



The University of Kansas

Discussion: Building a Welcoming Community for Staff & Faculty

Supervisory Training for Excellence in Performance

Office of Civil Rights & Title IX

March 5, 2025



AGENDA

- Introductions
- Community Guidelines
- Connecting to KU
- Concept Review
- Discussion of Online Scenarios
- Discussion of KU Scenarios
- Wrap Up



Community Guidelines

- Be present and engaged
- Share airtime
- Don't freeze people in time
- Expect and accept discomfort (and joy)
- Speak from your own experience
- Take the learning leave the stories
- Ouch then Educate

Connecting to KU

Mission	To educate leaders, build healthy communities, and make discoveries that change the world.
Vision	To be an exceptional learning community that lifts each member and advances society.
Values	Integrity Respect Innovation Stewardship Excellence



Concept Review



Building a Welcoming Community for Faculty and Staff

The workplace is filled with faculty with a variety of backgrounds and abilities. This course is designed as an introduction for faculty to navigate fostering belonging among their colleagues and students. This course introduces the concept and importance of belonging as well as how to recognize the role of values, identities and biases that often impact us individually and as a group. As faculty, this course asks you to be open and willing to reflect on your own identity and experiences as you learn communication skills to help create an institutional culture that is more productive, more innovative, and more engaging for everyone.

Building a Welcoming Community for Faculty and Staff

Course Sections

- Introduction
- Belonging
- Identity
- Biases
- Understanding our Impact
- Allyship
- Conclusion

Definitions – Belonging

Vector Solutions: an employee's sense that their uniqueness is accepted by their organization and colleagues. Belonging is more than just appreciation.

Within the context of higher education, sense of belonging refers to an individual's (student, staff, or faculty) perceived social support on campus, a feeling of connectedness, and an experience of feeling accepted, respected, and valued both by one's peers and within the broader campus community.

Definitions – Identity

Vector Solutions: what it means to be you in specific context, can include background, interests, group membership, goals/values, and more.

A person's sense of who they are based on their group memberships. Social identities determine the ways we see ourselves and how others perceive us with respect to major social categories.

Definitions – Bias

Vector Solutions: biases are preferences for or against a thing, person, or group. Biases can be shaped by our personal experiences, including where we grew up and what we learned from those around us like family, friends, community members, and leaders. Biases can also be created in the absence of personal experience or objective information.

Definitions – Approaches to Intervene

Direct: directly address disrespectful or offensive behavior

Distract: interrupt or de-escalate the interaction

Delegate: talk to someone else who can help address the situation

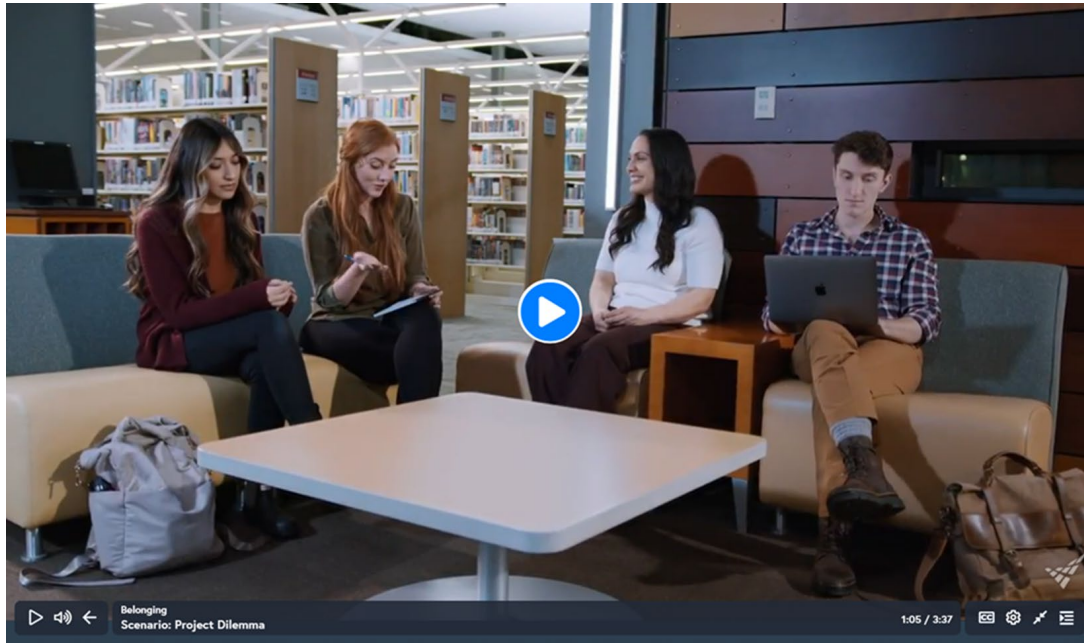
Delay: take action later

Document: As mandatory reporters, we are required to report incidents of potential discrimination, harassment, sexual misconduct, sexual violence, and retaliation.

