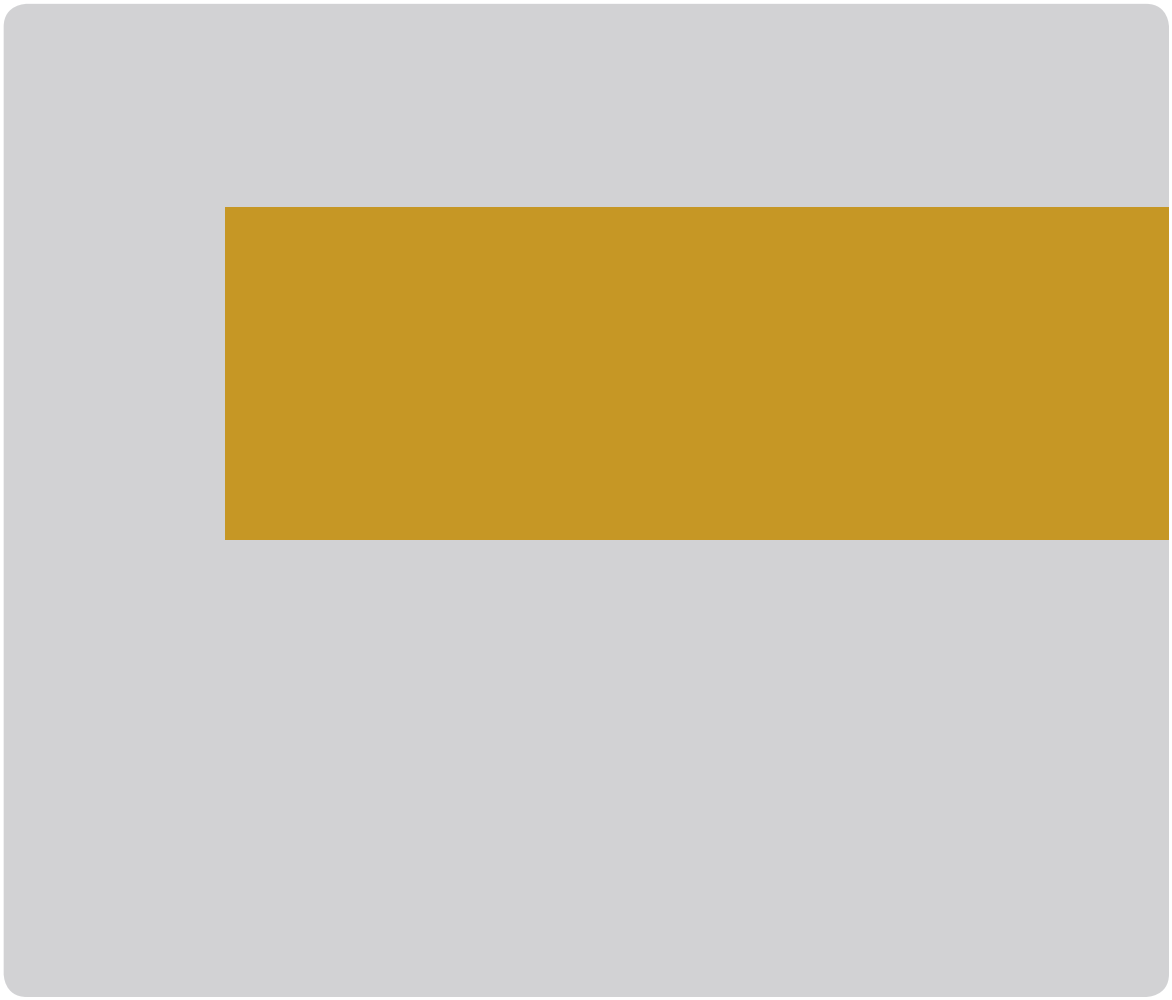

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University of Missouri Diversity, Equity and Inclusion Audit


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## Communications

## Legal Review Recommendations by Quarles and Brady LLP

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## Leveraging Resources and Building Capacity

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# Introduction and Background

"Education is the most powerful weapon which you can use to change the world."

