
ADVANCING A VISION FOR DIVERSITY, INCLUSION, JUSTICE & EQUITY

at the University of Minnesota

Vice President Mercedes Ramírez Fernández



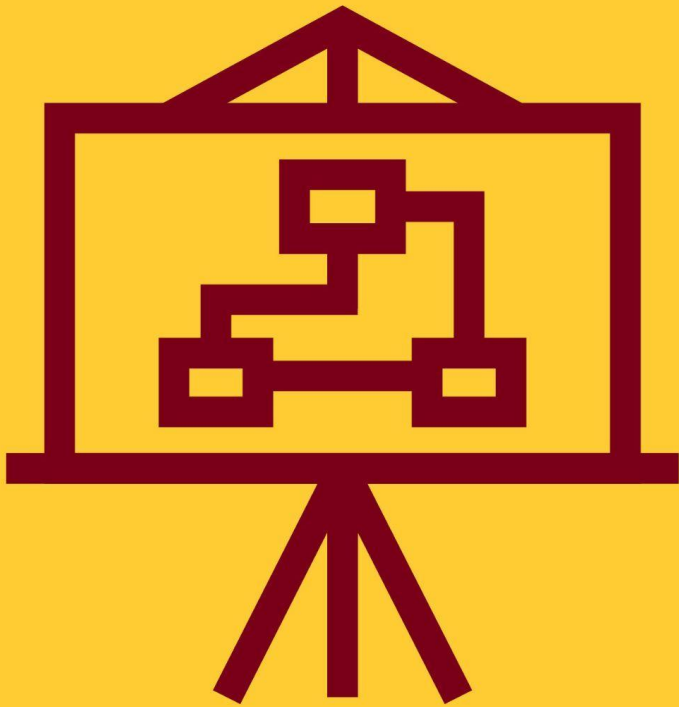
Diversity, Inclusion, Justice, and Equity Strategic Priorities

- Increase Representational Diversity
- Improve Campus Climate
- Build, Support, and Align Partnerships

CHP Pathways Forward:

Clarify, Connect, & Collaborate



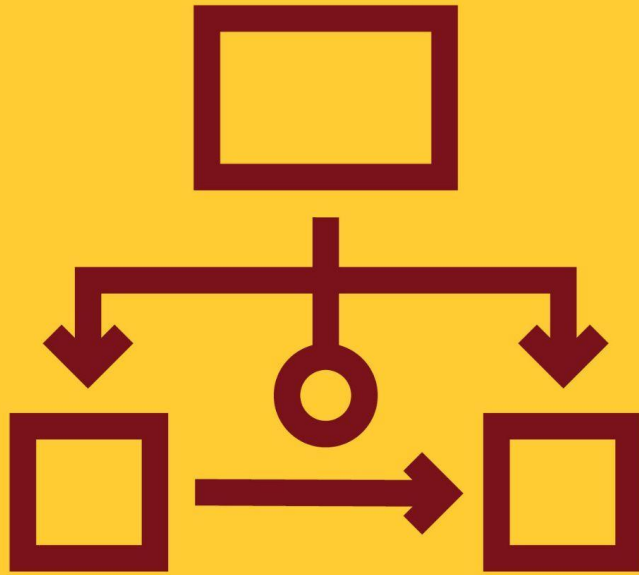


Reorganize the Office for Equity & Diversity (OED)

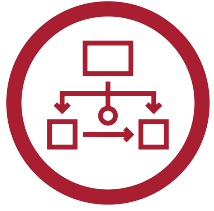
Reorganization of the Office for Equity and Diversity will strengthen strategic thought leadership, and increase capacity building and systemwide consistency.

- Associate Vice President for Institutional Engagement and Education Justice
- Sexual Misconduct Prevention Program Director
- Faculty and Staff Fellows

Build Coordination Infrastructure



- The Office for Equity & Diversity should create new synergies, scale up current U of M innovation and best practices, and reward collaboration:
 - Respond to current demand by sharing resources and tapping into faculty to address training and development demand
 - Workshop led by Dr. Menah Pratt
 - Faculty Fellows
 - Leverage existing diversity, equity, and inclusion (DEI) groups
 - DCoP
 - DEI Collective



The Gopher Equity Project

- In 2019, the Multicultural Student Success Committee recommended that the Twin Cities campus implement a diversity, equity and inclusion online educational module for new students as they begin their U of M career.
- The Gopher Equity Project, launched fall 2020, offered the online module for all undergraduate students on the Twin Cities campus, follow-up discussions in first-year courses or campus-wide Discussion Groups, and a website with additional resources.

