



Status of Race and Ethnicity at Kentucky's Public Institutions

Aaron Thompson, Ph.D., President
KY Council on Postsecondary Education



What is Diversity?

Differences among groups of people, that, together, make up the whole of humanity.



What Does it Mean to Value Diversity?



- To appreciate the variety of characteristics that make individuals unique.
- To promote and celebrate the individual and collective achievements of all people.
- To recognize that all groups of people have contributed to the American experience, and that these contributions have strengthened our nation.

Why is Diversity Important?



Research has proven that interacting with diverse peers improves:

- Self confidence
- Open-mindedness
- Innovation and creativity
- Critical thinking
- Leadership
- Moral reasoning

Diversity Research



- Companies with diverse executive teams are 33% more likely to outperform non-diverse teams on a variety of measures, including profits. (McKinsey & Company, 2018)
- Racially diverse juries are more thorough and diligent in their deliberations. (Tufts University, 2006)
- Dating someone from another country can make you more creative. (Columbia University, 2018)

Diversity vs. Cultural Competency



DIVERSITY -

Differences among populations, such as race, ethnicity, culture, sexual orientation, disability, age, language and gender

CULTURAL COMPETENCY -

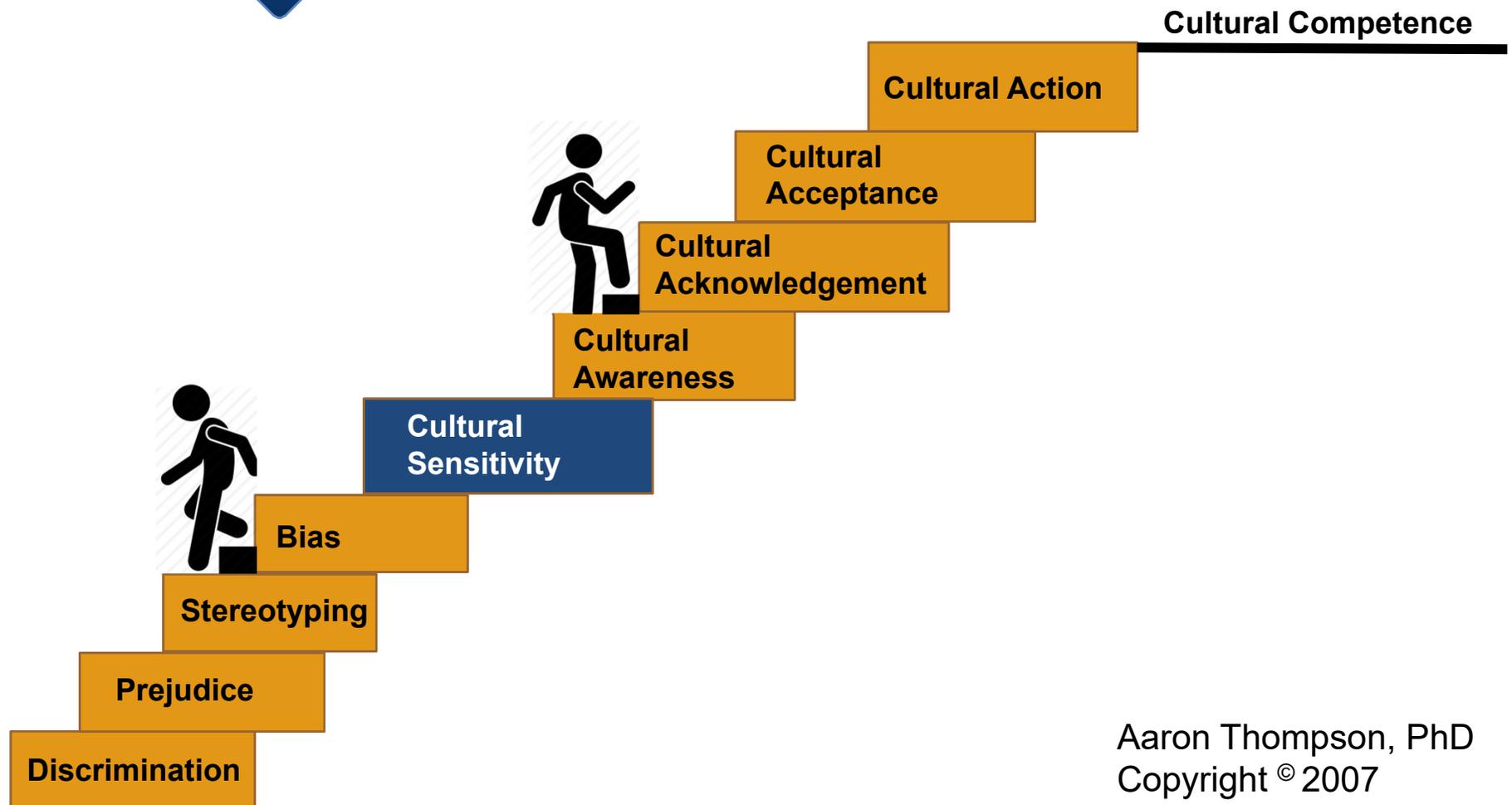
The ability to understand and respond effectively to individuals based on these variations

