

# Diversity

## Proposed Concept #3:

***Should each campus develop a comprehensive Campus Diversity Plan based on a common template developed by the Chief Diversity Officers in collaboration with the MnSCU Office of Diversity and Equity by May 2016?***

### This plan will include:

- Keeping student success at the forefront
- Chief Diversity Officer's role to lead this effort
- Students' leadership role to help guide institutional change through participation on Campus Diversity Committee
- Affirmative Action and Title IX goals
- Implementation of campus climate and diversity mapping surveys
- Campus and community leadership in addressing the opportunity gap/achievement gap
- Key collaborative strategies to partner with K12, Adult Basic Ed, and business and industry to meet the changing needs of the workforce
- Campus initiatives to support a leadership pipeline for employees from historically marginalized groups

### Why this concept?

- Variation in campus diversity plan development, implementation, and accountability across MnSCU
- When it comes to diversity and equity, much of the work has to be done at the campus in conjunction with the community
- Campus staffing must represent the diversity of our communities
- The President must set the tone for positive climate change in the campus community to ensure that the diverse community is served

### MnSCU Diversity Plans

*19 of 31 MnSCU colleges and universities currently have Diversity Plans on file with the system office.*

### How might this be implemented?

- Chief Diversity Officers in collaboration with MnSCU Office of Diversity and Equity design a Diversity Plan template
- Campus Chief Diversity Officer and campus Diversity Committee author Diversity Plan and Work Plan
- Plan will be reviewed through the normal shared governance processes on campus
- Approval of the Diversity Plan and Work Plan by President and her/his cabinet
- Diversity Plan must include institutional metrics

### 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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