
DIVERSITY, EQUITY & INCLUSION

at the University of Minnesota

Pathways Forward: Clarify, Connect, and Collaborate



A NEW VISION FOR THE OFFICE FOR EQUITY & DIVERSITY:

**Alignment of vision at individual
and institutional level**



Alignment of vision at individual and institutional level

- Commitment
- Clarify, Connect, and Collaborate
- Communicate

A New Vision for the Office for Equity & Diversity: Alignment of vision at individual and institutional level

- Advancing equity, diversity, and inclusion
- Examination of our processes, policies, and practices
- Achieving Equity – identifying and eliminating systemic barriers that prevent justice and opportunity by groups of people who have been marginalized on the basis of their socially significant and intersecting identities (Adapted from Finnigan, K., 2020)
- Leaders must undergo the same shifts of heart, mind, and behavior that they want for the organization as a whole and then translate those personal shifts into real, lasting change in their companies (Thomas & Ely, 2020)

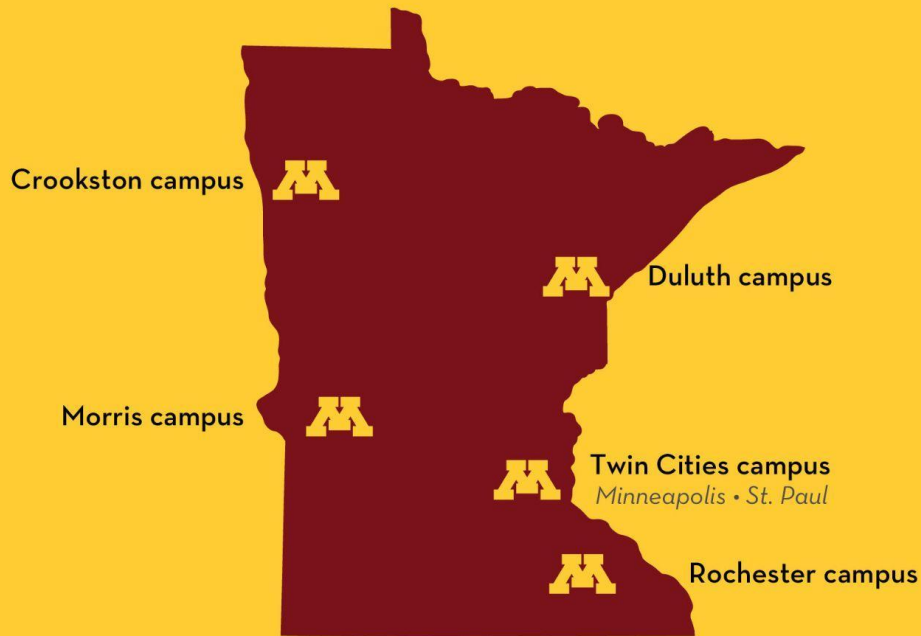


Shared Equity Leadership Model

- Personal journey, building critical consciousness
- Shared values
- Practices to build equitable outcomes

**DEI and the  Pact 2025
Systemwide Strategic Plan
Commitment 4**

The University of Minnesota Systemwide Review



- Began process in October 2021
- Focus on MPact 2025 Commitment 4 – Community & Belonging
- Conducted focus groups and individual interviews
- Analyzed existing diversity, equity, and inclusion activities and initiatives

The University of Minnesota Systemwide Review



- Identified strengths and opportunities for growth
- Shared final report with President Gabel and Office for Equity & Diversity in June 2022
- Final report will be shared with the U of M community in October 2022

Pathways Forward: Clarify, Connect, & Collaborate



Pathway One: Develop a DEI Strategic Plan



- Office for Equity & Diversity (OED) will lead a Diversity, Equity, and Inclusion (DEI) Strategic Planning Process that will be guided by the following questions identified by the Cambridge Hill Partners (CHP) report:
 - What roles should remain with OED and which roles should reside at the level of campus, school, division, and academic/administrative departments?
 - What functions and services should be offered at different levels?

