



Equity, Diversity, and Inclusion Integration and Capacity

UMB Institutional Learning Outcomes

Overview

Context Setting

Why EDI Integration and
Competency?

Curriculum and Co-curriculum

UMB of the future

THE CHANGING LANDSCAPE



An Aging Nation

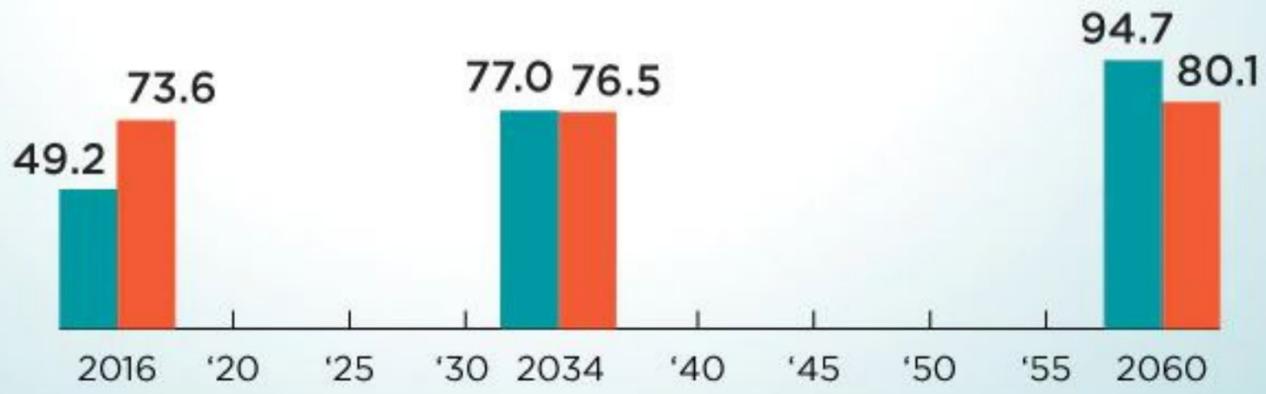
Projected Number of Children and Older Adults

For the First Time in U.S. History Older Adults Are Projected to Outnumber Children by 2034

Projected percentage of population



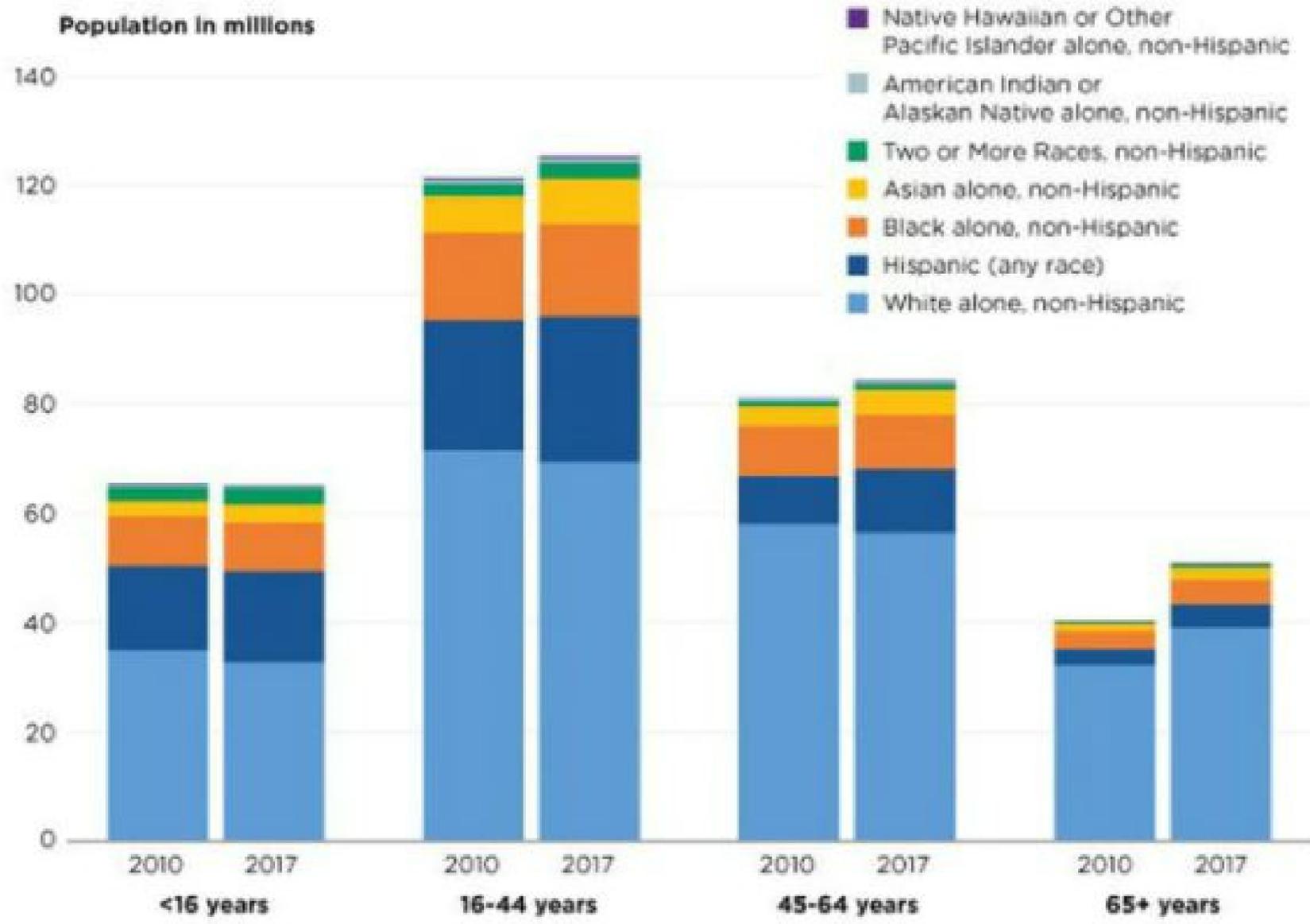
Projected number (millions)



