

The Reimagination of MU's Division of Inclusion, Diversity & Equity

Moving Forward Together

The Division of Inclusion, Diversity & Equity actively fosters a living, learning and working community where everyone is valued and inspired to reach their full potential. — IDE Mission Statement



University of Missouri

IDE Restructuring: A Three-Phased Approach

Guiding Questions:

Phase 1

- How do we appropriately staff and structure the Division of Inclusion, Diversity and Equity so that we are maximizing engagement and resources?

Phase 2

- How do we address and solve the most pressing issues affecting our campus?

Phase 3

- How do we become the example for universities around the world?



Progress of the Plan

Phase 1

- Throughout the 2020-2021 academic year, Vice Chancellor Gipson has assessed IDE through evaluations, stakeholder feedback and peer comparisons.
- As a result, he determined that IDE needed to realign some of its staff as well as create new positions.
- The **first realignment** took place in Inclusive Engagement. The **second** took place in T9/OCR. The **third** is taking place in the Department of Social Justice. The **final realignment** will take be complete later next year in Access and Leadership Development.

Progress of the Plan

Phase 1 Explained

- Inclusive Engagement will now be a single position that reports to the VC and will be responsible for internal and external outreach and engagement
 - New Unit will be called Inclusive Excellence and Strategic Initiatives
 - Includes an AVC, AD for training and professional development, Faculty Fellow, Data analyst, 2 communications professionals (jointly with JOSCM and VC), HR/recruitment professional
- Institutional Equity replaces the former Office of Title IX and Civil Rights. Added three additional staff members to better support the unit's efforts.
 - Alignment still includes Office of Accessibility and Affirmative Action/EEOC Officer

Progress of the Plan

Phase 1 Continued

- Access and Leadership Development is in the middle of their realignment now.
 - Promoted Dr. NaTashua Davis to Associate Vice Chancellor
 - As of July 1st, the unit is home to Missouri College Advising Corps(MCAC) with over 60 employees
- Competing for first-ever Upward Bound program
- Added Ms. Velma Buckner to the unit as the Assistant Director for Undergraduate Programs and Outreach along with MBMI/MBWI for better alignment of programs
- Assessing the remaining needs



Progress of the Plan

Phase 2

- After the completion of the staffing realignment, we will have the appropriate staff to better address and solve some of the most prevalent issues affecting our campus. This process will include listening to stakeholder voices, enacting changes, and aiming towards positive progression.

Phase 3

- Becoming the premier institution for diversity best practices is not an easy task. However, IDE is committed to becoming an exemplar division within the diversity profession. To accomplish this, we must be innovative and deliberate in our solutions to difficult problems.

Investing in Mizzou Students and the Division

Student Diversity and Academic Initiatives (SDAI) Unit

- Comprised of three areas: Department of Social Justice, Relationship and Sexual Violence Prevention Center (RSVP) and Office of Student Support and Success.
- Providing more co-curricular opportunities through partnerships with academic departments.
- Greater collaboration with campus and community partners.
- Expanding professional growth opportunities for our staff.

Investing in Mizzou Students and the Division

Student Diversity and Academic Initiatives (SDAI) Unit

- Creating more intentional and intersectional programming and initiatives.
- Investing more resources to enhance and improve student support & success measures. Examples: Graduation rates and retention rates.
- Modeling a more effective, more integrated structure for student success within the centers.



Prioritizing Student Success Outcomes & Intersectional Approaches

- Focus on supporting students by providing support, advice, direction and reference.
- Help students develop successful skills, behaviors and habits including:
 - Academic and career goal setting skills, learning strategies, time management and organization, self-regulation and self-efficacy.
- Support program development and training for peer mentors, tutors and student workers to be efficient and responsive to student needs.
- Foster a supportive environment to discuss success barriers and co-create action plans for change with coursework and campus services.