Module Scenarios



Vector Scenario – Project Dilemma



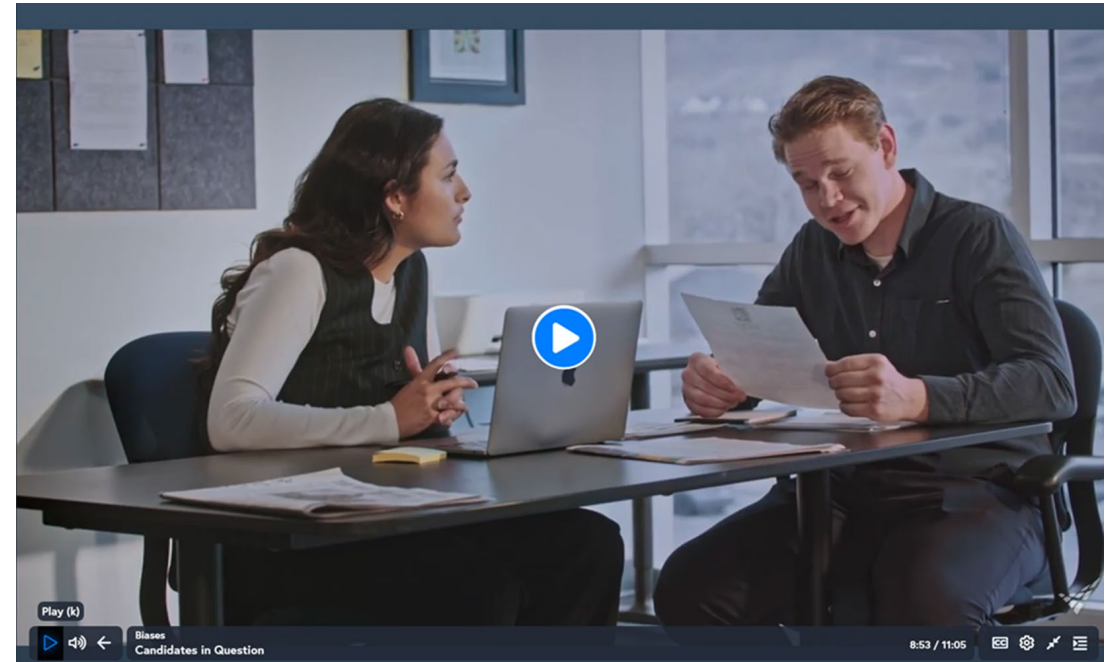
During a meeting, a teammate says the group needs to decide who will give their presentation. Maria says that, before going back to college, she did a lot of public speaking and presentations in her job and she feels confident in her skills. Two other team members say that they will do it instead because it takes a lot of tech work. Sam looks uncomfortable. Later, in a group chat without Maria, two people talk about how they were glad that Maria would not be presenting. Again, Sam seems uncomfortable.

- How might this affect belonging in the work or learning environment?
- As a supervisor/colleague, how might you respond?

Vector Scenario – Candidates in Question

Naomi and Michael are reviewing applicants for positions in journalism. Michael speaks favorably of an applicant and says the candidate reminds him of himself. Naomi suggests that there may be bias at play and suggests using different strategies to evaluate applicants.

- How might this affect belonging in the work environment?
- As a supervisor, how might you respond?



Vector Scenario – Candidates in Question

KU Resources

- Online materials:
humanresources.ku.edu/recruitment
- Search Committee Training
- Interview Question Builder

The screenshot displays the 'KU Human Resources Interview Question Builder' web application. At the top, the KU logo and 'Human Resources Interview Question Builder' are visible. Below this is a header bar with an 'Instructions' button, a text input for 'Enter Position Title:', an 'Add Title' button, and a 'Position Title:' label. The main content area is divided into two columns. The left column, titled 'Core Competencies/Categories', contains five blue buttons: 'Leadership', 'Collaboration', 'Problem Solving', 'Time Management', and 'Detail Oriented'. The right column, titled 'Add Interview Questions from Selected Core Competency/Category', contains a list of five sample questions in light blue boxes: 'Tell about a time when you had to take disciplinary action with someone you supervised.', 'Tell about a specific instance in which you were able to encourage others to take a chance with a new idea or project.', 'How do you make the decision to delegate work?', 'Tell about a training program that you have developed or enhanced.', and 'What have you done to help your subordinates to be more productive?'. Below these columns is a 'Selected Questions' section with a '+ Create Custom Question For Form' button, a 'Print to PDF' button, and an 'Open in Word' button. At the bottom, a list of selected questions is shown, with the first item being '1. Tell about a time when you had to take disciplinary action with someone you supervised.'.

