

School of Journalism

Diversity Statement

Philosophy

A commitment to a diverse, collaborative and dynamic student-centered environment is the first of the six core values of the William Allen White School of Journalism and Mass Communications.

The School's Mission Statement declares that our students should "understand the value of a diverse society, a diverse work place and the importance of reflecting that diversity in mass media." The faculty, staff and students of the School should reflect and benefit from the richness that a diverse society provides. Cultural diversity in organizations means welcoming people of different cultures, races, genders, religions, nationalities, lifestyles, sexual orientation and other attributes. More important, a culturally diverse organization recognizes, supports, values and uses people's differences and similarities to support the organization's objectives.

The School believes that a rigorous liberal arts and professional education for all students benefits from the presence of women and minorities in both the student body and faculty in numbers that reflect their representation in the population as a whole.

Goals

To measurably address its lack of diversity, the School will undertake the following practices and policies:

1. Recruiting efforts

The School will continue to aggressively recruit women and minorities to regular full-time appointments.

- The School will continue to advertise its positions in media that specifically target women and minorities.
- The dean and faculty will intensify efforts to identify, contact directly and recruit women and minorities to make them aware of openings, to encourage them to apply and to make them feel welcome.

2. Recruiting goals

Half of the finalists for all searches in the School, for the next three years, will be women and/or minorities.

3. Faculty development

A portion of the School's private resources will be used to provide research support and other opportunities for women and minority faculty, and to advance the study of diversity issues.

4. Work climate

The School will encourage discussions of diversity (including gender and ethnic issues) and encourage participation of women and minorities by, among other things:

- Holding programs to further cultural awareness.
- Encouraging leadership by women and minorities, such as School leadership opportunities and presence on all committees.

5. Student body diversity

Although the School's Coordinator of Recruitment and Retention seeks to recruit the best students of all races, the coordinator pays special attention to diversifying the student body by establishing outreach programs that target qualified minority students, making them aware of opportunities in the School and the professions, and encouraging them to attend the University.

The School's Coordinator of Recruitment and Retention also serves as mentor to students recruited from high schools and junior colleges. The coordinator encourages students by conducting one-on-one meetings to discuss academic progress, professional opportunities, and personal and financial problems. The coordinator also functions as adviser to two journalism interest groups, one of which focuses on student of color.

The School will continue to develop support systems for students of color, striving to make them feel welcome here, providing help with financial support in the form of scholarships and grants, etc. As part of that effort, the School will seek to increase the financial resources devoted to supporting the Multicultural Journalism Scholars Program, which currently has 13 members. The School will continue to support students seeking to attend job fairs and other recruiting events, as well. It will continue nurturing JAM (Journalistic Association for Minorities), the School's organization that promotes the education and inclusion of journalism students of color. And to enhance recruiting and retention, the School will continue to pay the tuition and fees for students attending the summer Kansas Journalism Institute.

6. Outreach

The dean, faculty, staff and students will emphasize the School's commitments and goals of achieving a diverse faculty and enrollment through the School's publications, public appearances and sponsored programs. In addition, the School will continue to seek to build its ongoing relationship with Haskell Indian Nations University and to seek ways to tap into the growing Latino communities in the Midwest.