Stages of Cultural Competence



- **Acknowledging differences** – being aware of them
- **Accommodating differences** – dealing with them in a fair, non-prejudicial or discriminative way
- **Cultivating differences** – capitalizing on them to enrich learning and personal development

Staircase to Cultural Competence

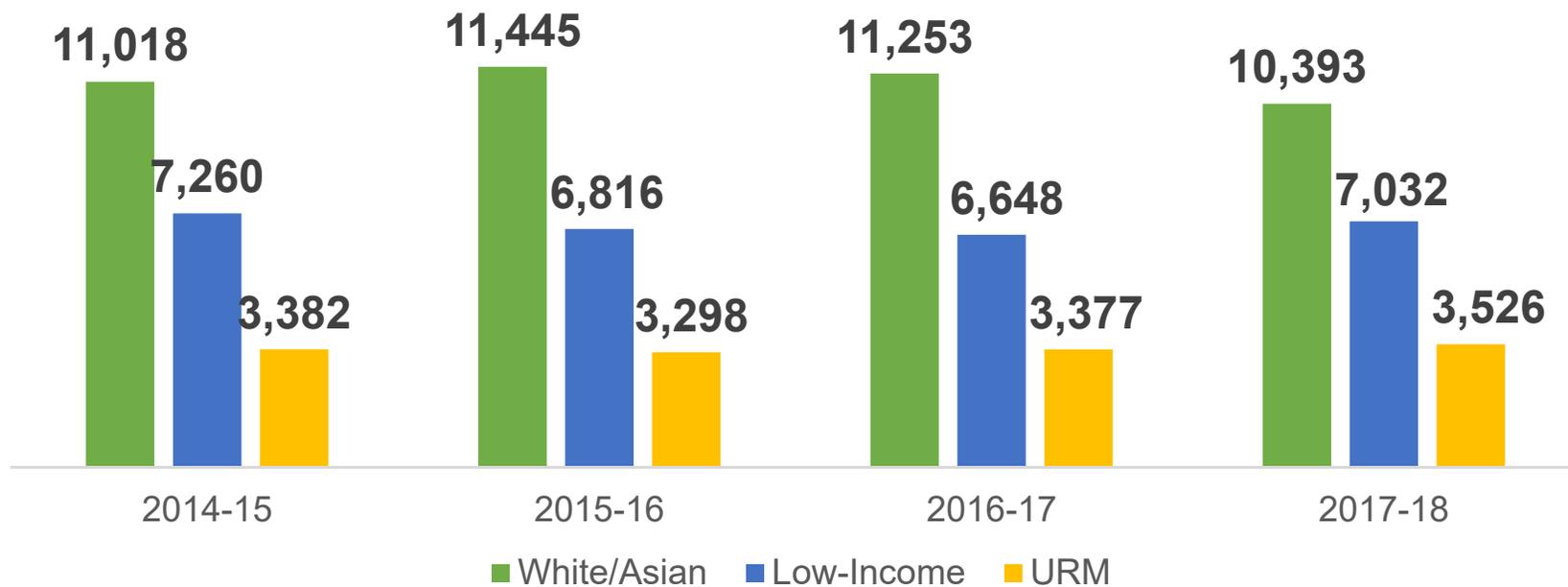


Aaron Thompson, PhD
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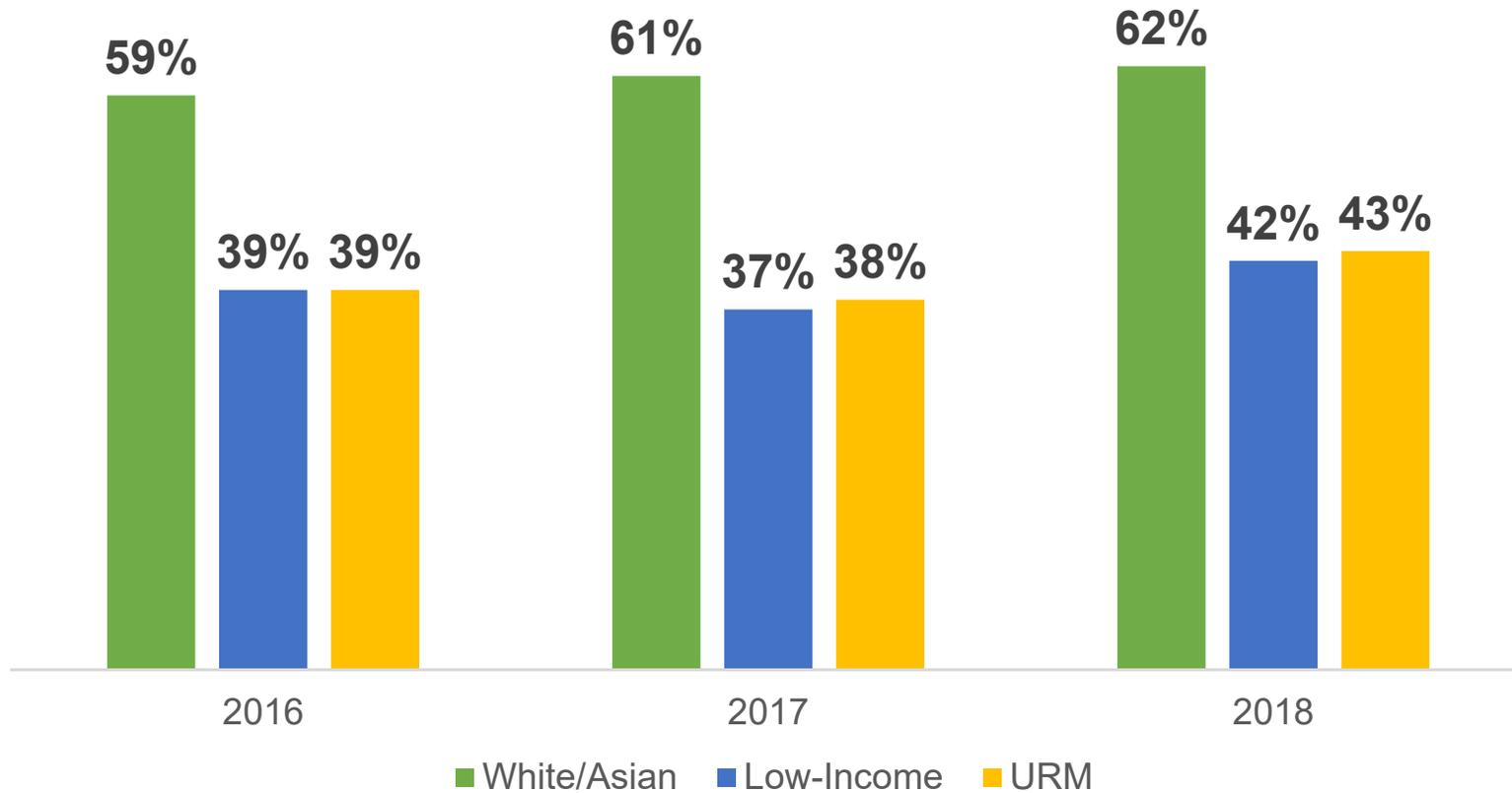
PROGRESS