Note: 2016 data are estimates not projections.

A More Diverse Nation

Hispanic Origin and Race Distributions by Age Groups



Younger age groups are far more diverse than older age groups in the United States, U.S. Census Bureau estimates show.(U.S. Census Bureau)

CASE FOR HIGHER EDUCATION



Institutional Learning Outcomes

- Interprofessional Education (IPE)
- Community Engagement
- Global Engagement and Education
- Leadership
- **Cultural Competency (Diversity, Equity, and Inclusion)**
- Ethics and Integrity

UMB STRATEGIC PLAN

Student Success

Goal II

Student Growth and Success

Objective Identified



Student Growth and Success

UMB Strategic Plan Objective II

UMB will design and implement collaborative, inclusive, respectful, and accessible academic learning environments that equitably support and develop students to become *exemplary* professionals and *purposeful* contributors to society.

Objective II: Outcomes 2 and 4

2. UMB develops and implements anti-racist and anti-oppressive policies, practices, and programming that promote student well-being, belonging, and success.

4. UMB engages students and fosters their passions and skills to prepare them for meaningful self-reflection and ethical careers in alignment with University's Core Values.



Race, ethnicity, religion or belief, sexual orientation, socioeconomic background, trade union membership status, gender identity and expression, occupation, age, caring or dependency responsibilities, disability, culture, nationality, immigration status, gender (sex), political beliefs, family and relationship status and so on.

DIVERSITY

Student Success and
Growth



- Recognizes the need to eliminate disparities in outcomes for clients, patients, community members, constituents from underserved and underrepresented populations.
- Getting what we need to survive or succeed – *access* to opportunity, networks, resources, and supports – *based on where we are and where we want to go.*
- Assessing and Addressing disparities

EQUITY

Student Success and Growth



Knowledge, Skills, and Abilities

Student Success Goal

- Learn
- Understand
- Integrate and Apply
- Develop and Design
- Transform





Opportunities

- Curriculum - readings, case studies, discussions, multimedia engagement, project-based, experiential, field-based.
- Co-curriculum - engagement and leadership opportunities, service, local and global engagement.

TOPICS

What will students learn, know, be able to integrate and apply? What are the focus areas?

**Health
Disparities**

**Structural Racism,
Oppression, history,
culture, and
disciplinary
implications**

**Social
Determinants
of Health**

**Community -
based practices**

**Cultural
Literacy,
Humility, and
Competency**

**Discipline-Specific
Integration of EDI
issues and topics**



Critical Thinking and Analysis

- Interrogate and complicate what is
- Contextualize and Situate conditions and people
- Value and Appreciate difference
- Examine own assumptions and experience



Integrative Analysis and Systems View

Leaders of the Future

Institutional Learning Outcomes

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- Global Engagement and Education
- Leadership
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Thank you!