

KU Diversity Report 2021

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Summary



고려대학교 다양성위원회
Korea University Diversity Council

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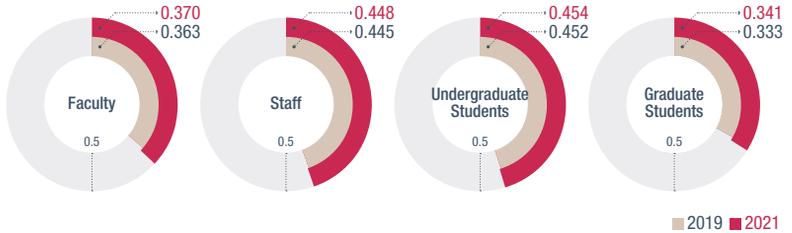
Founded in 2019, the Korea University Diversity Council is a policy body that advises the university's president directly, the first of its kind among private universities in South Korea. The council engages in various projects to improve the level of diversity among the university's constituents, foster an environment where diversity is respected, and cultivate diversity-competent talents.

On campus and throughout society, the council advocates for diversity by sharing the experience and know-how reaped from various diversity activities, such as educational, research, and cultural programs.



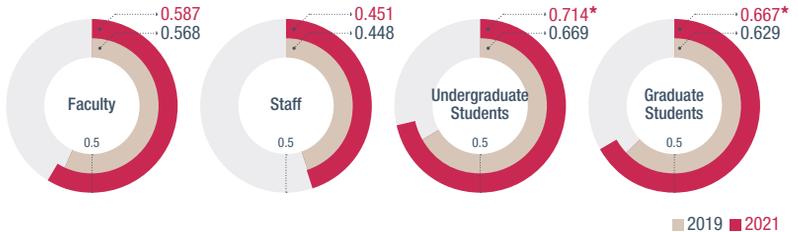
2021 Korea University Diversity Status Quo

KUDI- I Ecological Diversity Index



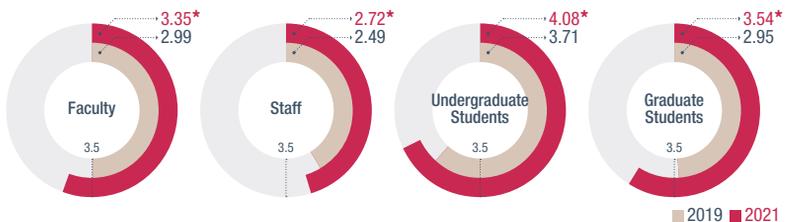
KUDI-I remains similar to that of 2019 among undergraduate students and staff but shows improvement in faculty and graduate students

KUDI- II Diversity Assessment



The response is the most positive for undergraduate students, followed by graduate students, faculty, and staff. Faculty has reservations concerning the recruitment of and interaction with diverse personnel. Staff has reported experiences of discrimination and the results are more negative on the Seoul Campus

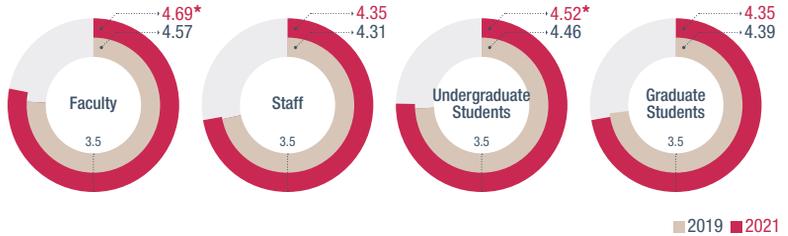
Perception of Korea University's diversity programs



Compared with 2019, every group has seen substantial improvement in diversity education and research environment

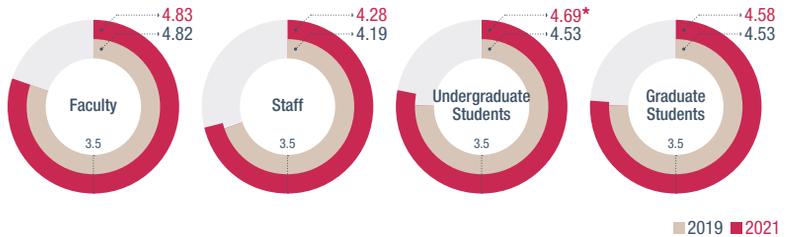
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Diversity Acceptance

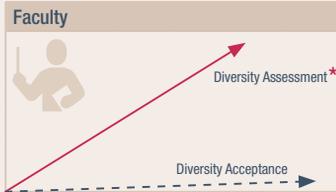


As a result of education, research and organizational culture activities that promotes diversity, Diversity Acceptance among constituents has improved in general

