

2023-2024 Strategic Goals: Diversity, Equity, and Belonging

Adopted October 22, 2019 by the Strategic Diversity, Equity, and Belonging Committee

Goal Area	Representational Diversity	Campus Climate	Bias Response
Objectives	<ul style="list-style-type: none"> • Increase the proportion of students from marginalized backgrounds who matriculate as new students (NHS and NAS) to UMN Crookston on an annual basis. • Increase retention rates for all students while eliminating retention rate gaps for students from marginalized backgrounds. • Increase racial diversity among faculty (Regular & P&A) as well as Student Success (SS), Student Affairs (SA), and athletic staff educators. 	<ul style="list-style-type: none"> • Improve cultural and identity-based diversity awareness aspects of campus climate for students, faculty, and staff. 	<ul style="list-style-type: none"> • Create a bias response protocol that includes separate conduct and bias protocols.
Highlighted Strategies and Activities	<ul style="list-style-type: none"> • Provide greater access through a holistic review admissions process. • Increase recruitment of and outreach toward students from marginalized backgrounds. • Generate strategic articulation agreements to enhance student diversity. • Utilize the WAM Grant as a recruitment tool. • Strengthen student success efforts through FYE, advising, TRIO, and academic support. • Strengthen searches for faculty as well as SS, SA, and athletic staff educators in order to achieve or exceed diversification metrics. 	<ul style="list-style-type: none"> • Utilize Intercultural Development Inventory (IDI) Mindsets assessment for faculty as well as SS, SA, and athletic staff educators. • Utilize the Student Experience in the Research University (SERU) for evidence-based programming. • Develop and facilitate multicultural education programming and professional development for students and faculty, as well as SS, SA, and athletic staff educators. 	<ul style="list-style-type: none"> • Create assessment strategy to monitor bias incidents over time.
Metrics	<ul style="list-style-type: none"> • Secure new student applicant pools that match the racial diversity of students in Minnesota K-12 schools¹. • Secure new student applicant pools of at least 50% first-generation college students. • Eliminate all retention rate gaps, specifically for students of color, first-generation college students, and low-income students. • Match the proportion of faculty of color (including international and domestic faculty of color) to the racial demographics of the student body. • Match the proportion of SS, SA, and athletic staff of color to the racial demographics of the student body. 	<ul style="list-style-type: none"> • Move from Minimization Mindset to Acceptance Mindset on a comprehensive administration of the IDI and/or related instruments. • Measured improvement on SERU scores. 	<ul style="list-style-type: none"> • Complete bias response protocol. • Report data related to bias incidents.
People Responsible	HR, Vice Chancellor Hoffman, Lisa Samuelson, Mike Griffin, Lamesha Brown, Alma Torres Pierce,	Vice Chancellor Hoffman, Lisa Samuelson, Lamesha Brown, Alma Torres Pierce, Sue Erickson	Lisa Samuelson, Lamesha Brown, Alma Torres Pierce

¹ 32.4% in 2017-18 according to the Minnesota Department of Education