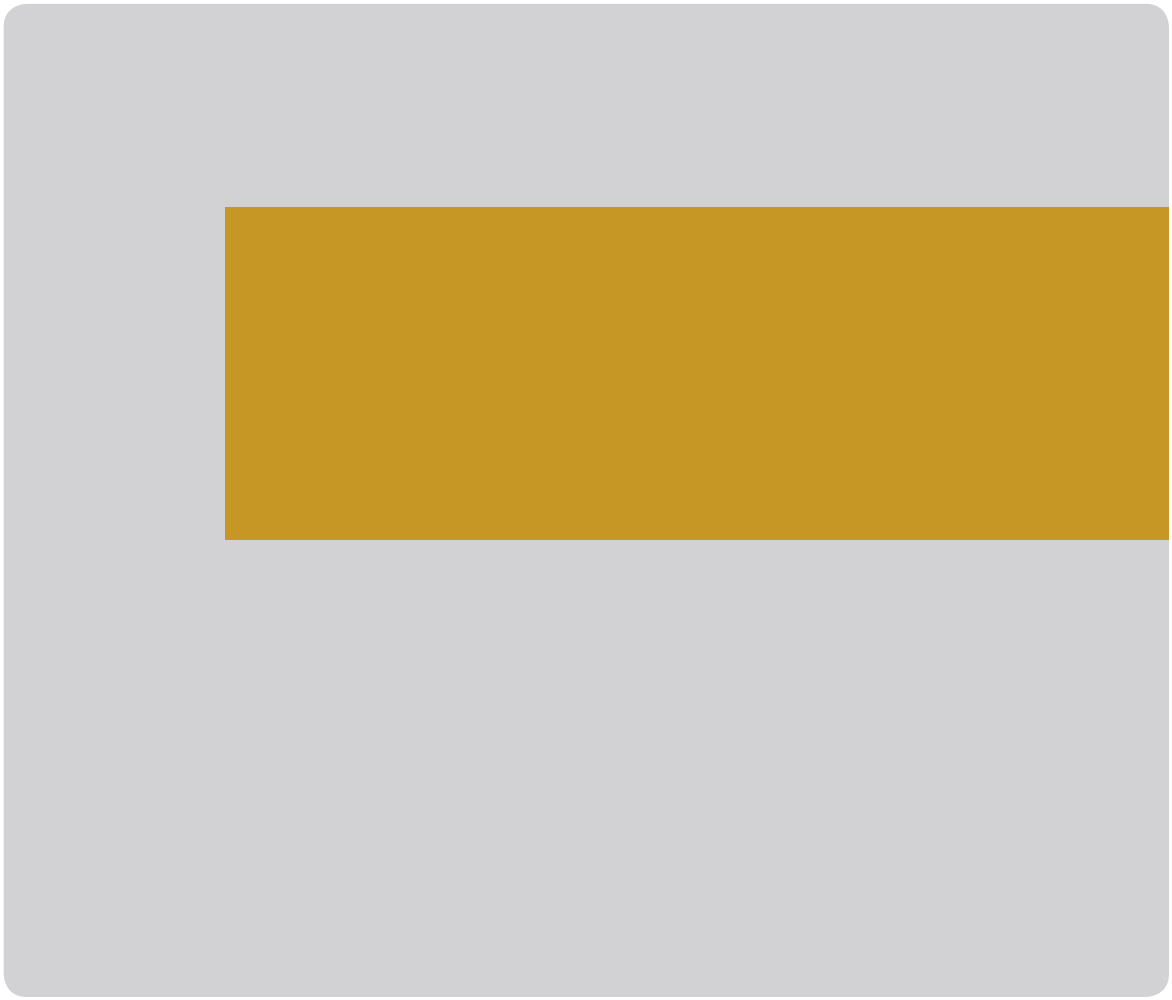

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University of Missouri Diversity, Equity and Inclusion Audit

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Communications

Legal Review Recommendations by Quarles and Brady LLP

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MFHBM DPNQMJBODF BOE JODPSQPSBUF CFTU QSBDUJDFT " EFTDS

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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SFMBUJWF UP EJWFSTJUZ BOE JODMVTJP

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t &WBMVBUF BUUJUVEFT BOE CFMJFGT PO

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B. Methodologies

Interviews	7
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DEI Inventory Templates * Not all inventories are complete	

Focus Groups Organized by Demographics

Sta *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		
			7		7	
		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

IT IS W

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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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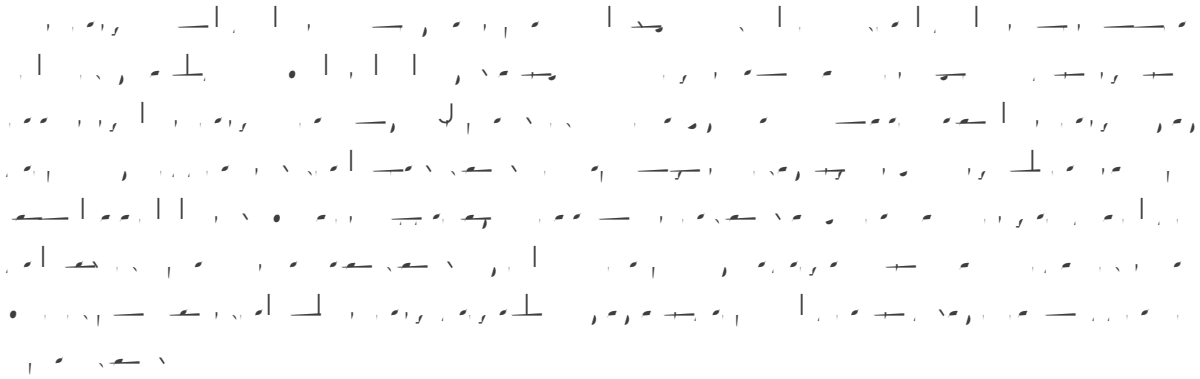

THE UNIVERSITY NEEDS TO ADDRESS THE PERCEIVED GENDER GAP IN PROMOTIONS THROUGHOUT THE SYSTEM

> “ 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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