Commissioners Present: Anoop Atre, Matt Carlson, Anne Dahlman, Jessica Flatequal, Tom Gjersvig, Karen Lybeck, Kelly Meier, Amy Mukamuri, Stewart Ross, Julie Snow, Wanda Viento. Co-Chair: Linda Duckett. GA Matthew Coffman

Regrets: Linda Hanson, Henry Morris, Melissa Van Winkle, Ryan Yunkers.

Handout: Diversity Plan for MSU, Mankato

Agenda Approved

I. Nominations for Leadership Positions
   - Chair Elect-Anoop Atre and Karen Lybeck
   - Co-Chair-Jessica Flatequal

   Kelly Meier has indicated that she is also willing to serve in any way that is helpful, in a leadership position, or as Co-Chair of a Task Force, should we form one.

II. Budget Recommendations ($1,000)
   - Jessica will be selecting merchandise as marketing tools for the President’s Commission on Diversity. Possible items include rulers and eco-jotter and pen with Diversity quotes.

III. Plan for Writing our Report/Summer Meetings (Once in June and in July)
   - The following is the format for writing the Final Report:
     o Charge
     o Findings
     o Recommendations.
   - Each Sub-Committee should follow the above format with a deadline of June 10th.
   - The Final Report is due to the President June 30th.

IV. Diversity Updates and Announcements
   - Possible Future Charges:
     1. To make sure University Departments are using the official definition of Diversity as indicated in the Diversity Plan
     2. Workshop for Faculty
• Reinstate the workshop on implementation of Diversity

3. Develop a new Diversity Plan
   • Reestablish goals and priorities for the future.

4. Need for an ongoing category for Diversity programs
   • Look at best practices, and inventory what the institution and the Commission have done.

• Need to consult with the President for Commission’s priority to focus on a new Strategic Plan for Diversity. Commission to recommend a task force, evaluate best practices, definition for diversity and multi-culturalism.

V. Other?
   • Commission to meet once in June and in July.
   • Next meeting should be scheduled around June 10th. Details to follow.

Meeting Adjourned
The Diversity Task Force presented the Diversity Plan for the Minnesota State University, Mankato community to President Davenport at the end of spring semester. The Plan was the result of the efforts of the members of this Task Force and many others who contributed through the process established to collect feedback and comments during last academic year. Members of the Task Force are grateful to everyone who participated in the open forum sessions and to those who provided feedback when we met with the different campus groups, committees, and bargaining units, or who submitted comments in person, through the “Diversity Comment” boxes, or via the web site.

In the Diversity Plan we propose three main areas and specific actions for the campus to work on, with the opportunity for every unit to contribute. Even though some of the feedback received by the Task Force was less than reassuring and showed continued resistance to implementing changes, we were reaffirmed by many that we are taking the right approach. The Task Force also heard many of the good things that many individuals and groups are already doing on our campus and we hope this Diversity Plan will encourage them to continue and others to join in implementing it.

Specifically, the Task Force received clear support and recommended the following:

- Adopting an expanded definition of diversity
- Establishing a Diversity Commission
- Establishing training workshops for faculty (already started in June)
- Conducting a Campus Climate Survey (planned for fall semester)
- Creating a Diversity Orientation Program for all faculty, staff, and administrators
- Continuing diverse representation in campus groups and committees
- Undertaking a marketing/advertising campaign in local media (in process)
- Funding diversity initiatives appropriately, with special emphasis on 10 actions proposed for strategic priority funding

As a first step for implementation of Diversity Plan initiatives, the Cabinet approved in May $182,000 in Strategic Priority Funds to address the main recommendations from this Task Force.
For IMMEDIATE ACTION:

RECOMMENDATION 1: The University should adopt, for all purposes, the following definition of diversity:

Diversity at Minnesota State University, Mankato is a commitment to create an understanding and appreciation of diverse peoples and diverse perspectives; a commitment to create an academic, cultural, and workplace environment and community that develops mutual respect for all and celebrates our differences.

