhancement	Orientation Week programming to highlight Diversity and Inclusion	Undergraduate Students	$40,000	**Partial** $20,000	The Council finds this to be a high need and a high impact program.
Program enhancement	Chancellor's Distinguished Fellowship	Graduate students	$10,000 per award	**Partial** $40,000	Good opportunities for women and URM students.
Program enhancement	Mini-grants for curriculum redesign	S&T students	$25,000	**Partial** $12,500	The Council values curricular initiatives. **Recommendation:** Reapply next year for additional funding with specific metrics. **Condition:** Funding is per faculty member, not per course.
Program Enhancement	Mini-grants for curriculum redesign	S&T students	$25,000	**Partial** $12,500	Five awards allotted.

3. Denied

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Pilot: Annual Cultural Exhibit	S&T population	$75,000 annually		**Denied:** The Council feels that the information provided was insufficient. The Council **recommends** collaborating with Extension.
Program Enhancement	Cultural Film Series	S&T population	$40,000 annually		**Denied:** The Council feels that not enough information or justification was provided. Moreover, no metrics were provided on past success.
Program enhancement	Program Enhancement: Cultural programming series	S&T population	$50,000 annually		**Denied:** The Council is rejecting this proposal due to lack of information and too much overlap between the programs. Not enough description of what "cultural programming" means.
New- Salary	Position: Equity trainer	ETIX, student population	$65,000 annually		**Denied.**
New	Pilot: Salary offset for URM candidates	Provost; Deans of CASB/CEC	$600,000 over 5 years		**Denied.**

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
Program Enhancement	Creation and Maintenance of pipeline programs for graduate students	Graduate students	$25,000		**Denied:** The Council did not have sufficient information. No metrics on whether this will be successful; provide information on this upcoming year. Also provide more detail on the consultant.

E. COLLABORATIVE PROJECTS

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New (UMKC)	InsideHigherEd.com unlimited membership (HR)	Human Resources	$8000	**Full** $8,000	We suggest that this be moved to a collaborative initiative funded by this Council.
New (MU)	Advance holistic admissions (HA)	Health Professions Population	1.0 FTE (estimated between $50,000-$70,000)	**Full** $70,000	We suggest that this be moved to a collaborative initiative funded by this Council.
Program enhancement (MU)	Expanding Grow Your Own	URM CPS students	$100,000	**Full** $100,000	Strong potential to collaborate.
New (S&T)	Diversityjobs.com membership		$7,000 annually		**Denied.** InsideHigherEd.com was funded instead. Utilize that resource in lieu of Diversityjobs.com.

F. University of Missouri Extension

Type of Program	Initiative	Population served	Funding requested	Funding Approved	Justification
New	Youth Future College Program	URM/USM High school studnets	$32,350	**Full** $32,350	Accepted.

Appendix A – DEI Advisory Council

Campus / Unit	Name	Status	Position		Attended
MU	Mitchell, S. David	Faculty	Professor of Law	Chair	X
	Fitch, Dale K.	Faculty	Dir. Social Work	Primary	X
	Mendoza, Pilar	Faculty	Associate Professor of Higher Education, ELPA	Alternate	
	Landers, Mollie S	Staff	Mgr. Advancement	Primary	X
	Collier, Carrie M.	Staff	Student Services Coordinator Career Services	Alternate	
	Morrall, Abigail L.	Student	Senior	Primary	
	Thomson, T.J.	Student	Doctoral Student Journalism	Alternate	X
MU Extension	Squires, Jody J.	Staff	Associate Regional Dir. Extension	Primary	X
UMKC	Allsworth, Jenifer	Faculty	Associate Professor Bio Medical Health / Informatics	Primary	X
	Kumar, Anil	Faculty	Chair & Professor Pharmacy	Alternate	
	Thompson, Mikah K.	Staff	Dir. Affirmative Action & Title IX Coordinator	Primary	X
	Redmond, Antoinette	Staff	Asst. Dir. Of Admissions Bloch School	Alternate	
	Franco, Maria	Student	Sophomore - Mechanical Engineering	Primary	X
	Gabriel, Lerie	Student	Graduate - English	Alternate	

	Name	Type	Title	Role	
UMSL	Davis, Matthew	Faculty	Associate Professor Educational Psychology	Primary	X
	Kashubeck-West, Susan	Faculty	Professor - College of Education	Alternate	
	Sterling, Antoinette	Staff	Retention Advisor	Primary	X
	Wise, Marquetta	Staff	Senior Office Support Specialist	Alternate	
	Negron, Luimil	Student	Graduate - Education	Primary	X
	McBride, Joseph	Student	Junior - Psychology	Alternate	
S&T					
	Raper, Stephen A.	Faculty	Associate Professor	Primary	X
	Ferguson, Ian	Faculty	Professor, Dept. Electrical and Computer Engineering	Alternate	
	Neckermann, Adrienne	Staff	Program / Project Support Coordinator	Primary	x
	Germeroth, Cindy	Staff	Information Technology	Alternate	
	Humza, Syed	Student	Graduate - Petroleum Engineering	Primary	
	Smalley, Hope	Student	Junior - Business and Mgmt Sys.	Alternate	X
UM System					
	Crawford, Rusty L.	Staff	Sr. Manager Finance	Primary	X
	Jain, Nishant	Staff	Intellectual Prop. Admin	Primary	X
Ex-Officio Members	McDonald, Kevin		UMSYS/MU CDO		
	Wilson, Susan		UMKC CDO		
	Outar, Neil		S&T CDO		
	Burris, Deborah		UMSL CDO		
	Love, Emily		Coordinator		X
	Warne-Griggs, Tara		Data Consultant		X
	Flewelling, Peyton		Editor		X