KU | Human Resources
Interview Question Builder

Instructions Enter Position Title: Add Title Position Title:

Core Competencies/Categories

- Leadership
- Collaboration
- Problem Solving
- Time Management
- Detail Oriented

Add Interview Questions from Selected Core Competency/Category

- Tell about a time when you had to take disciplinary action with someone you supervised.
- Tell about a specific instance in which you were able to encourage others to take a chance with a new idea or project.
- How do you make the decision to delegate work?
- Tell about a training program that you have developed or enhanced.
- What have you done to help your subordinates to be more productive?
- Who have you coached or mentored to achieve success?

Selected Questions + Create Custom Question For Form Print to PDF Open in Word

1. Tell about a time when you had to take disciplinary action with someone you supervised.

Break

Return at 2:05pm



KU Scenarios



KU Scenarios – Bathroom Bystander

Eric (he/him), a mid-level supervisor who is a cisgender man working in facilities, has a new supervisee named Chris (they/he) who identifies as nonbinary. While touring the workshop as part of the onboarding process, Chris asks if there is a gender inclusive bathroom in the shop. Working on being a more inclusive supervisor, Eric admits he has never had to consider this.

- How might this affect belonging in the work environment?
- As a supervisor, how might you respond?



Resources – Restrooms on Campus

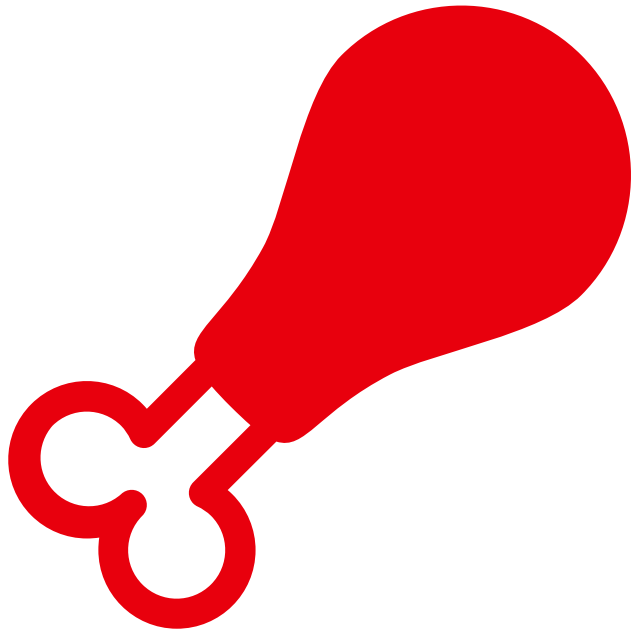
- How might this affect belonging in the work environment?
- As a supervisor, how might you respond?

Smart Map Restroom Locations

opsmaps.ku.edu/



KU Scenarios – BBQ Fridays



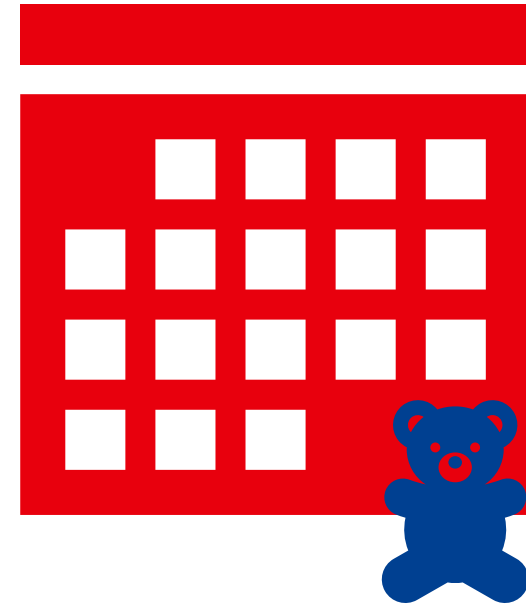
On Monday, Amir (he/him) seems upset. His supervisor, Tim (they/them) asks what was wrong, Amir told Tim he's been feeling left out of the team because he has never been invited to the team BBQ outings on Fridays. Because Amir shared he was from India during his onboarding, Tim thought Amir did not eat pork or beef, so they never invited him to BBQ Fridays.

- How might this affect belonging in the work environment?
- As a supervisor, how might you respond?

KU Scenarios – Preparing for Pregnancy

Your student hourly Kai (she/her) approaches you and tells you that she is expecting a baby soon. She wanted to let you know that, depending on medical visits and potential symptoms, it may affect her capacity or ability at work. She is letting you know months in advance of her potential due date and is giving you the time to make any accommodations, if necessary.