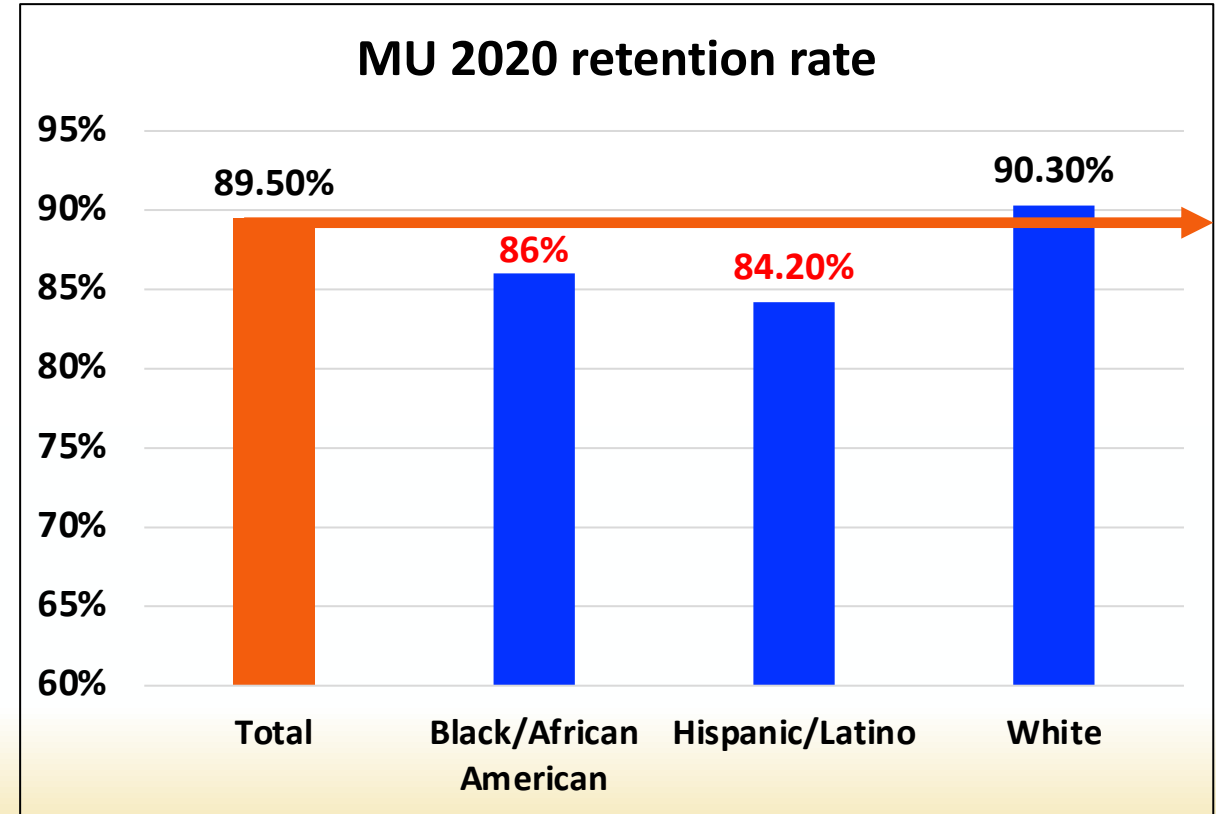
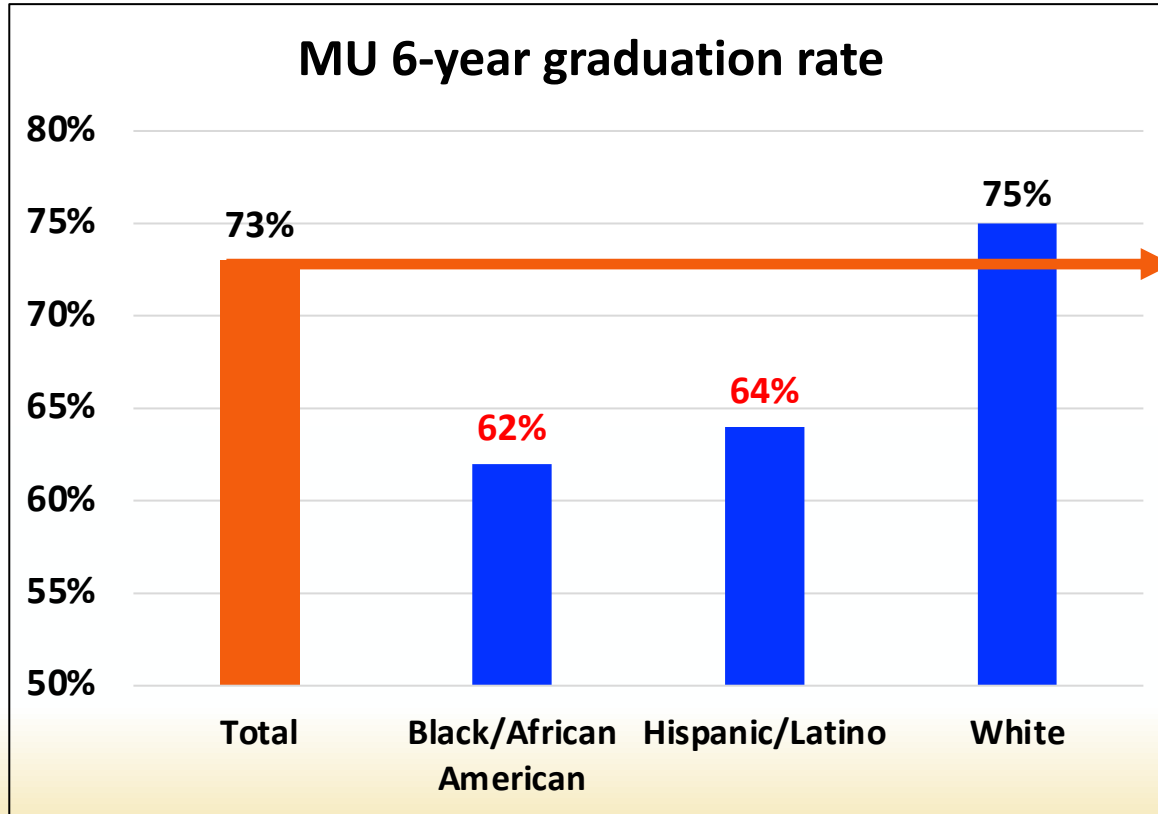


