

Diversity

Proposed Concept #1:

How can campuses provide adequate resources for faculty to develop teaching and learning strategies to implement social justice, inclusive pedagogical practices, and domestic and global competency into curriculum?



Why this concept?

- It is essential to keep student success at the forefront of our goals.
- Social justice and inclusive pedagogy involves all of us, not just some of us.
- Domestic and global competency is an economic issue.
- The demographics of Minnesota are changing - 67% of MN's growth from 2010-2030 will be among people of color. (*Source: MN State Demographers Office, January 2009*)
- Faculty need time, training and opportunities to further engage in this work.
- Develop and implement a system-wide process for assessing diversity outcomes in program/department reviews.
- Provide regular and consistent inclusion, diversity, and equity training opportunities for faculty, staff, and administration on campuses and at the system office.
- Implement anti-racism and anti-discrimination training for campuses, system office and Board of Trustees.
- Develop and implement culturally-relevant, anti-racist and anti-discrimination teacher preparation strategies.
- Support faculty and staff relationships with community partners who represent populations which have been historically marginalized in and by higher education, as well as new immigrant communities.
- Coordinate with P-12 education systems and community partners to recruit students from historically marginalized groups who are interested in teaching.
- Coordinate with P-12 education systems and community partners to prepare and place teachers from historically marginalized groups.

How might this be implemented?

- Work with Campus and IFO/MSCF leaders to incorporate into workload development and implementation of strategies which will:
 - increase cultural competence, inclusive practice and global awareness.
 - promote culturally appropriate and inclusive pedagogies.

What do YOU think?

- **What do you think is needed to implement this initiative?**
- **How would this initiative help your campus achieve its diversity goals?**
- **What suggestions do you have?**



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