



COLLEGE OF AGRICULTURE, FOOD AND ENVIRONMENT

**Office of Diversity**  
**Diversity Advisory Council &**  
**Department Representative**  
**Responsibilities**

# Diversity Advisory Council (DAC)

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|--|---|
| <b>Purpose</b>                               | The purpose of the DAC is to advise and set forth the college vision, mission, objectives, responsibilities, and operation as it pertains to diversity, equity, inclusion, and accessibility (DEI&A) within CAFE.                       |
| <b>Vision</b>                                | The members of the DAC council represent the diverse backgrounds of the communities we serve and foster a more diverse, equitable, and inclusive culture for employees, the public, and the local governments who are our constituents. |
| <b>Mission</b>                               | The DAC serves as an advisory council to the OOD and the college.   |
| <b>Beneficiaries, Audience, Constituents</b> | Faculty, students, staff (including Extension), and community constituents  |
| <b>Members</b>                               | Faculty, students, staff, administrators  |
| <b>Purpose</b>                               | Provide recommendations to the Office of Diversity (OOD)  |
| <b>Measures</b>                              | Related to faculty, students, and staff including Cooperative Extension Service   |

*Led by Dr. Mia Farrell  
and guided by Strategic Plan*

# Department Diversity Representatives (DR)

|  |  |
|--|--|
| <b>Purpose</b>                               | The DR works to resolve issues brought forth to the committee through research, open discussions, and trending changes comprised from UK and benchmark institutions.   |
| <b>Vision</b>                                | Members of the DR represent academic departments from diverse backgrounds of the communities we serve and foster a more diverse, equitable, and inclusive culture for all employees, students, the Commonwealth of Kentucky, and the local governments who are our constituents.     |
| <b>Mission</b>                               | The DR works to integrate best practices for diversity, equity, and inclusion into policies, processes, procedures, and programs. The DR Committee will provide research, recommendations, event support, and policy guidance to the OOD, DAC, and to the leadership of the college. |
| <b>Beneficiaries, Audience, Constituents</b> | Faculty  |
| <b>Members</b>                               | Faculty  |
| <b>Purpose</b>                               | Provide recommendations to the Office of Diversity on ways to Integrate best practices into policy, processes, and procedures  |
| <b>Measures</b>                              | Related to faculty   |

**Led by Dr. Vanessa Jackson**  
*and guided by Strategic Plan*

# Four Goals to Accomplish Our DEI&A Objectives



1. Develop a **shared understanding** and inclusive awareness of diversity, equity, inclusion, and accessibility in CAFE for faculty, students, and staff
2. Promote best practices to increase optimal accessibility, diversity, equity, and inclusion related to **recruitment and retention** of faculty, students, and staff
3. Promote the infusion of DEI in the **curriculum** which include topics related to accessibility, diversity, equity, and inclusion.
4. Cultivate **partnerships** with internal and external stakeholders to increase awareness of the OOD.

# Goal One: **Shared Understanding**

## **Objectives**

- Assess and educate individuals about the associations between personal attributes (e.g., gender, race, or sexual orientations, etc.) and their views about other cultures/groups.
- Search council members participation in educational seminar assessment that describes the associations between personal attributes (e.g., gender, race, or sexual orientations, etc.) and their views about them.
- Conduct professional development on accessibility, diversity, equity, and inclusion activities for faculty, and staff such as workshops, seminars, and individual discussions that promote understanding of differences.
- Recognize faculty, staff, and student awareness and understanding of diversity, equity, inclusion and accessibility in CAFE.

## **Metrics (Faculty)**

- 20% faculty participation in professional development related to DEI&A over the next five years
- Document that 100% of all search committee members participate in the training specific to best practices in hiring
- 10% participation in intercultural assessments
- Conduct one DEI&A award and recognition program
- Showcase visual representation of diversity across the college

*goal one continued on page 6*

## **Metrics (Staff)**

- Conduct one DEI awards and recognition program each year
- 20% staff participation at webinars, workshops, seminars, and discussions that promote understanding of differences over the next 5 years
- Increase dissemination of information via email, social media, and the website
- Increase visual representation of diversity across the college and extension

## **Metrics (Students)**

- 10% of students' participation in DEI programming (webinars, workshops, seminars, and individual discussions) over the next 5 years
- Conduct one DEI award and recognition program
- Increase dissemination of information via e-mail, social media, and the website
- Increase visual representation of diversity across the college

## **Goal One Committee Members (2021-2023)**

Carol Hanley, Tim West, Tricia Coakley,  
Lisa Collins, Mia Farrell, RayeCarol Cavender,  
Sierra Tichnell, Thalethia Routt, Holly Wiemers, Bernita Cheirs



# Goal Two: **Recruitment & Retention** of Faculty, Staff & Students

## **Objectives**

- Create best practices to improve the recruitment of underrepresented faculty, staff and students.
- Regularly review and update College hiring practices to proactively make recommendations for changes that implement nondiscrimination toward all perspective, current, and future employees, particularly for practices related to the recruitment, retention, and promotion of employees protected by the Equal Employment Opportunity Commission regulations.
- Build bridges across the University and within the College to help faculty with mentoring and development, support for teaching, work/family balance, and institutional climate related to DEI&A and access.
- Establish search councils that include women, underrepresented racial and ethnic minorities, members of other groups, and an advocate for diversity
- Create language in job announcements that signals an interest in candidates who would contribute to the hiring unit's diversity priorities.
- Annually review recruitment and retention data.