First-Time Fall Enrollment in KY, 4-Yr. Publics Only



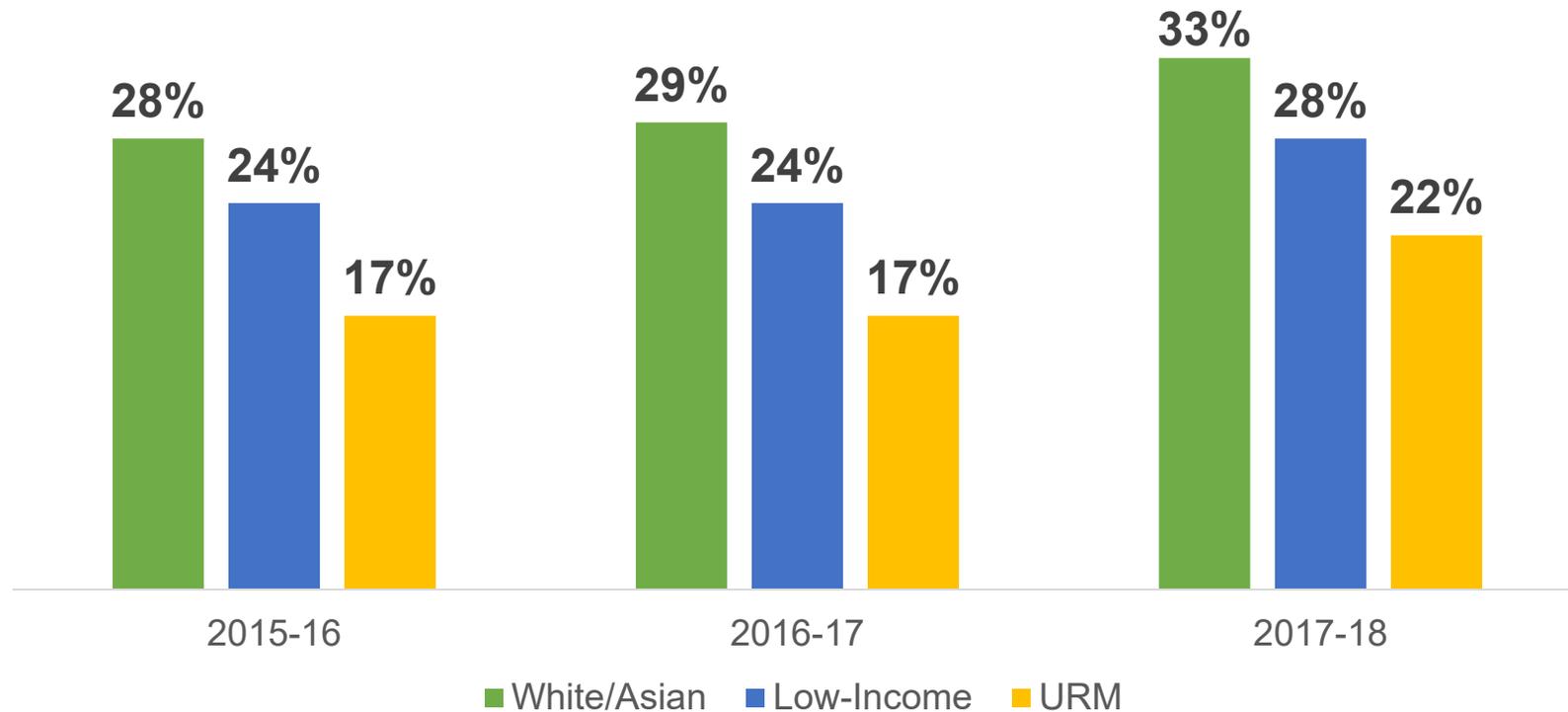
Source: Kentucky Postsecondary Education Database System, 2019