UMSL

MU

Opportunity to Model DEI

# Project Overview

## A. Audit Objectives

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t (BUIFS EBUB PO UIF QFSDFQUJPOT PG UI
SFMBUJWF UP EJWFSTJUZ BOE JODMVTJP

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t &WBMVBUF BUUJUVEFT BOE CFMJFGT PO

t 1SPQPTF SFDPNNFOEBUJPOT UIBU UIF 6O

# B. Methodologies

| | |
|---|---|
| Interviews | 7 |
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| Academic Unit Level Survey | 7 |
| Administrative Unit Survey | 7 |
| Policies, Procedures, & Practices | 77 |
| DEI Inventory Templates<br>* Not all inventories are complete | |

## Focus Groups Organized by Demographics

| | |
|---|---|
| Sta<br>*Due to size some groups of color were organized as managers of color (mixed gender), with men of color/women of color /non-people managers separate | |
| Faculty | |

Academic and Administrative Unit Level Survey Data

Goals:

Calculations: $BMDVMBUJPOT POMZ JODMVEF SFTQPOTFT PG i/FWFS w i*
i$POTJTUFOUMZ w "OTXFST PG

Notes:

Potential for Bias:

# Demographic Data: UM and the Region

- "MM EBUB PUIFS UIBO $PVOUZ %FNPHSBQIJDT XFSF QSPWJEFE C
  TUBUJTUJDT $PVOUZ %FNPHSBQIJDT XFSF TPVSDFE GSPN $FOTV
- 5IF FNPHSBQIJDT PG UIF DPVOUZ
- 5IF ðOBM EBUB TFU TIPXT SFMFWBOU TUBUJTUJDT GPS UIF DPNNV

## Demographic Data of Faculty by Campus

| | Women | Men | White | People of Color | International/ Non-U.S. Born | With Disability |
|---|---|---|---|---|---|---|
| MU | | | | 7 | 7 | |
| | | 7 | | | | |
| | | 7 | 77 | | 7 | |
| | | | | | | |
| | | | 7 7 | | | |
| | | | | 7 | 7 | 7 |
| | | | 7 | | | |
| | | | | | | 7 |
| | 7 | | | | | |
| | 7 | | 7 | | | |
| UMKC | | | | 7 | | |
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| | | | | | | |
| | | 7 | | | | |
| | | | | | 7 | |
| | | | 7 | 7 | | |
| | | 7 | 7 | | | |
| | 7 | | 7 | | | 7 |
| | | | | | | |
| | | | | | | |

## Demographic Data of Students by Campus

| Total Enrollment by Gender and Ethnicity | MU | S&T | UMSL | UMKC |
|---|---|---|---|---|
| FEMALE UNDERGRADUATE | | | | |

# Demographic Data by County

| People | Boone County | J.186939 cm 0 0416 57.8999sneoTl91nty |
| --- | --- | --- |

## Demographic Data by County

# Inclusive Excellence: Framework for Reporting

The Inclusive Excellence Change Model has four main anchors.

- "DDFTT BOE &RVJUZ
- %JWFSTJUZ JO UIF 'PSNBM BOE *OGPSNBM $VSSJDVMVN
- $BNQVT $MJNBUF
- 4UVEFOU -FBSOJOH BOE %FWFMPQNFOU

---

Access and Equity:

Diversity in the Formal and Informal Curriculum:

Campus Climate:

Student Learning and Development:

- -FBEFSTIJQ BOE "DDPVOUBCJMJUZ
- #VJMEJOH $BQBDJUZ
- -FWFSBHJOH 3FTPVSDFT
- 7JTJPO BOE #VZ JO

# Leadership Accountability and Vision/Buy-in

7 %

“ Culture change in academia is evolutionary; there is an old joke that change in higher education comes one death at a time.” (Sr. Leader, MU)

“ We told them at the listening session: there are no consequences for administrators with bad behavior.” (POC-M, UMKC)

