

# KY COUNCIL ON POSTSECONDARY EDUCATION COMMITTEE ON EQUAL OPPORTUNITIES



June 27, 2022 – 1:00 p.m. ET

Virtual Meeting via ZOOM.

Livestream: <https://www.youtube.com/c/KentuckyCouncilOnPostsecondaryEducationFrankfort>

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*\*Indicates action item*

- I. **Call to Order**
- II. **Roll Call**
- III. **Welcome/CPE Updates**
- IV. **Approval of the Minutes\***
- V. **Annual DEI Evaluation – Final Report**
- VI. **Cultural Competence Credential Certification Presentation  
ft. Western Kentucky University**
- VII. **Other Business\***
  - **2022-2023 Meeting Dates:**  
*October 24, 2022; January 23, 2023; April 24, 2023; June 26, 2023*
  - **Campus Highlights/Visits**
- VIII. **Adjournment**

**DRAFT MINUTES**  
Council on Postsecondary Education

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Type: Committee on Equal Opportunities  
Date: April 25, 2022  
Time: 1:00 p.m. ET  
Location: Virtual Meeting – Committee member by ZOOM teleconference. Public viewing at: [https://youtu.be/4bzZTfB\\_O0s](https://youtu.be/4bzZTfB_O0s)

**WELCOMING & CALL TO ORDER**

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The Committee on Equal Opportunities (CEO) met Monday, April 25, 2022, at 1:00 p.m., ET. The CEO met utilizing a video teleconference. Members of the public were invited to view the meeting virtually on the CPE YouTube page: [https://youtu.be/4bzZTfB\\_O0s](https://youtu.be/4bzZTfB_O0s). Dr. Dawn Offutt, CPE’s Executive Director for Diversity, Equity, and Inclusion Initiatives, presided in the absence of Chair Elaine Walker. The meeting was called to order at 1:02 p.m., ET.

**ATTENDANCE**

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Members in attendance: Whitney Allen, Colby Birkes, Rochelle Brown, Robert Croft, Kellie Ellis, Luv'Tesha Robertson

Members not in attendance: David Carpenter, Elaine Walker

Jessica Romious, CPE’s Senior Associate for Diversity, Equity & Inclusion, served as recorder of the meeting minutes.

**WELCOME AND CPE UPDATES**

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Dr. Aaron Thompson gave welcoming remarks and provided updates regarding progress in Kentucky higher education. According to new data, Kentucky is ranked seventh in the nation for increasing completion rates. Dr. Thompson also discussed CPE’s new strategic agenda and equity being a cross-cutting priority, as well as the progress made at Kentucky State University.

**APPROVAL OF MINUTES**

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The minutes from the January 2022 meeting were approved as presented.

MOTION: Colby Birkes motioned to approve the January 2022 minutes as presented. Robert Croft seconded the motion.

## **OVERVIEW OF THE SCORING PROCESS**

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Travis Powell, CPE's Vice President and General Counsel thanked the review teams for their work this year, noted the continuous improvement across institutions with each reporting cycle, and gave a brief overview of the scoring process.

Per the process, each of the institution's submitted an annual report and scoring teams formed from members of the Committee on Equal Opportunities and CPE staff reviewed those reports and scored them accordingly. At the meeting, each reporting team lead reported on the results of their diversity reports.

## **ADJOURNMENT**

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The Committee adjourned at 2:21 P.M. ET

MOTION: Luv'Tesha Robertson made the motion to adjourn the meeting. Robert Croft seconded the motion.

**MINUTES REVIEWED AND APPROVED BY THE COMMITTEE:** \_\_\_\_\_

**Opportunity Strategies: student enrollment**

1. Increase awareness, engagement and marketing of DEI programs, events, and clubs by enhancing outreach to Hispanic and African-American communities by July 1, 2022.

**Opportunity Strategies – student recruitment**

1. Expand URM recruitment events and scholarship opportunities in order to attract URM students to SCC increasing the percentage of URM students to 6.1% by July1, 2022.
2. Raise awareness of LGBTQIAP2+ issues by hosting a speaker/event through the TLC each fall and spring semester that center on these areas. Target date May 31, 2022.
3. Reestablish the GSA to provide LGBTQIAP+ students the opportunity to gather safely, plan activities, and foster support by May 31, 2022.
4. Increase awareness, engagement, and marketing of DEI programs, events, and clubs to current, incoming, and potential SCC students by July 1, 2022.

**Success Strategies – student retention**

1. Cultivate an inclusive campus community that promotes awareness and training for supporting the unique needs of diverse learners by collecting workshop feedback surveys with positive response rates of 80% or above by July 1, 2022.

**Impact Strategies – Employee Diversity**

1. All SCC employees will be offered regular diversity and sensitivity training in order to gain cultural competency that is important for SCC. All regular status employees must provide their supervisors with evidence of the training prior to their annual PPE outcomes meeting. Through the Teaching and Learning Center, the Office of DEI will offer two DEI sessions each fall and spring semesters open to all faculty, staff, students, and the public. All SCC employees will complete the Implicit Bias and Microaggression Awareness Training in the 2021-2022 academic year by May 31, 2022.

**Impact Strategy – Employee Recruitment and Diversity**

1. Increase workforce diversity by expanding recruitment efforts through expanded advertising, and through use of the KCTCS Fellows Program increasing the percentage of URM faculty in 2021-2022 by 4.51%
2. Increase workforce diversity by expanding recruitment efforts through expanded advertising, and through use of the KCTCS Fellows Program increasing the percentage of URM staff in 2021-2022 by 6.47%.



# Rationale for Cultural Competency Certification



- The Policy identifies the creation of a cultural competency certificate program as one of the strategies an institution can implement in order to meet this goal.
- In an effort to assist institutions in meeting this goal and to create a consistent statewide standard for competency and excellence in cultural competence, the Kentucky Council on Postsecondary Education (the Council) has created a process to certify that cultural competency microcredentials at individual institutions address certain student learning outcomes.
- The Council created a cultural competency certification workgroup consisting of faculty and staff representatives from both four-year and two-year institutions across the state. The workgroup identified the minimum competencies, associated module topics and learning objectives that comprise the content for the certification.

# Benefits of Cultural Competency Certification



- Neutral and independent third party verification.
- Consistency, Currency, and Portability.
- Positioning Kentucky as Leader in Cultural Competence

# Certification Process



- Must submit a proposal.
- Proposals must show alignment with the A<sup>4</sup> Model for Cultural Competence and demonstrate the competencies in the framework in order to receive approval.
- Cultural Competence Advisory Committee reviews proposals and gives recommendations for approval.
- Final approval decisions are determined by the Academic & Strategic Committee.



# Types of Credentials



## For Students

- a. The components of the first micro-credential would encompass the content found in the Awareness and Acknowledgement phases of the A4 model and would provide enough content to receive credit (6 hours). The program must be accessible for all students and would be prerequisite for Acceptance and Action.
  
- b. The components of the second micro-credential would encompass the content found in the Acceptance and Action phases and would provide enough content to receive 6 hours of credit. This additional coursework would be optional and would occur after meeting the prerequisite.

# Types of Credentials



## For Faculty and Staff

- a. A micro-credential awarded to faculty/staff must be a minimum of eight professional development hours and include the learning objectives from all for four phases of the A4 models. Institutions may develop their own professional development for faculty/staff, or they may take advantage of one of the implementations methods offered by the Council.