Six-Year Graduation Rates, KY Publics only



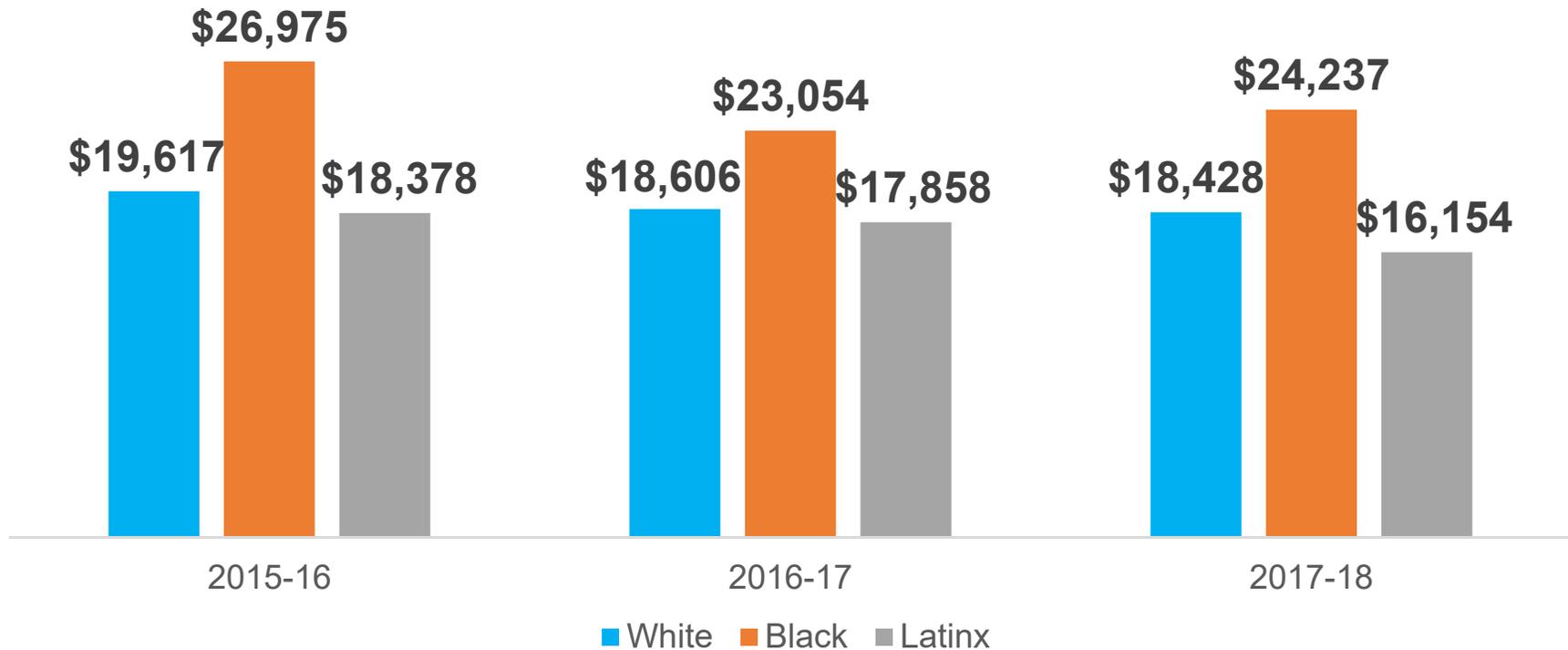
Source: Kentucky Postsecondary Education Database System, 2019

