

KOREA  
UNIVERSITY  
DIVERSITY  
REPORT  
2022

SUMMARY



고려대학교 다양성위원회  
Korea University Diversity Council

# Korea University Diversity Statement

Korea University established the Diversity Council in 2019 as part of its effort to cultivate creative future talents and realize its vision of impacting positive change upon the world. Since then, the university has been spearheading efforts to share the core values of diversity, such as openness, inclusion, and equity. Diversity is an essential competency in our time of the here and now, where different people must work together to solve problems. It is also a driving force for sustainable growth with a rich and dynamic community.

Korea University comprises constituents of diverse background. As such, there is a pressing need to create an environment where members of the university may be respected for who they are, in full acknowledgement of their differences in race, ethnicity, national origins, gender, sexual orientation, degrees of ableness, socioeconomic status, age, values, behavior patterns, religion, or culture.

In an inclusive environment where diversity is respected, everyone can freely express their abilities and share diverse perspectives and experiences to develop innovative and creative practices. Diversity is the key to the development of our university.

In order to create a university that values and embraces diversity, Korea University will take concrete measures.



**Openness**

In all areas of education, research, and administration, we will improve admission and employment systems to allow for a more diverse group of members to work together. We will create an environment and system of open communication to ensure that diversity among members leads to the enhancement of the university's creative capabilities.



**Inclusion**

We will not tolerate any form of discrimination against any individual or group. We will also firmly respond to hate speech and other forms of discrimination, and work to ensure that differences are not the basis for discrimination but rather a foundation for co-constitutive growth.



**Equity**

We will make our best effort to remove barriers that prevent the participation of individuals or groups, ensuring that all members receive fair treatment.

We will continuously strive to create a harmonious and fulfilling community where students, staffs, faculty, and all other constituents can feel a sense of belonging and pride as members of Korea University.



# 2022 Korea University: Activities to Promote Diversity Values

New



## Diversity Statement

Expressed the commitment to creating an inclusive campus experience where diversity is embraced and outlined specific strategies to achieve said goal in the Korea University Diversity Statement on December 20, 2022



## Diversity Award

Established the Korea University Diversity Award and held an award ceremony

### Winners of the inaugural Diversity Award:

- Mohae (Supporters of Center for Students with Disabilities)
- School of Media and Communication
- Professor Lee, Jongkoo (Human Inspired AI Research)



## Analysis of Diversity-Sensitive Regulations

Reviewed campus regulations that systematically govern organizations and activities for compliance to diversity-sensitivity and made suggestions for improving regulations from a diversity perspective



## Engagement Program for Employees (Pilot)

Organized a pilot program that focuses on encouraging diversity engagement among employees of different backgrounds and statuses aiming to improve and formalize said program for future use



## Diversity Discourse

Hosted "A Diverse Harmony," a talk concert on music and diversity at the Tongyeong International Music Festival on April 1, 2022, under the theme "Vision in Diversity"

# 2022 Korea University: Activities to Promote Diversity Values

## Updated/Expanded



### Courses in Diversity

- Added a course on diversity titled "Diversity for the Future" to the Sejong Campus and newly established the core elective English course "Diversity in a Global Society"
- Classified diversity-based elective courses (D-class) and announced 24 selected courses in the first semester



### Extracurriculars in Diversity (TheThird Change Makers)

Selected 14 students from the Seoul and Sejong campuses to receive an 8-month training course on developing diversity competence in addition to planning and launching a campaign on sharing diversity values



### Graduate Student Diversity Research Challenge

- Hosted the 2nd Graduate Student Diversity Research Challenge and Symposium "Think Within, Talk Across"
- Led to the diversification of majors and research topics by expanding participation



### Publication on Diversity: "Diversitas"

- Published a monthly diversity booklet and launched a mobile-friendly e-book web service
- Hosted the 2nd diversity book talk "Stories Untold, Stories Unfold"
- Distributed English and Chinese translations of the publication "Harmonious Diversity" electronically



### Media on Diversity

Produced and distributed a second diversity video "The Values of Diversity," actively screened online and offline in an effort to boost awareness and empathy for diversity

## Feature: Analysis of Diversity-Sensitive Regulations at Korea University

### Process of Analysis



#### Reviewed Potential Regulations to Analyze

All Campus Regulations (1,109 as of September 2022)

#### Confirmed Regulations to Analyze (42 regulations)

42 out of 457 regulations concerning legal entities, academic guidelines, degree conferral, and academic administration that require evaluation to ensure the inclusion of diversity values of openness, inclusion, and equity

#### Determined Criteria to Analyze Diversity-Sensitive Regulations

- Check whether diversity-sensitivity has been considered
- Check for diversity-sensitivity violations

### Implications



- Add relevant clauses to regulations that require the specification of demographics, incorporating demographic diversity in addition to gender



- Consider the addition of a clause that embraces diversity values for regulations pertaining to code of ethics



- Consider anti-discrimination measures beyond minority considerations for ethical and human resource policies and student government bylaws



- Include diverse range of minorities to improve policies



- Immediately correct expressions that violate diversity values

# 2023 Korea University Diversity Policies Proposal ①

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## **Solidifying the Foundation of Diversity**

- Communicate and collaborate by systematically and organically structuring diversity-related entities
- Assign diversity officers in key departments and create networks to implement bottom-up diversity efforts
- Lead by example through embracing and demonstrating inclusive behavior in leadership
- Take steps to promote diversity and inclusivity in admissions, recruitment, and hiring processes
- Take steps to implement diversity in leadership and decision-making bodies
- Adjust campus "regulations" and review and apply them to the university system accordingly



## **Enhancing Diversity in the University's Key Areas: Research and Education**

- Create and implement systems to support graduate research festivals and diversity-based research
- Establish a sustainable operating system for diversity elective courses
- Adjust diversity-based courses and implement diversity "micro degrees"
- Prepare support measures to help instructors voluntarily participate to promote a learning environment that respects diversity
- Standardize diversity engagement programs for incoming students

# 2023 Korea University Diversity Policies Proposal ②

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## Diversity Engagement and Sharing Diversity Values

- Develop and run programs that foster diversity in dialogue and engagement within and between groups
- Design and launch interactive, hands-on exhibitions and infotainment on diversity that encourage participation
- Propose inclusive environments for minorities and support minority gatherings
- Establish a diversity fund and expand the Korea University Diversity Award on and off campus



## Creating External Connections and Spreading Diversity Values on Campus

- Actively engage in intercollegiate diversity councils and propose the establishment of diversity-related organizations at other universities
- Actively participate in intercollegiate activities and the advancement of programs
- Make efforts to launch and disseminate the Korea University Diversity Archives
- Expand Korea University's diversity capabilities beyond Korea and promote multidisciplinary collaborations



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