## **Metrics (Faculty)**

- Managerial and supervisory training participation rates on DEI&A best practices on recruiting and retaining underrepresented faculty
- Growth in best practices for recruiting and retaining underrepresented faculty
- Demographics of availability, hiring pools, and hires for faculty
- Retention and turnover rates for faculty
- Rates of advancement for all demographic groups of faculty
- Equity in salary
- Composition of search councils for faculty positions
- Retention and turnover rates for faculty, staff and students
- Posting and distribution of job announcement with CAFE Inclusion statement
- Number of mentors and mentees. If possible, collect anecdotal evidence – mentor and mentee statements.

*goal one continued on page 8*

# Goal Two: **Recruitment & Retention** (Continued)

## **Metrics (Students)**

- Student persistence measures (e.g. second-year retention, GPA, progress toward degree)
- Distribution of work study, scholarships, fellowships, and assistantships
- 5% of underrepresented students participate in domestic and/or global educational experiences over the next 5 years
- Demographics of eligibility pools, applicants, and enrollments for students
- Student persistence measures (e.g. second-year retention, GPA, progress toward degree)
- Visibility of college programs through direct interactions with faculty, undergraduate and graduate programs
- Assess the impact of targeted recruitment programs and campaigns
- Diversity fellowships and other awards awarded to historically underrepresented students

## **Metrics (Staff)**

- Assess hiring pools, advancement, recruitment, retention, turnover, salary, and hiring of staff over the next 5 years
- Post and distribution of job announcements with diversity statement.
- Best practices for recruiting and retaining underrepresented staff
- Managerial and supervisory training participation rates on DE&I best practices on recruiting and retaining underrepresented staff on an annual basis
- Composition of search committees for staff positions
- Number of staff mentors and mentees. If possible, collect anecdotal evidence – mentor and mentee statements.

## **Goal One Committee Members (2021-2023)**

LeAnne Herzog, Carol Hanley, Kendriana Price, Stacy Vincent, Tricia Coakley, Mia Farrell, John Cox, Pam McFarland, Uneeda Bryant, Maya Horvath, Stacy Miller, Wayne Centers, Rachel Rudolph



# Goal Three: Infusions of DEI&A Across CAFE Curricula

## Objectives

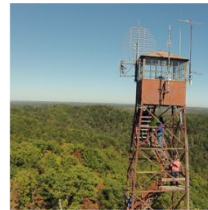
- Facilitate department representatives and chairs development of DEI&A plans to enhance academic programs related to research, teaching, extension, and learning strategies.
- Develop and maintain a digital library of curricular resource materials
- Reward faculty who create content that recognizes DEI&A

## Metrics (Faculty)

- Number of plans in each department that target DEI&A submitted and accepted, increase 10% by department each year
- Determine a strategy for building the library in year 1
- Create and implement a DEI&A award

## Goal Three Committee Members (2021-2023)

Jackie Wahrmund., RayeCarol Cavender,  
Tonja Fisher, Vanessa Jackson, Janet Mullins,  
Michael Peterson, Mark Mains, Thomas Tobin,  
Brian Lee, Dave McNear, Mick Peterson, Jayoung Koo



# Goal Four: Cultivate **Partnerships** – Internally & Externally

## Objectives

- Increase awareness of the CAFE Office of Diversity by forging partnerships with internal and external stakeholders to communicate the DEI priorities of the College.

## Metrics (Faculty & Staff)

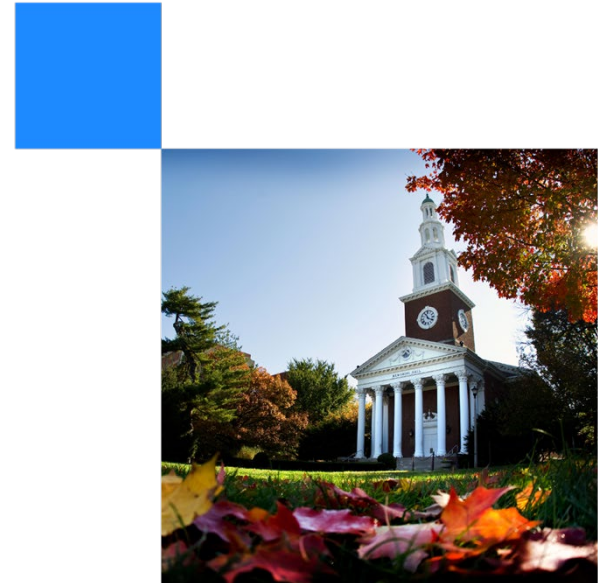
- Increase number of internal and external partners for cross collaboration

## Metrics (Students)

- Increase student membership and collaboration with the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) student organization
- Increase the number seminars with identified successful alumni from underrepresented groups for alumni to meet with underrepresented students.
- Increase underrepresented students participation in outreach activities in diverse communities.

## Goal Three Committee Members (2021-2023)

Jeff Young, Jenny Coconaugh, Aimee Nielson,  
Lesley Oliver, Keiko Tanaka,  
Kendriana Price, Jason Hans,  
Melody Nall, Seth Riker





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## **Office of Diversity**

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