



HLC Accreditation 2020-2021

Evidence Document

Office of the President

Diversity, Equity and Inclusion (DEI)

Diversity, Equity and Inclusion Home Page

Additional information: See this website at: <https://www.wichita.edu/administration/dei/> (Accessed May 28, 2021).



Diversity, Equity and Inclusion

[IN THIS SECTION](#)

Wichita State University's commitment to diversity, equity and inclusion is creating a far-reaching transformation that is well under way at the university.

[Chief Diversity Officer →](#)[WSU Diversity Resources →](#)

Diversity, Equity and Inclusion Planning



COMPREHENSIVE PLAN >>



EQUITY PLAN >>



WORKFORCE PLAN >>

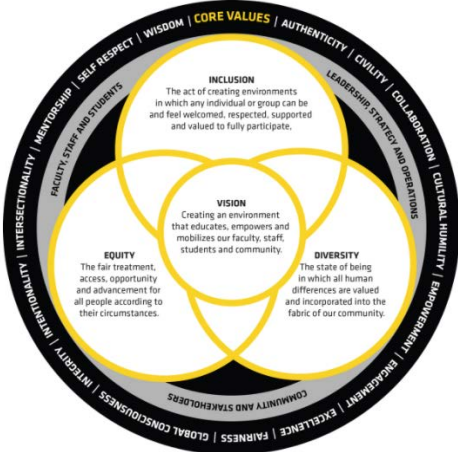


STUDENT RETENTION AND INCLUSION PLAN >>



STUDENT RECRUITMENT AND RETENTION PLAN >>

Our foundational principles



Text-only version of the DEI graphic

VISION

Creating an environment that education, empowers and mobilizes our faculty, staff students and community.

DEFINITIONS

DIVERSITY

The state of being in which all human differences are valued and incorporated into the fabric of our community.

EQUITY

The fair treatment, access, opportunity and advancement for all people according to their circumstances.

INCLUSION

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate.

KEY POPULATIONS

- Faculty, Staff and Students

- Leadership, Strategy and Operations
- Community and Stakeholders

CORE VALUES

- Authenticity
- Civility
- Collaboration
- Cultural Humility
- Empowerment
- Engagement
- Excellence
- Fairness
- Global Consciousness
- Integrity
- Intentionality
- Intersectionality
- Mentorship
- Self-respect
- Wisdom

Chief Diversity Officer

Dr. Marché Fleming-Randle was appointed to the new position of Chief Diversity Officer in June 2015 to provide leadership and vision for initiatives that align with the principles and goals of inclusive excellence at Wichita State.

[1 Chief Diversity Officer page >>](#)



University Resources

The following Wichita State offices contribute to the university's diversity landscape.

- [President's Diversity Council >>](#)
- [Office of Community Engagement and Opportunity >>](#)
- [Office of Institutional Equity and Compliance >>](#)
- [Office of Human Resources >>](#)
- [Office of Adult Learning >>](#)
- [Office of Diversity and Inclusion >>](#)
- [Diversity Training Series >>](#)
- [Office of Disability Services >>](#)
- [Disability Support Services \(TRIO\) >>](#)
- [Military and Veteran Student Center >>](#)
- [FIRST-GEN Shockers website >>](#)
- [Office of Planning and Analysis >>](#)
- [Office of Student Support Services \(TRIO\) >>](#)
- [McNair Scholars Program >>](#)
- [Office of Student Success >>](#)
- [African-American Faculty-Staff Association >>](#)
- [Tilford Commission >>](#)
- [Tilford Fellowship >>](#)
- [Office of Special Programs >>](#)

External Resources

Below is a sampling of available opportunities and external resources for promoting diversity.

- [National Association of Diversity Officers in Higher Education >>](#)
- [National Diversity Council >>](#)
- [Diverse: Issues in Higher Education >>](#)
- [Accessibility Professionals Association >>](#)