

Diversity

Proposed Concept #2:

To help shape future diversity efforts, should MnSCU complete an in-depth analysis of campus and system office diversity efforts by mapping current diversity programs, events and practices and determining the characteristics of institutional and system office diversity and inclusion practice and impact by 2016?



Why this concept?

The MnSCU Board of Trustees (BOT) has committed to closing the Achievement gap by 50% in 2018. In order to attain this aggressive goal, every campus must ensure that it has a strategic and coordinated plan to ensure that the goal is met. Diversity officers and campus leadership must have a solid understanding of how their campuses are positioned to intervene in the prevalent and persistent disparities in achievement/opportunity. In collaboration with the MnSCU Office of Diversity and Equity campuses will:

- Map current programs, diversity efforts and campus events to determine how they align with the BOT goal for addressing the Achievement/Opportunity gap
- Develop a profile of needs to be addressed and determine key impact priorities
- Create a system-wide diversity strategy in response to the mapping and aligned with the Charting the Future strategic priorities
- Collect appropriate data to assist diversity planning and role distribution, such as clear areas of focus, leverage points and untapped resources

How might this be implemented?

- Use diversity mapping to assess and identify system diversity characteristics and efforts
- Have campus chief diversity officers lead the diversity mapping project
- Solicit feedback from multiple constituents through a transparent and participatory process
- With assistance from the System Diversity and Equity Office, coordinate campus strategic planning sessions based on the mapping results.
- Ensure every campus has a rigorous, relevant and action-oriented diversity plan that targets under-represented students, faculty and staff and creates healthy diversity engagement on the campus

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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