

College **MADE** (**M**ulticultural **A**ccess, **D**iversity & **E**xcellence) Equity and Diversity: **MADE** in Minnesota

“Transformed by diversity, our university will be looked to by institutions and organizations around the world for its unequivocal commitment to social justice; its equitable and transparent recruitment, hiring, and promotion policies and practices; its welcoming and respectful climate; its affirmation and support of the multiple identities of faculty, staff and students; its innovative, culturally infused curricula and pedagogies; its engagement with diverse communities throughout the state... To achieve the transformation we aspire to, we must recognize that all of our access and diversity goals, values, and practices are interconnected and interdependent, and that we all share the responsibility for equity and diversity.”

UNIVERSITY OF MINNESOTA EQUITY AND DIVERSITY FRAMEWORK (2008)

“We embrace diversity, knowing that diversity among our faculty, staff, and students is linked to excellence and is a key source of the creativity and innovation that our vision requires.”

UNIVERSITY OF MINNESOTA STRATEGIC PLAN EXECUTIVE SUMMARY (2014)

What is College MADE?

College MADE engages colleges to envision, declare and attain their own mission-driven equity and diversity goals related to increasing representational diversity, improving campus climate, while leveraging strategic partnerships and initiatives at the University of Minnesota. It recognizes our colleges as the locus of vision and action and draws on the notion of local efforts to affect institutional change.

The key purpose of College MADE is to foster agency and urgency for equity and diversity action within and amongst colleges. College MADE advances the idea that for the University of Minnesota to reach its ambitious diversity goals outlined in the strategic plan, leadership, commitment, collaboration, and shared responsibility and accountability from our colleges is critical.

To accomplish this purpose, College MADE draws on the experience and expertise of a broad cross-section of the UMN community and invites colleges to consider how to:

1. broaden access and opportunity and enhance diversity within student, staff, and faculty populations;
2. understand and address diversity and inclusion climate issues within their college community;
3. create partnerships between the college, university, and external communities to bring about beneficial social change on campus.

College MADE is intended to be a ‘grasstops’ effort connected to the ‘grassroots’ work already being done by the university-wide Diversity Community of Practice (DCoP) and by individuals and groups across the university.



History

College MADE continues the University of Minnesota's legacy over the past three decades of boldly and creatively reimagining how equity and diversity work can transform what is possible in the institution and more broadly across higher education. Grounded in the University's enduring Equity and Diversity Framework that was informed by the institution's 2007 strategic positioning efforts and emboldened by the integration of diversity goals throughout our 2014 strategic plan, College MADE engages colleges system-wide to continue to develop, achieve, and document their own mission-driven equity and diversity objectives.

Office for Equity and Diversity's Vision Framework key concepts inform College MADE:

- ❖ We define diversity as not only a driving force but a necessary condition for excellence.
- ❖ We envision an institution where equity and diversity are woven into the work and lives of every student, faculty, and staff member.
- ❖ As core institutional values, equity and diversity will infuse and inform thinking, policies, and practices throughout the university – from mission statements to strategic plans to student admissions to hiring, promotion and tenure.

College MADE emphasizes:

- ❖ College-based Initiative
- ❖ College Mission-Connected work
- ❖ College Ownership in action
- ❖ College Accountability focus

Action Format

A team from the Office for Equity and Diversity (OED), Office for Equal Opportunity and Affirmative Action (EOAA), the Office of Human Resources (OHR) and the Office of Undergraduate Education (OUE; for relevant colleges) meets with the Deans and leaders of the 17 Twin Cities colleges to discuss College MADE data related to the college and the Twin Cities campus, review college goals and progress from the preceding year. Plans for the upcoming year are also discussed. The College MADE meeting with each college is preceded by a brief planning meeting and followed by another brief meeting with select college staff.