Pilot Study in CLA

520

CLA Students participated in the modules

340

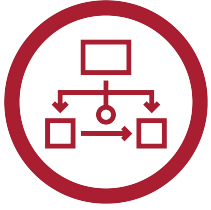
CLA Students completed a follow-up survey

93%

Agreed that the module was an effective introduction to DEI

90%

Recommended the University to offer this module to undergraduate students.



The Gopher Equity Project for Instructors

- For Graduate Students, Staff, Faculty & Supervisors (all instructors)
- Being led by CLA Associate Dean Malinda Lindquist and Kelly Collins, Director of Education in the Office for Equity and Diversity in collaboration with Susana Pelayo Woodward, UMN Duluth Assistant to the Chancellor for Inclusive Excellence
- Based on the undergraduate-facing Gopher Equity Modules (Twin Cities campus) and the workforce modules (Duluth campus)

A Collaborative Initiative

This initiative is a collaboration between:

U of M Duluth campus

CLA Office for Diversity, Equity, and Inclusion

U of M Office for Equity and Diversity

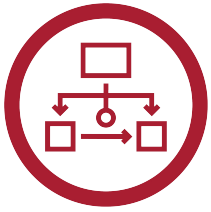
Office for Undergraduate Education

The Graduate School

Office for Human Resources

Office for Faculty & Academic Affairs

Office for Student Affairs

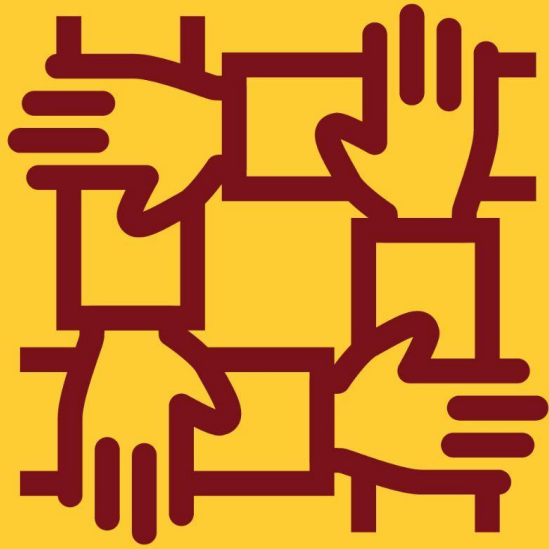


The Gopher Equity Project for Instructors

- 60-90 minute introduction to diversity, inclusion and belonging on our campus
- The platform allows for customized content development and curation
- Content will be created summer 2023
- Pilot study on the Twin Cities campus fall 2023

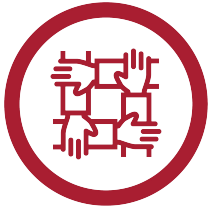
All members of the collegiate community need to be introduced to the basic vocabulary and meanings of diversity, equity, and inclusion in a college and university where these concepts and commitments are embedded in our mission and key to ensuring diverse student, staff, and faculty success.

Support Faculty & Staff Retention and Wellness



The University should support faculty and staff retention and wellness by:

- Developing systemwide faculty retention strategies
 - IChange Strategic Plan for Faculty Diversity
 - Faculty Women of Color in the Academy Conference
- Engaging a climate survey to assess belonging among students, staff and faculty
 - First U of M Systemwide DEI Campus Climate Survey was enacted in February 2023



The U of M Systemwide DEI Campus Climate Survey

- Responds to the MPact 2025 call for our university to foster a welcoming community that values belonging, equity, diversity and dignity in people and ideas.
- Follows recommendations from the AAU Advisory Board on Racial Equity in Higher Education co-chaired by University of Minnesota President Joan Gabel
- The university's first *systemwide* campus climate survey
- All faculty, staff, and students were invited to complete the survey during February 2023

Survey Topics

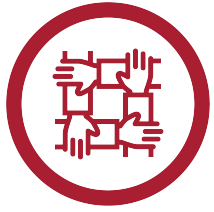
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**Discriminatory
Events**

