

II. STATEMENT OF COMMITMENT

The Affirmative Action Program at Minnesota State University, Mankato extends beyond its objective to ensure equal opportunity for those individuals seeking employment. It is a part of the institution's mission as an educational institution to foster diversity and expose its staff, faculty and students to different backgrounds and perspectives. Minnesota State University, Mankato will undertake continued efforts to assure that affirmative action, diversity and equal opportunity are integral components of the university's mission, operation and core value structure. All members of the university community share in this responsibility and make affirmative action, diversity and equal opportunity an essential part of the university environment.

Minnesota State University, Mankato is committed to implementation of this affirmative action plan and fully supports the State of Minnesota's affirmative action efforts. Minnesota State University, Mankato will implement and maintain an affirmative action program that takes aggressive measures to eliminate barriers to equal opportunity and that strives to remedy the historical underrepresentation in the employment, retention and promotion of underrepresented persons.

As President, I have encouraged administrators to renew their commitment to affirmative action and diversity and to promote it vigorously with their faculty and staff. We must take extra measures to ensure access and advancement. We must work to overcome the residual effects of past discrimination. Affirmative Action requires special consideration for those candidates from underrepresented groups who emerge as finalists.

It is important that we at Minnesota State University, Mankato evaluate our commitment to affirmative action and diversity to ensure that our actions are in accord with the spirit of affirmative action and diversity. We must make efforts to eradicate discrimination, oppression and promote equity and justice. Our commitment to affirmative action and diversity requires sincere efforts at all levels as we continue to strive for equal opportunity for all.

For an affirmative action program to be successful each administrator must not just review their practices to ensure that no employee or applicant suffers from discrimination, but also actively work to change and implement practices that are free of discrimination and oppression. I hold each administrator accountable for using good-faith efforts to achieve their goals and to diversify their department.

We are a public institution and must serve the student body which is becoming increasingly more diverse and representative of society. They deserve role models that represent the diversity of our country. The presence of role models enhances the intellectual and personal growth of these students, and thus contributes to the mission of this institution. We must renew our commitment to affirmative action and devoid the environment of discrimination and harassment.

Minnesota State University, Mankato will continue to advance its commitment to affirmative action and diversity. We will develop and actively implement initiatives designed to increase the representation of students, staff and faculty from underrepresented groups. We must continuously re-tool our recruitment practices to increase the pool of applicants from diverse backgrounds. If we are to make Minnesota State University, Mankato a place where the most talented faculty and students from underrepresented groups come together, we must

affirmatively address the issues of recruiting and retaining faculty and students from traditionally underrepresented groups.

Minnesota State University, Mankato is committed to conducting all personnel and educational activities without regard to race, sex, color, creed, religion, age, national origin, marital status, disability, status with regard to public assistance, sexual orientation, or membership or activity in a local commission as defined by law. Personnel activities include, but are not limited to: recruitment, selection, placement, employee development, promotion, retention, compensation, leaves of absence, disciplinary action, transfer, demotion, termination, and layoffs affecting all employees and job applicants. Minnesota State University, Mankato will not tolerate discrimination on the basis of these protected group categories in accordance with all state and federal equal opportunity/affirmative action laws, directives, orders and regulations.

In this spirit, Minnesota State University, Mankato will continue to seek opportunities to maximize the selection and retention of protected group employees. Minnesota State Mankato will be known as a university where people expect to go further than they thought possible by combining knowledge and the passion to achieve great things.

The University will foster an actively engaged and inclusive learning community based upon civility, trust, integrity, respect, and diversity in a safe, welcoming physical environment.

The Affirmative Action Director, 507-389-2986, serves as Equal Opportunity Officer and monitors the affirmative action activities. The Affirmative Action Director reports directly to the President to better insure institutional compliance with these important objectives.

Richard Davenport, President

Date