UP DIBOHF FWFO BNPOH TFOJPS BENJOJTUSBUPST POF PG XIPN T

JOTUJMM UIJT NJOETFU JO UIFJS UFBNTw 4S

# Access and Equity

“

## A. Diversity Recruiting and Hiring of Faculty and Sta

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> “The College of Education has done the best job. Diversity is part of their strategic plan. They have had the most success in hiring a diverse faculty. The new Dean is among the strongest leaders on campus for DEI.”
>
> (Sr. Leader, MU)

BUT THE UNIVERSITY OF MISSOURI NEEDS SYSTEM-WIDE APPROACHES AND PROGRAMS, CONSISTENTLY APPLIED ACROSS ALL CAMPUSES, TO ADVANCE DEI IN RECRUITMENT AND HIRING

RECRUITMENT AND HIRING PROCESSES MUST TO BE REVISED, PRIORITIZE DEI, AND GUIDANCE ON EXECUTION MUST BE PROVIDED

“ They do nothing to hire diverse faculty. They don’t advertise. They keep everybody looking the same.” (POC-FAC, UMKC)

“ None of my teachers can relate to me. I’ve never had anything but white professors here. I assume that’s all that my campus hires.” (POC-STU, UMSL)

“ The process for interviewing candidates should be more diverse and strategic. Sometimes friends of friends get hired.” (POC-NM, UMSL)

“ Lincoln University is not far north from here and is more diverse: why not pull from there? This is a missed opportunity for the entire system.”

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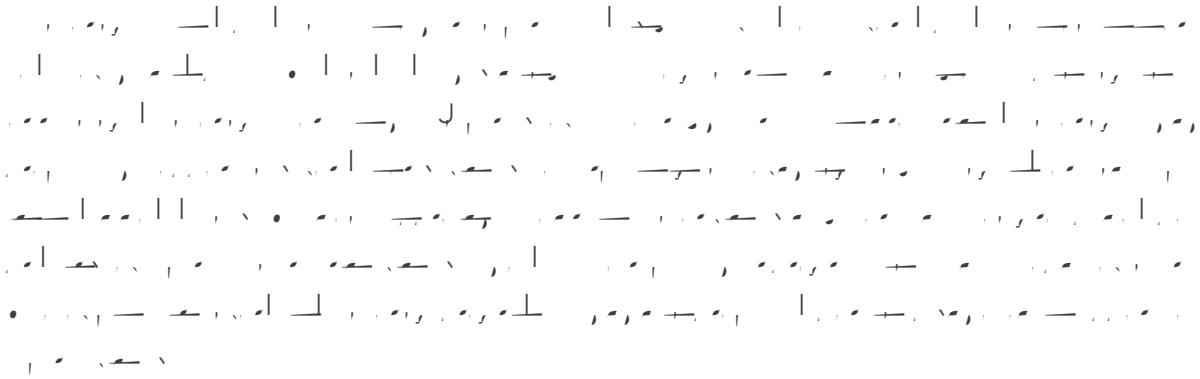

THE UNIVERSITY NEEDS TO ADDRESS THE PERCEIVED GENDER GAP IN PROMOTIONS THROUGHOUT THE SYSTEM

> “ We attract women faculty but block their ability to get to full professor level, get promoted, and tenured — and then you’re stuck.”
>
> (FC/W-FAC, UMSL)

> “ When you express the desire to advance you don’t get feedback or opportunities.” (POC-NM, UMSL)

STAFF SOMETIMES FEEL INVISIBLE AND IGNORED; THEY DO NOT SEE THAT DEI IS CONSIDERED IMPORTANT TO THE UNIVERSITY.

"I don't think we focus on staff at all. There is a pecking order and staff is at the bottom." (FC/W-M, MU)

"We have gotten so big that we are not people or even faces; we are a number. They don't have a clue how most of us live. There isn't compassion. They are looking down on us — don't come down to our level to ask questions or seek input." (POC-NM, MU)

"When you express the desire to advance, you don't get feedback or opportunities." (POC-NM, UMSL)

"I've not seen one person of color replaced by another person of color. Brothers get one chance! Policies? Who's pushing these people to advance?" (POC-M, UMKC)

"There's not as uid a path for professionals of color to upper levels of management." (MPOC-NM, UMKC)

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