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

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

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<tr>
<th>Goal Area</th>
<th>Representational Diversity</th>
<th>Campus Climate</th>
<th>Bias Response</th>
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| **Objectives** | • 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. | • Improve cultural and identity-based diversity awareness aspects of campus climate for students, faculty, and staff.  
• 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. | • Create a bias response protocol that includes separate conduct and bias protocols.  
• Create assessment strategy to monitor bias incidents over time. |

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<th>Highlighted Strategies and Activities</th>
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|   | • 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. |   |   |

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<th>Metrics</th>
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|   | • 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. | • Move from Minimization Mindset to Acceptance Mindset on a comprehensive administration of the IDI and/or related instruments.  
• Measured improvement on SERU scores. | • Complete bias response protocol.  
• Report data related to bias incidents. |

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<td>HR, Vice Chancellor Hoffman, Lisa Samuelson, Mike Griffin, Lamesha Brown, Alma Torres Pierce</td>
<td>Vice Chancellor Hoffman, Lisa Samuelson, Lamesha Brown, Alma Torres Pierce, Sue Erickson</td>
<td>Lisa Samuelson, Lamesha Brown, Alma Torres Pierce</td>
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¹ 32.4% in 2017-18 according to the Minnesota Department of Education