Three-Year Graduation Rates, KY Publics only



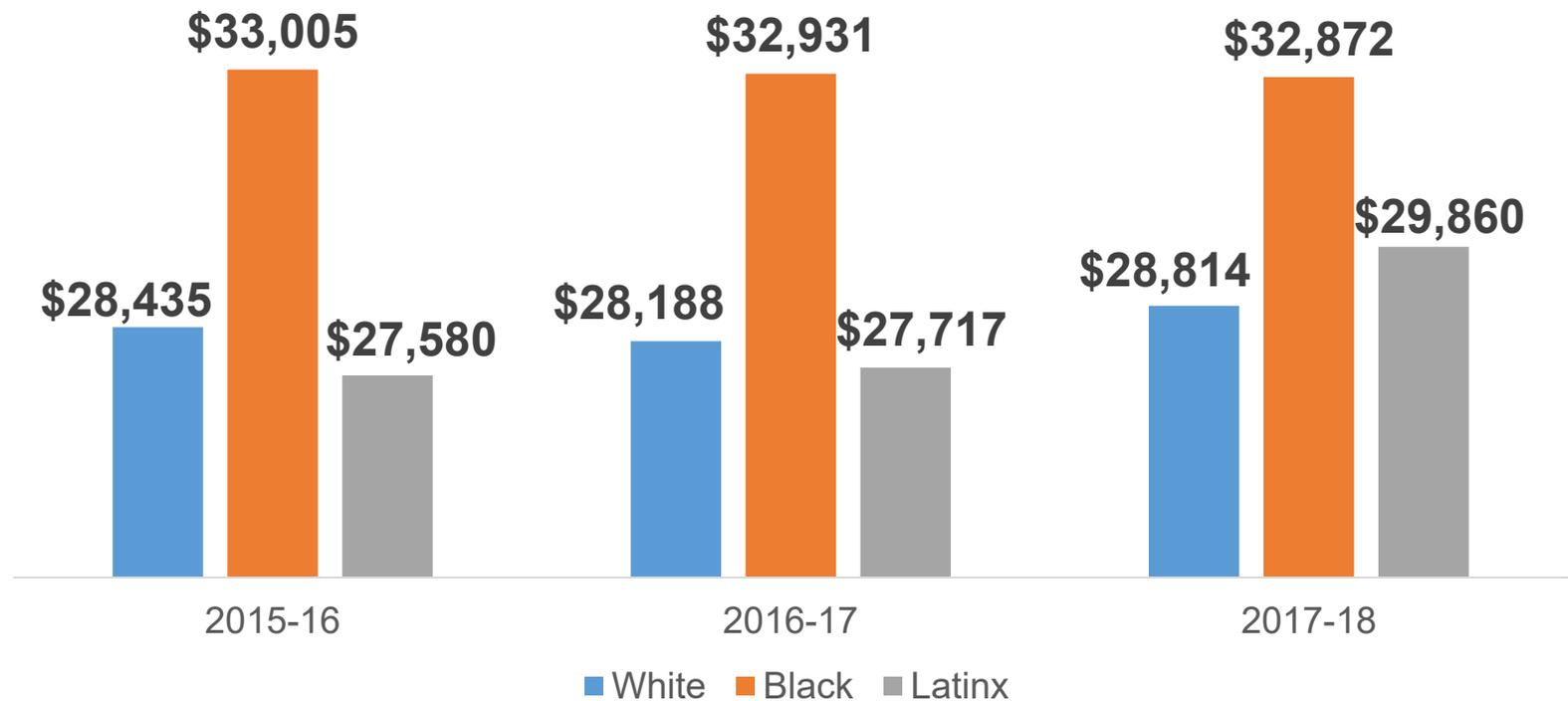
Source: Kentucky Postsecondary Education Database System, 2019

Average Student Loan Debt at KCTCS



Source: Kentucky Postsecondary Education Database System, 2019

Average Student Loan Debt at KY Public Universities



Source: Kentucky Postsecondary Education Database System, 2019



PRIORITIES



Build broad understanding that higher education is the key to personal opportunity and Kentucky's economic growth.





Priority One: Value



Conduct a statewide listening tour.



Use data & research to drive the message.



Engage decision-makers to carry the message.





Make higher education affordable for all Kentuckians.

Priority Two: Affordability



Keep tuition and fee increases low.



Increase aid to needy students.



Improve financial literacy & “college knowledge.”





Ensure more students earn degrees or certificates regardless of race, income, age or geography.

Priority Three: Success



Close achievement gaps.



Incentivize completion.



Welcome & support adult students.





Meet Kentucky's current & future workforce needs through high-quality, innovative programs.



Priority Four: Quality & Innovation



Revamp academic program review.



Implement QA Commons initiative.



Increase work-based learning.



New Diversity & Inclusion Projects



CPE received a \$50,000 grant from the Lumina Foundation to:

- **Launch another round of Kentucky's Academic Leadership Development Institute (ALDI) for minority faculty and staff.**
- **Develop a certification for cultural competence for Kentucky's higher education institutions.**