**These photographs were taken prior to the COVID-19 pandemic.*



University of Missouri

URM Student Success Metrics Lag



Research Supports Our Goals

- Over the past decade, Georgia State University has consistently seen its retention and graduation rates increase — especially among URM.
- Georgia State focused on three areas:
 - Predictive analytics
 - Academic support
 - Financial support.
- IDE will utilize components of this plan to achieve equity within student success metrics.

Additional information can be found here:

- *Transforming Understandings of Diversity in Higher Education*
- *The Culturally Inclusive Educator*
- *Intersectionality & Higher Education: Theory, research, & praxis*
- *Closing the Opportunity Gap: Identity-Conscious Strategies for Retention and Student Success*



Overview of New Structure

7 NEW ROLES:

- Assistant Director: Gaines/Oldham Black Culture Center and Multicultural Center
- Assistant Director: LGBTQ Resource Center and Women's Center
- Senior Student Support Specialist: Gaines/Oldham Black Culture Center and Multicultural Center
- Senior Student Support Specialist: LGBTQ Resource Center and Women's Center
- Student Success Coaches **(3)**

RSVP Center:

- No longer a part of the department of social justice, but still within the unit.

Roles, Qualifications, Responsibilities

RESPONSIBILITIES:

- Assistant Directors for the four Centers will oversee the Centers and oversee the two corresponding Senior Student Support Specialists.
- The VC will oversee the (3) student success coaches with emphasis on retention and outcomes.
- The Centers Assistant Directors will report to the associate director, Laura Hacquard, who will also oversee the intentional and collaborative programming among the centers. Ms. Laura will report to the VC.
- Hours of operation for some of the newly created roles will be extended to give advisement and guidance to students beyond regular business hours.

Roles, Qualifications, Responsibilities

RESPONSIBILITIES:

- All roles will:
 - Focus on a strong knowledge of and commitment to inclusion, diversity and equity.
 - Think about intersectionality when programming and providing support.
- Be retention-focused and foreground retention targets for both traditional and non-traditional students as a key performance indicator for the position.



**This photograph was taken prior to the COVID-19 pandemic at the 2020 Emerging Leaders Conference in Jefferson City, Missouri.*



Roles, Qualifications, Responsibilities

QUALIFICATIONS:

- All candidates have varying levels of experience working in a student-facing role within higher education.
- 2 candidates have master's degrees (one will be conferred Fall 2021)
- All candidates have a bachelor's degree and varying years of professional experience culminating in the comparable knowledge and skills required.
- All candidates have experience working with diverse student populations, including students from underserved and underrepresented populations.
- All candidates demonstrate leadership, flexibility and strong collaboration with both students and staff.

Department of Social Justice Openings: Current Status

- The new positions were posted on July 6, 2021.
- 7 roles were established.
- Dr. Gipson worked closely with Shane Stinson in HR and Recruitment to create inclusive and diverse search committees with individuals from across campus.
- Additional stakeholders were also invited to participate in the vetting process.
- We received **over 70 applications for all 7 roles.**
- As of September 7th, we have filled five roles.
- We are relaunching the searches for the two Assistant Directors and will include stakeholder feedback in the process.

New Hires- Department of Social Justice

- **Jae-Kur Lockhart-Student Success Coach**
- **Sophia Hood- Sr. Student Support Specialist
WC/LGBTQ RC**
- **Kennedy Mitchum-Student Success Coach**
- **Anna Romero-Student Success Coach**
- **Andrea Jackson-Sr. Student Support Specialist
GOBCC/MCC**
- For biographies, please visit diversity.missouri.edu/team



Next Steps

What are the next steps?

- The new SDAI team has been onboarded. IDE will continue the search process for vacancies in other units.
- Additional information will be communicated via the IDE website: www.diversity.missouri.edu and via email as developments occur.
- Vice Chancellor Gipson has an open-door policy. He welcomes feedback, discussion and insight at any point. Feel free to schedule time to see him by emailing him directly at mdgipson@missouri.edu, or calling his office at (573) 882-3394.



Thank you!