Pathway One: Develop a DEI Strategic Plan (continued)

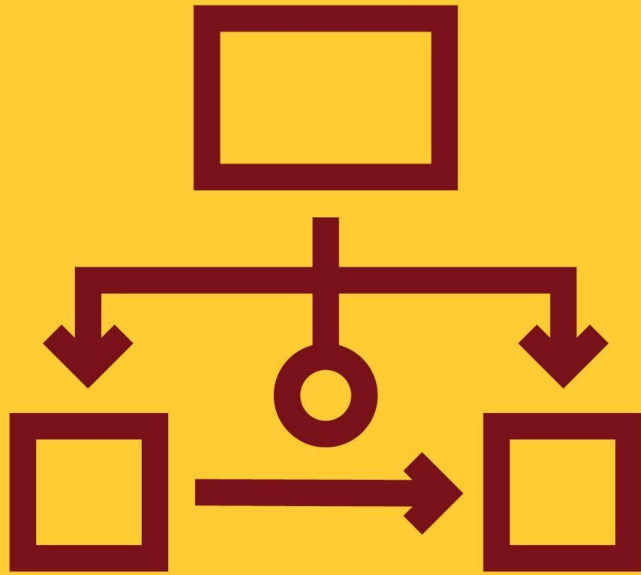


- What are the core Diversity, Equity, and Inclusion (DEI) capacities and cultural competencies should be developed at the levels of campus/school/divisions and academic and administrative departments?
- What resources are necessary to produce the kinds of results that are expected?
- What are the appropriate measures of impact?

Pathway One: Develop a DEI Strategic Plan

- Identify both internal and external expertise to lead this process
- Build on work that has been done at the college and system campus level
 - i.e., School of Public Health, College of Science & Engineering
- Align with the IChange Initiative
 - Strategic Plan for Faculty Diversity
- Leverage existing data sources
 - SERU & GradSERU
 - Employee Engagement Survey

Pathway Two: 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
 - Leverage existing diversity, equity, and inclusion (DEI) groups
 - Identify and amplify current innovation – assess what is scalable
 - Reduce disproportionate burden on BIPOC volunteers
 - Recognize and reward DEI work

Pathway Two: Build Coordination Infrastructure

- Leverage existing diversity, equity, and inclusion (DEI) groups
 - College of Science and Engineering Diversity & Inclusion Alliance
 - Diversity Community of Practice (DCoP)

427

College of Science
and Engineering
Diversity & Inclusion
Alliance members

>500

Systemwide
Diversity Community of
Practice (DCoP) members

Pathway Two:

Build Coordination Infrastructure

- Recognize and reward diversity, equity, and inclusion (DEI) work
 - Justice, Equity, Diversity, & Inclusion Awards
 - Collaboration with the Provost's Office and the Office for Faculty and Academic Affairs
 - Four awards in 2021-22:
 - College of Liberal Arts
 - Medical School
 - College of Education and Human Development
 - University of Minnesota Duluth



Pathway Three: Support Faculty & Staff Retention and Wellness

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

- Developing systemwide faculty retention strategies
- Engaging a climate survey to assess belonging among students, staff and faculty
- Attending to burnout among staff
- Developing career paths leading to administrative leadership

Pathway Three:

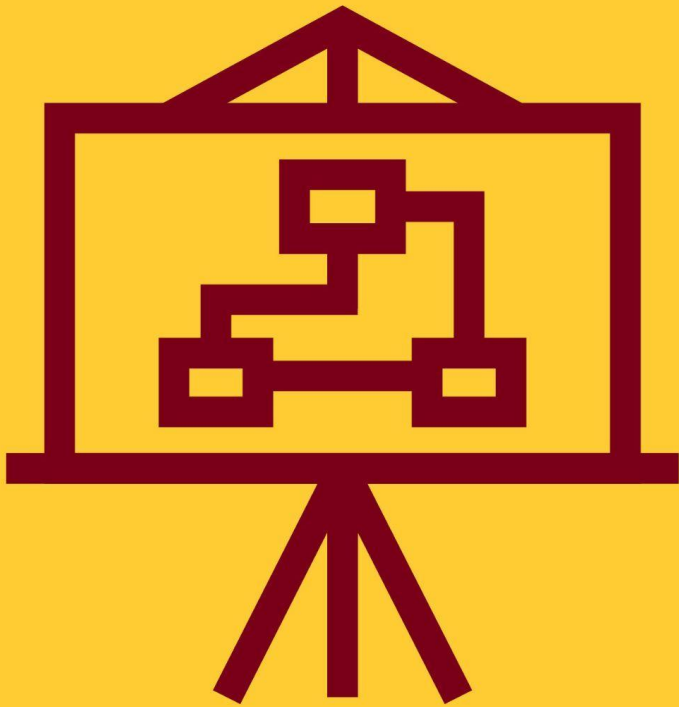
Support Faculty and Staff Retention & Wellness

- Developing systemwide faculty retention strategies
 - Leverage data from the 2019-2019 faculty and exit retention study
 - Collaborative on Academic Careers in Higher Education (COACHE)
- Engaging a climate survey to assess belonging among students, staff and faculty
 - Planned for Spring 2023
 - Collaboration with University of Illinois Urbana-Champaign, Rutgers University, and University of Michigan

Pathway Three:

Support Faculty and Staff Retention & Wellness

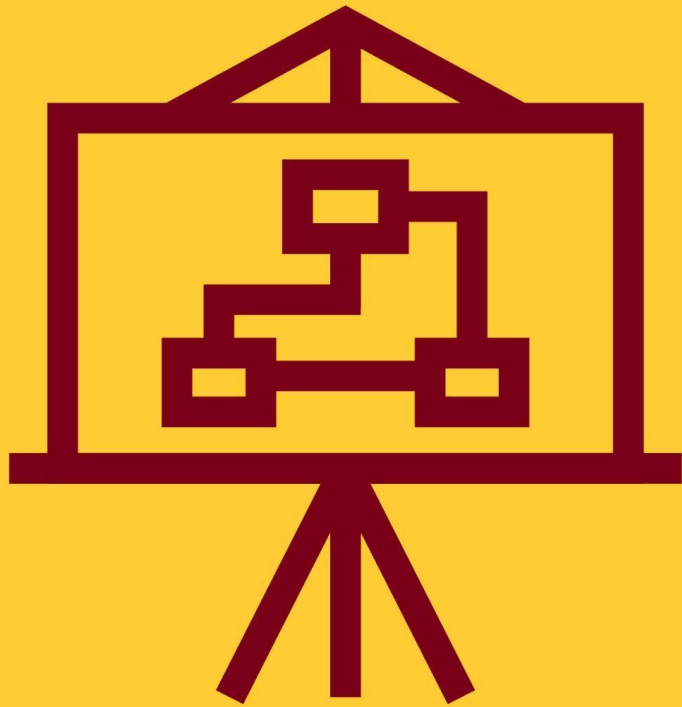
- Attend to burnout among staff
 - Leverage employee engagement survey data
- Develop career paths leading to administrative leadership
 - Faculty Fellows
 - Provost's Office
 - Office for Undergraduate Education
 - Office for Equity and Diversity
 - Big Ten Academic Leadership Program



Pathway Four: 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.

- Shift OED's role to focus on strategic functioning
- Enhance DEI strategic planning capabilities
- Expand current DEI education and training offerings



Pathway Four: Reorganize the Office for Equity & Diversity (continued)

- Encourage diversity, equity, and inclusion (DEI) communications at the local level
- Collaborate with Institutional Research to disaggregate current reports and fill in data gaps

Thank you



OFFICE FOR
EQUITY AND DIVERSITY

UNIVERSITY OF MINNESOTA

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