- How might this affect belonging in the work environment?
- As a supervisor, how might you respond?



Resources – Pregnancy & Parenting

Office of Civil Rights & Title IX

A starting place to understand the relevant laws, policies, and options.

Lactation Spaces

14 locations at the Lawrence campus, 1 at Edwards campus, and more at the Medical Center.

Pregnant & Parenting Resource Pantry

Located in the Kansas Union Room 438

civilrights.ku.edu/pregnant-and-parenting
opsmaps.ku.edu/
studentengagement.ku.edu/campus-cupboard

Discussion & Questions



Assessment

We sincerely appreciate your feedback.

HR Learning & Development will share a summary of your evaluation data with us.



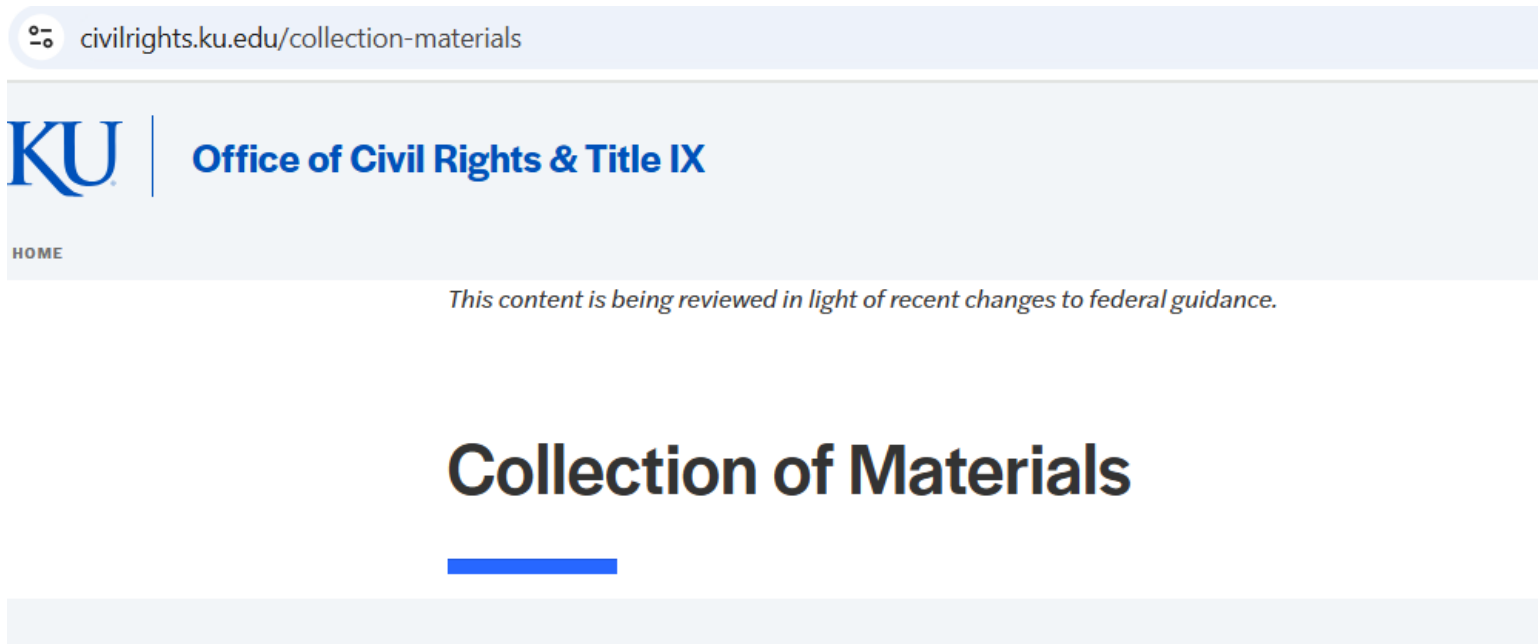
References & Citations

- <https://civilrights.ku.edu/concept-library>
- <https://civilrights.ku.edu/ensuring-compliance-hb-2105>
- <https://civilrights.ku.edu/pregnant-and-parenting>
- <https://policy.ku.edu/civil-rights/mandatory-reporting>
- <https://policy.ku.edu/publication-requirements-diversity-non-discrimination-and-related-training-materials>
- <https://opsmaps.ku.edu/>
- <https://strategicplan.ku.edu/>
- [https:// studentengagement.ku.edu/campus-cupboard](https://studentengagement.ku.edu/campus-cupboard)
- Vector Solutions (2024). Building a Welcoming Community for Faculty and Staff. MyTalent.KU.edu



Compliance

To be in compliance with 2024 Kansas House Bill 2105, the slides from this presentation will be publicly posted online at civilrights.ku.edu/collection-materials.



Thank you!

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