**Fair and Equitable
Treatment**

**Climate Conditions
in Your Unit**

**Feelings of Value &
Belonging**



Faculty Women of Color in the Academy Conference

- Educational and Professional opportunity for Indigenous and women of color in higher education to network, engage, and learn with colleagues from around the country.
- Topics
 - Leadership
 - Career Advancement
 - Personal Well-being
 - Scholar Activism

**2023 U of M
Participants**

34 Faculty

**Assistant,
Associate & Full
Professors**

**Systemwide
Representation**

**Interdisciplinary
Community**

Disability Resource Center

FY22 Data

Students served	5,331
Employees served	2,370
Sign language interpreting hours	7,523
Real-time captioning hours	6,123
Accommodated exams administered	8,207
Access assistance hours delivered	23,352
Media files captioned	824
Pages converted to accessible formats	90,542

Facilitates access for disabled persons through consultations, partnerships, and the interactive process for providing reasonable accommodations for disability.

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379%

Increase in the number of people served by the DRC over the past 10 years.

Office for Conflict Resolution

Addresses workplace conflict and misconduct matters through:

- Informal assistance
 - strategic consultations
 - mediations
 - facilitated dialogues
- A formal grievance process

An independent, impartial, and confidential resource for employees experiencing conflict in the workplace.

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Serves all University employees and graduate assistants systemwide, except labor-represented employees.

Office for Conflict Resolution

In FY22, the 1.75 FTE OCR staff provided:

- 152 confidential strategic consultations for employees
- 14 mediations or facilitated dialogues for employees
- Training on addressing and resolving workplace conflict and misconduct for over 200 employees

OCR Visitors in FY22

- 48% P&A visitors
- 26% faculty visitors
- 24% Civil Service visitors
- 2% student worker visitors



Key FY22 Survey Data

- 100% of OCR visitors felt respected.
- 98% felt that OCR listened to their concerns.
- 90% felt that OCR helped to clarify their options.

Office for Supplier Diversity

- Supports the integration of businesses owned by BIPOC, women, and disabled persons, and other underserved businesses, into the University's supply chain.
- By providing support to underserved local businesses and connecting them with University purchasers systemwide, OSD leverages the University's resources to build powerful economic partnerships in our communities.

\$368m

Spent with BIPOC, women, and disabled-owned suppliers in the last five years

Doing Business with Minnesotans

- The Office for Supplier Diversity is committed to promoting and uplifting diverse, underserved businesses in our home state of Minnesota.
- In FY22, more than half of the University's total spend with diverse businesses was with MN-based suppliers.
- The University contracted with 300 MN-based diverse suppliers in FY22 – an increase of more than 20% from the previous year.

\$41.8m

Spent with 300 Minnesota-based BIPOC, women, and disabled-owned business in FY22

Equal Opportunity and Affirmative Action

Responds to systemwide reports of:

- **Discrimination**
- **Sexual misconduct** including sexual harassment, sexual assault, stalking, and relationship violence
- **Related retaliation**

EOAA Response Strategies

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- Formal investigation
- Informal problem-solving

Equal Opportunity and Affirmative Action

	FY19	FY20	FY21	FY22
Total EOAA Cases Systemwide	663	594	476	649
Student Respondent Cases	297	229	175	281
Employee & Third-Party Respondent Cases	366	365	301	368

EOAA addresses most matters through informal problem solving. In FY19-FY22, EOAA conducted an average of 57 investigations per year, and made an average of approximately 25 policy violation findings per year.

Sexual Misconduct Prevention Program

The systemwide Sexual Misconduct Prevention Program has been newly created to **provide strategic coordination of evidence-based sexual misconduct prevention initiatives and activities across the University's five campuses.**

Since 2017, the President's Initiative to Prevent Sexual Misconduct (PIPSM) has been charged with enhancing and expanding our sexual misconduct prevention efforts.

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We are continuing the work. PIPSM is now transitioning into the Sexual Misconduct Prevention Program within the Office for Equity and Diversity.

Required Professional Development for Instructors

In Spring 2023, the University will roll out a new required online course to all instructors systemwide entitled

Fundamentals of Disability Accommodations and Inclusive Course Design

A partnership between the Executive Vice President and Provost and the Office for Equity and Diversity

Requested by University governance:

In Spring 2022, University governance recommended a required online course for all instructors on disability accommodations and inclusive course design.



Thank you



OFFICE FOR
EQUITY AND DIVERSITY

UNIVERSITY OF MINNESOTA

Driven to Discover[®]

Crookston Duluth Morris Rochester Twin Cities