Meeting this commitment requires a transformation of the University Community to respect, teach, and learn from differences that can separate rather than unite the University Community as a genuine learning, teaching and living community dedicated to the education of all. These differences may include, but are not limited to, gender, ethnicity, race, national origin, socio-economic status, religion, sexual orientation, abilities/disabilities, age, physical appearance, marital/partnered status, and veteran status.

Meeting this commitment also requires action from the entire University Community to end discrimination and prejudice by and toward all people and groups.

RECOMMENDATION 2: The University should establish a permanent Diversity Commission in Fall 2004. (Section Three #1.e.) The Diversity Commission will have the following mission:

The charge to the Diversity Commission is to improve institutional accountability on diversity issues. The Diversity Commission will help move the University forward with all diversity initiatives by publicly posing the difficult questions that need to be asked; publicizing concerns and successes with diversity at MSU; reviewing progress in the implementation of the Diversity Plan; and by bringing public pressure to bear on the programs and people in the University responsible for improving diversity.

In carrying out its activities, the Diversity Commission may:

- Make campus wide recommendations related to diversity (as defined in the Diversity Plan).
- Serve as an independent advisory to the President on diversity issues.
- Provide effective advocacy for diverse populations on campus.
- Review, update, and monitor the Diversity Plan.
- Publish annual reports of campus progress in implementation of the Diversity Plan, including successes and failures.
- Help improve communication across campus on diversity issues.

WHY MSU CARES ABOUT DIVERSITY

As a modern university, Minnesota State University, Mankato exists for the primary purpose of educating students in a dynamic, collaborative, and inclusive environment. MSU is committed to promoting diversity and continues to move forward in implementing this strategic priority at all levels of the University. We have a responsibility to acknowledge and respect diversity, as it is an essential component of a quality educational environment.

Diversity enhances the educational process as it enriches us personally and professionally, it fosters good citizenship, and develops strong communities that maximize the potential of its members. Diversity promotes economic prosperity as it prepares globally-oriented citizens who can compete successfully in an interconnected global economy and who can work effectively with persons of different backgrounds.

At MSU, we care about diversity because we want to foster an actively engaged and inclusive learning and working community based upon civility, trust, integrity, and respect. Our proposed definition of diversity includes every member of our University community. We care about diversity because each of us—students, staff, faculty, and administrators—needs a safe and respectful place to learn and to work. Minnesota is more diverse today than it has ever been, and it will be even more diverse in the years to come. If each of us is provided with opportunities to understand diverse perspectives, peoples, and cultures, we will be better prepared to live, learn, work, and succeed in this ever-expanding world.

THE DIVERSITY PLAN AREAS

This Diversity Plan addresses our shared definition of diversity and consists of three main sections. Each section has a slightly different structure, but the goal is to show outcomes along with indicators that the outcome is progressing in the context of a timeline, with awareness of policy, funding, and accountability considerations.

It must be noted, throughout the Diversity Plan, that data collected at MSU focuses on a narrower group of under-represented categories (age, disability status, and ethnicity) than those included in our definition of diversity.

SECTION ONE: A PLURALISTIC ACADEMIC COMMUNITY (an academic and cultural environment that develops mutual respect for different ways of learning and different ways of living). Outcomes related to Recruitment and Retention of Faculty/Staff/Administration, Recruitment/Retention of Students, and creating an inclusive and welcoming community.
SECTION TWO: THE STUDENT LEARNING ENVIRONMENT
(a genuine learning, teaching and living community dedicated to the education of all). Outcomes related to teaching and learning (teaching methods and styles, curriculum, advising, orientation, …), development and implementation of diversity workshops, review of all policies, collaboration with the local community.

SECTION THREE: AN ENGAGED CAMPUS (action from the entire University Community to end discrimination and prejudice from and to all people and groups). Outcomes related to the campus commitment to diversity, assessment of campus climate, and participation of all campus offices in diversity efforts.
THE DIVERSITY WHEEL
INTERNAL AND EXTERNAL DIMENSIONS OF DIVERSITY

Lee Gordenswartz and Anita Rowe; Internal and External Dimensions are adapted from Marilyn Loden and Judy Rosener (Workforce America! Business One Irwin, 1991)