

In making diversity a core value, the institution has recognized that the University flourishes only when **all** its students, staff, faculty and external supporters have a community in which to grow and thrive. **Excellence is achieved when the core values of equity and diversity are infused** into all aspects of teaching, learning, research, service, and outreach throughout the University of Minnesota system.

### **What we mean by diversity:**

Diversity is more than numeric representation. It's more than just an institutional asset or benefit. Far from merely enriching or enhancing campus life or the academic enterprise, it is **fundamental to everything we do at the University of Minnesota**.

It is our responsibility as an institution—as part of our commitment to creating a welcoming and inclusive climate—to serve and support the following individuals and groups at the University of Minnesota:

- American Indians and other indigenous populations
- People of color, including underrepresented groups and new immigrant populations
- People with both apparent and non-apparent disabilities
- People who identify as women
- People of various gender and sexual identities and expressions
- First-generation students from economically disadvantaged backgrounds.

We also address issues of access and climate for individuals who might encounter barriers based on their religious expression, age, national origin, ethnicity, or veteran status. Furthermore, we recognize the importance of working with people who claim more than one of the above identities.

Institutional transformation requires the awareness and participation of every member of the University—**equity and diversity is everyone's responsibility every day**. To this end, the Office for Equity and Diversity (OED) works with every campus, college, unit, and department—and with individuals of all identities—to create a truly inclusive university.

### **OED offices and major initiatives:**

The Office for Equity and Diversity is comprised of nine offices and major initiatives that work together, and in collaboration with many faculty, staff, students and administrators system-wide, to educate and serve all members of the university community. The eight OED offices and major initiatives include:

The **Office for Business and Community Economic Development (BCED)** contributes to the economic growth of Minnesota communities through collaboration and partnerships with government, private enterprise and community organizations. BCED provides training and promotes business opportunities, capacity building, and job expansion—and fosters socioeconomic empowerment—through programs that create opportunities for business owners from underrepresented communities.

The **Office for Conflict Resolution** provides an integrated conflict management system for University employees who have workplace concerns. The office works to encourage dialogue, identify interests, generate options, build accords, and conduct fair hearings.

The **Disability Resource Center** promotes access and equity for all students, faculty, staff and guests of the University. It does this through design of innovative learning and working environments, and the collaborative education and partnership with the University community.

The **Institute for Diversity, Equity, and Advocacy** is a faculty support initiative that convenes scholars from the University of Minnesota and around the world to collaborate across disciplines, departments, colleges, and campuses. It supports the development of new research, and is designed to enhance retention and faculty diversity by fostering stronger ties among faculty and with faculty and the local community.

The **Office for Diversity in Graduate Education** coordinates and leads the University's initiatives in the recruitment, funding, retention and graduation of a diverse graduate and professional student body. It also works closely with other University offices concerned with diversity and multiculturalism, specifically in the areas of admissions, and academic support and mentoring.

The **Office of Equal Opportunity and Affirmative Action (EOAA)** is responsible for ensuring University compliance with federal and state civil rights laws and regulations, as well as University equal opportunity policies. EOAA advises individuals and departments about perceived, existing and potential discrimination, harassment, retaliation, and potential violations of the policy against nepotism, and also provides educational programming.

The **Gender and Sexuality Center for Queer and Trans Life** improves the campus climate for all University students, staff, faculty, alumni, and visitors by developing and supporting more inclusive understandings of gender and sexuality. It does this by bridging and building communities that create affirming and welcoming environments in which people can be their whole selves and which honor all identities and experiences.

The **Multicultural Center for Academic Excellence** develops and fosters inclusive, coherent learning for undergraduates at the University of Minnesota through educational support programs and community engagement and cultural activities. It promotes a culture of achievement that values equity, diversity, excellence, and social justice.

The **Women's Center** advances equity for women students, staff, faculty and alumnae across identities. The Center offers leadership programs, events, workshops and consultations; connects women to information, scholarships, organizations and colleagues; and advocates for organizational change in policies and practices. The first campus-based Women's Center in the nation, the Center celebrated its 50<sup>th</sup> anniversary in 2010.