AGENDA

- Introductions
- Community Guidelines
- Connecting to KU
- Learning Outcomes
- Climate Activity
- Four Tenets
- Discussion of Scenarios
- Wrap Up

Compliance

civilrights.ku.edu/ocrtix-presentations

KU | **Office of Civil Rights & Title IX**

HOME

This content is being reviewed in light of recent changes to federal guidance.

OCRTIX Presentations

Office of Civil Rights & Title IX Required Annual Training (PDF)

Office of Civil Rights & Title IX (n.d.). *Ensuring Compliance with HB 2105.*
Office of Civil Rights & Title IX (n.d.). OCRTIX Presentations.
Policy Library. (2024). *Publication Requirements for Diversity, Non-Discrimination, and Related Training Materials.*

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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

Learning Outcomes

By the end of the training, participants will be able to:

- Define Inclusive Supervision.
- Name at least four practices that contribute to Inclusive Supervision.
- Recognize barriers to Inclusive Supervision practices.
- Identify and explore opportunities for Inclusive Supervision practices within their work environment.
- Create a personal plan for utilizing Inclusive Supervision practices.

Reflecting on Work Culture

What is the culture at the University?

What is your team's work culture?

Different Types of Professionals

- New Professional

- Mid-Level Professional

- Senior Administrator

The Four Tenets of Inclusive Supervision

Four Tenets of Inclusive Supervision Practice

1. Creating Safer Work Environments

2. Cultivating Holistic Development

3. Demonstrating Vulnerability

4. Building Capacity in Others

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Creating Safer Work Environments Definition

Supervisor's ability to create and establish an environment where supervisees feel comfortable discussing issues that relate to their work *and* to personal experiences.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

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Creating Safer Work Environments Strategies

- Take responsibility for designing and maintaining psychological safety

- Address practical and psychological needs

- Establish shared expectation for interactions

- Engage as employees and people

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Creating Safer Work Environments
Stairs Struggles

Every week you and your supervisee Kaya walk upstairs to a meeting in a conference room on the floor above your offices. Yesterday, you heard Kaya telling someone else they struggle going up and down stairs. When you approach them about it, they said they didn't want to tell you as you always say taking the stairs is faster than waiting for the elevator.

What can you do to make it a safer environment?

Resources –

Office of Civil Rights & Title IX

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

ADA Resource Center

Located in Carruth O'Leary, 1246 W Campus Rd

Student Access Center

Located at Strong Hall, 1450 Jayhawk Blvd. Rm 22

civilrights.ku.edu/pregnant-and-parenting

opsmaps.ku.edu/

studentengagement.ku.edu/campus-cupboard

Cultivating Holistic Development Definition

Making an ongoing commitment to viewing your staff not just in terms of their professional identity, but also in terms of their personal identity.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

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Cultivating Holistic Development Strategies

- Create a space in which an individual is able to freely and comfortably bring aspects of their identity into the workplace that allows them to be more of their whole selves at work.

- Welcome and celebrate cultural identity.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Break
Return at 2:00

Cultivating Holistic Development
Fall Potluck

At last year's fall break potluck, there were no labels on the food buffet. Most people had fun and enjoyed trying other people's dishes, but some staff members did not eat because they were not sure the food was "safe" from a health or spiritual perspective.

Keeping in mind holistic development, how will you approach the fall break staff celebration?

Resources – Food Considerations

Religious Observances

Check to see if your event overlaps with a religious observance and if there's any accommodations to be aware of.

General Food Needs

Having a variety of options for a diverse crowd ensures everyone can participate.

If you know the group and what the needs are ahead of time, you and others can be prepared to share without the guess work.

Demonstrating Vulnerability
Definition

Demonstrating vulnerability in supervision means being willing to admit that you might not know everything and openly taking accountability for both your mistakes and your continued learning.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Demonstrating Vulnerability Strategies

- Self-awareness, disclosure, and action

- Build and repair trust

- Take responsibility for your actions

- Model vulnerability with all

Feltman, C. (2024). The Thin Book of Trust, Third Edition: An Essential Primer for Building Trust at Work. United States: Berrett-Koehler Publishers.

