

Diversity as a Strategy: An Academic Perspective

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Reframing the Question:

From “*Diversity as a Strategy*” to
“*Inclusion as a Strategy*”

A subtle change of wording with
significant implications.

Diversity:

A mix of people at the table

Inclusion:

A mix of people at the table where everyone is valued.

Why is Inclusion Strategic?

1. Ethical/Moral/Social Justice.
2. Future Workforce Needs.
3. Creativity depends on life experiences. Diverse life experiences enhance creativity.
4. Supply industry's need for diverse graduates.

Kansas Demographics

88% of population in Kansas is white

But

19% of high school seniors and 25% of K through 12 students are non-white.

Challenges of Diversity

1. Causes Conflict.
2. Threatens Professional Identity.
3. Requires Commitment of Human and Fiscal Resources.

We must face these Challenges head on and not trivialize or pathologize them.

Implementing Diversity/Inclusion Strategy at K-State Engineering

- MEP and WESP – Double the Resources
Focused on the Opportunity
- Diverse Faculty Hiring Incentive
- “Tilford” Competencies
(<http://www.ksu.edu/catl/tilford/Competencies.htm>)
- Holding People Accountable

Training and Resources Available at K-State

Multiple Levels of Organization Focused on Issue

- Regents Diversity Retreat
- University Diversity Summit, NSF ADVANCE Grant
- College of Engineering Diversity Training
- College Diversity Committee
- Departmental Diversity Training

The “Elephant in the Room”

Many universities have expended considerable effort and resources trying to make our campuses more diverse.

The numbers do not yet reflect the increases that have been hoped for.