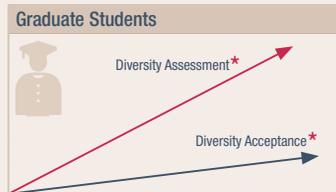
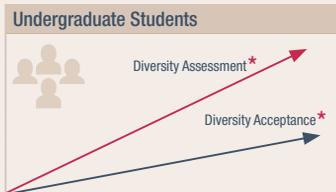
Satisfaction with Campus Life



Satisfaction with Campus Life



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Diversity Assessment is a leading indicator that increases satisfaction of the university's constituents. In the case of students, Diversity Acceptance also affects their satisfaction

2021 Diversity Status Quo: Key Findings and Implications

- Recruitment of female faculty and diversity in undergraduate alma maters may have increased, but the level of diversity is not significant enough to be perceived by the constituents
- There is a reduction in diversity of nationalities. Communication difficulties and overall treatment of international faculty must be further investigated
- Basic information about diverse constituents, such as faculty with disabilities, must be tracked



Faculty

- Issues of equity raised by the Seoul Campus staff has resulted in lower diversity assessment
- Female staff and non-Korea University graduate staff are dissatisfied concerning participation in important administrative roles
- There are demands for diversity education on a regular basis



Staff



Undergraduate Students



- Particularly on the Seoul Campus, both Diversity Assessment and Diversity Acceptance have increased
- While satisfaction with support systems for students with financial difficulties has increased, there is little improvement in socioeconomic or ecological diversity

- With the rise in the total number of graduate students, Ecological Diversity has also increased
- Diversity Assessment has been improved
- They are dissatisfied with support systems concerning students with financial difficulties
- While diversity in nationalities has increased significantly, there are reservations concerning the lack of services or facilities for international students



Graduate Students

2021 Korea University: Activities for Spreading the Value of Diversity

Undergraduate Curricular Activities



Two general-elective courses on *Diversity for the Future* offered every semester

- **165** students enrolled
- Diversity Acceptance after enrollment **5.4** points (6 points, Δ 0.5)

Currently undergoing discussion to include “diversity” component in the syllabi for all courses

Undergraduate Extracurricular Activities



Second *Change Makers* Education Program: open to Seoul and Sejong Campus students

- **14** participants
- Diversity Acceptance after participation **5.3** points (6 points, Δ 0.2)

Results of student-run diversity campaign concerning inter-campus conflict shared with president :

student surveys (802 students) and in-depth interviews (17 students) conducted

- Video view count : More than **600** views
- Conversation kits : More than **300** distributed

Publication



Since its inception in June 2020, *Diversitas* has been published monthly and distributed to all constituents:

full-time faculty (survey respondents) report **46%** educational usage (Δ 18% from the previous year)

Publication of *Harmonious Diversity*, Dongasia Books

Hosted a book talk with the authors (event recorded and shared on YouTube)

Graduate Research Program



The first *Graduate Student Diversity Research Competition and Conference* held

- **5** studies, **10** participants
- Recommendation rate after participation **100%**

Number of conference presentations given and articles published **5** times

Media



Production of the video *Unity in Diversity*:

- View count for the Korean video **943** views
- View count for the English video **182** views

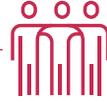
Second video, *The Values of Diversity*, currently in production

2022 Korea University Diversity Policy Proposal



Building an Educational Environment

- Expand the target student base of those who can take undergraduate diversity electives (Open English lectures and lectures on Sejong Campus)
- Provide educational programs on diversity targeted for graduate students
- Expand research programs for graduate students and hold events to share research findings
- Hold a graduate student research festival to present research findings in various fields and promote interdisciplinary research opportunities



On Campus

Diversifying the Demographics

- Continually strive to increase the number of female faculty (25% of total faculty)
- Establish a database to track the status of the constituents
- Improve the admission system to ensure diversity, including socioeconomic diversity, in the undergraduate student body
- Recruit additional international staff



Improving Organizational Culture

- Establish policies of inclusion and recruit additional international staff to accommodate the increased enrollment of international students (undergraduate and graduate)
- Provide staff with diversity education
- Offer diversity leadership education
- Present the Korea University Diversity Award to recognize students and alumni who champion values of diversity



Governance

- Strongly urge the colleges, schools (departments), administrative departments and affiliates to designate diversity staff
- Establish diversity councils in Korea University Medicine and at Sejong Campus
- Review and improve Korea University policies regarding diversity sensitivity



Off Campus

Diversity Outreach

- Diversity Research Institute - Make it a central body in facilitating communication between the university and the outside world, sharing the output of Korea University's diversity research and activities
- Establish a group of "Diversity Consultative Group" who will liaise between the university and related organizations/companies
- Initiate collaboration with diversity-related organizations