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Building Capacity in Others
Definition

Building capacity in others means actively providing opportunities for supervisees to learn, take risks, and potentially fail.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Building Capacity in Others Strategies

- Actively and intentionally invite everyone into conversations.
- Help build your supervisees' capacity through intentional evaluations, professional development, and hiring practices.
- Give supervisees ways to expand their emotional and cultural knowledge/skills.
- Work to implement inclusive practices in every aspect like day-to-day activities and annual evaluations.

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). *Inclusive supervision in student affairs: A model for professional practice*. Routledge.

Barriers to Inclusive Supervision

- Inability to be one's authentic self

- Lack of self-awareness

- Absence of trust

- Lack of preparation

- Organizational, positional limitations

Final Scenario

Post-Promotion Ideas

Brenda has worked in the department for 45 years. Taylor, who has worked in the department for the last two years, received a promotion and now supervises Brenda. They noticed Brenda has been giving people incorrect information and has been resistant to subtle feedback. Taylor has been hesitant to approach Brenda because she has been with the department for a longer time. Taylor is your supervisee and asks for your advice.

How can you help build their capacity?

Scenario

- Creating Safer Work Environments:

- Cultivating Holistic Development:

- Demonstrate Vulnerability:

- Building Capacity in Others:

Thinking Ahead

- How will I implement the 4 tenets into my supervision or leadership practice?

- How will I overcome barriers to inclusive supervision?

<u>Four Tenets of Inclusive Supervision</u>

Creating Safer Work Environments

Cultivating Holistic Development

Demonstrating Vulnerability

Building Capacity in Others

Wrapping Up

BELONGING @ KU

Join us for Belonging @ KU: Safety Lessons Derived from True Crime Stories, where we will focus on connections between true crime, literature, and safety. The presence of safety is foundational to feeling a sense of belonging, and together during this presentation, we will learn about the risks of sensationalizing crime, the demographics of true crime audiences, and how to translate this awareness into community safety.

Date: Wednesday, January 28, 2026
Time: 12:00 P.M. - 1:00 P.M.
Location: Online Zoom webinar only
Registration Required:
civilrights.ku.edu/belonging-ku-series

Safety Lessons Derived from True Crime Stories
Featuring Dr. Megan Dennis

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Impact & Belonging Training Offerings
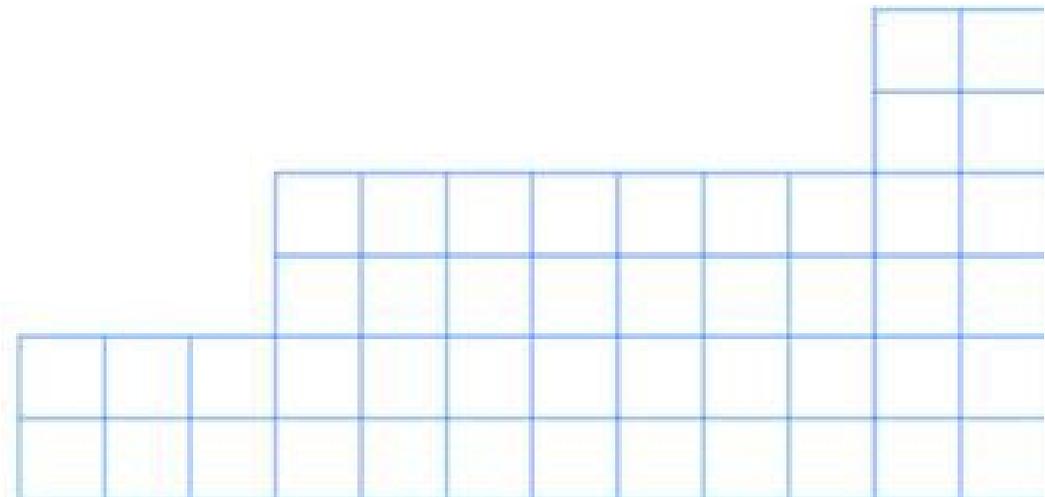
Introduction to Belonging

