Diversity, Equity and Inclusion at the UM System

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What is Diversity, Equity and Inclusion?
Missouri Compacts Principle of Inclusive Excellence

Includes the following actions:

• Create challenging and engaging professional development opportunities to increase student, faculty and staff multicultural competencies and create inclusive learning environments.

• Create a university climate that is supportive, respectful and values differing perspectives and experiences.

• Redesign policies and processes to remove barriers to inclusion and equity.

• All with the goal of achieving excellence in student success, research and creative works and meaningful engagement.
Diversity, Equity and Inclusion (DEI) Goals for the UM System …

DEI TRAINING

INCLUSIVE EMPLOYEE RECRUITMENT PRACTICES

INCLUSIVE TEACHING PRACTICES

… to achieve excellence in student success, research and creative works, and meaningful engagement.
Goal 1: DEI Training

• Provides shared understanding of the most common diversity and inclusion topics.

• Improves the multicultural competencies of students, faculty and staff to contribute to a research environment where innovation and creativity thrive.

• Prepares our students to engage in a society with people from different backgrounds, experiences and ideas.

• Upholds the importance of freedom of expression, civil discourse and intellectual pluralism.
At Missouri S&T, incoming first-year students have the opportunity to participate in Miner Values training during Orientation Week. Participants can:

• Better understand what diversity and inclusion means for community members.

• Recognize the value added to communities when individuals are able to express their ideas freely.
Goal 1: DEI Training

University of Missouri – St. Louis

Over the last year, UMSL has created new professional development opportunities, including launching a new graduate certificate in workplace DEI and a Chancellor’s certificate in workplace DEI.
Goal 2: Inclusive Employee Recruitment Practices

• Helps us deliver the knowledge and skills our students need to thrive in today’s fast-changing, multicultural environment.

• Uses different approaches in recruiting processes to support inclusive and diverse candidate pools.

• Attracts individuals with a wide variety of backgrounds, experiences and ideas that bring with them unique ways of seeing problems and developing solutions.

• Creates an intellectually stimulating environment that allows us to push boundaries and create effective, inclusive learning, groundbreaking research and creative works, and engagement that makes a difference in the community and to society.
Goal 2: Inclusive Employee Recruitment Practices

University of Missouri – Kansas City

UMKC convened the Faculty Search Support Team, which:

- Supports all faculty search committees in implementing evidence-based strategies toward broad candidate pool development that lead to inclusive hiring.
- Meets with every ranked faculty search committee throughout hiring process, providing guidance, including developing inclusive job descriptions and inclusive recruitment planning.
- Meets with each search committee twice throughout the hiring process.
MU has worked to create a sustainable pipeline for diverse faculty, including the Preparing Future Faculty – Faculty Diversity Postdoctoral Program, which:

- Promotes and develops scholars for tenure-track faculty positions at the University of Missouri or elsewhere, in all disciplines.
- Focuses on scholarship and participation in professional development activities that integrate and expose fellows to the faculty experience.
Goal 3: Inclusive Teaching Practices

- Contributes to overall student engagement and student success.
- Creates learning environments where all students feel like they belong and can learn at high levels.
- Helps faculty to develop skills and strategies to create an inclusive curriculum and classroom, which reflects the diverse and varied perspectives of both students and the global communities.
Goal 3: Inclusive Teaching Practices

University of Missouri – Columbia

At MU, inclusive teaching practices include

• Teaching and Learning in the Diverse Classroom, coordinated through the Teaching for Learning Center, an online course hosted by Cornell University.

• The Faculty Institute for Inclusive Teaching (FIIT), a pilot program that began in 2018 and enhances faculty’s knowledge about inclusive teaching.

Goal is to create a learning environment where the diverse perspectives of those with different backgrounds, experiences and perspectives can improve teaching and learning outcomes.
Goal 3: Inclusive Teaching Practices

University of Missouri – Kansas City

At UMKC, inclusive teaching practices include

• The Faculty Institute for Teaching Inclusive Curricula (FITIC) is a year-long program, which currently consists of four all-day workshops.

• This is FITIC’s third year, and 23 faculty have participated in the program. The program is currently being revised to improve content and expand faculty reach.
DEI Training and Education

Since 2019, 2,494 incoming first-year students have participated in Missouri S&T Values training during Orientation Week.

Since February 2020, approximately 300 faculty and staff have attended at least one professional DEI development session.

Since 2019, 9,844 faculty, staff and students were trained. Of that total, 4,817 students were trained on topics including bias, bystander intervention and cultural awareness.

Since 2018, over 5,000 faculty, staff and students have participated in one of the IDE training programs.