PART 1

Thursday, January 29th, 2026 - 1:00 P.M. | Virtual

Wednesday, February 4th, 2026 - 11:00 A.M. | Virtual
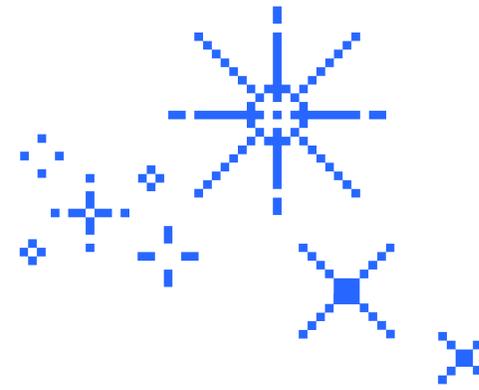
Wednesday, April 15th, 2026 - 9:00 A.M. | Lawrence

PART 2

Thursday, February 26th, 2026 - 1:00 P.M. | Virtual

Wednesday, March 4th, 2026 - 11:00 A.M. | Virtual

Wednesday, May 6th, 2026 - 9:00 A.M. | Lawrence

For more information, visit: civilrights.ku.edu/training

Office of Civil Rights & Title IX:
Response, Education, & Support

Spring 2026 Presentations

- Intro to Mandatory Reporting – Open Sessions
  - Learn more about our office's work, including mandatory reporting obligations, policies and procedures regarding harassment, discrimination, and sexual misconduct. Open to all KU Staff and Faculty. **Registration at civilrights.ku.edu/training**
  - February 13th, 2026 | 1pm – 2pm – Lawrence Campus, Kansas Union English Room
  - February 17th, 2026 | 1pm – 2pm – Edwards Campus, Reigner Hall 163
  - March 13th, 2026 | 1pm – 2pm – Lawrence Campus, Kansas Union English Room
  - April 14th, 2026 | 1pm – 2pm – Edwards Campus, Reigner Hall 163
  - June 1st, 2026 | 1pm - 2pm – Zoom Meeting
  - August 3rd, 2026 | 1pm – 2pm – Zoom Meeting

Request a unit specific OCRTIX presentation:

We offer annual, just-in-time, proactive, and reactive educational trainings.
We can tailor content to meet your unit's needs, including case-studies, current topics, and best practices for navigating harassment, discrimination, sexual misconduct, and related retaliation.

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Interested in Learning More?
Find all of OCRTIX's resources, previous presentations, or request a training at
civilrights.ku.edu

References & Citations

https://civilrights.ku.edu/ensuring-compliance-hb-2105

https://civilrights.ku.edu/ocrtix-presentations

https://policy.ku.edu/civil-rights/mandatory-reporting

https://accessibility.ku.edu/accessibility

https://access.ku.edu/

https://policy.ku.edu/publication-requirements-diversity-non-discrimination-and-related-training-materials

https://strategicplan.ku.edu/

Wilson, A. B., McCallum, C. M., & Shupp, M. R. (2020). Inclusive supervision in student affairs: A model for professional practice. Routledge.

Brown, R., Desai, S., & Elliott, C. (2019). Identity-conscious supervision in student affairs: Building relationships and transforming systems. Routledge.

Seen, Heard, and Paid: The New Work Rules for the Marginalized, Alan Henry

Multicultural Competence in the Supervisory Relationship: An Inclusive Model - McCallum & Wilson

Inclusive Workplaces Focus on Management Practices that Matter, Not Fluff - McKinsey & Company How to: Be More Inclusive in Staff Supervision - Nonprofit Risk Management Center

Feltman, C. (2024). The Thin Book of Trust, Third Edition: An Essential Primer for Building Trust at Work. United States: Berrett-Koehler Publishers.

Clark, T. R. (2020). The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation. United States: Berrett-Koehler Publishers.

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OCRTIX Office Locations

Edwards Campus	KU Medical Center Kansas City Campus	Lawrence Campus
Regnier Hall Room 270 M,N,P,Q	Wescoe Room 3035, 3038, and 3045	Dole Human Development Center Room 1082
		Strong Hall Room 121

Assessment

We sincerely appreciate your feedback.