

# President's Commission on Diversity

Moving Forward, 2007-2008  
Final Report

September 4, 2008

To: President Davenport

From: Betty and Linda, Co-Chairs  
President's Commission on Diversity

Re: Final Report

September 4, 2008

List of Documents

- Membership
  - Plan for Representation and Terms
  - Current Membership
- Diversity Summit
- Diversity Grants and Awards
- Maverick Alliance
- Spring Retreat Materials
  - Agenda
  - Minutes

**President's Commission on Diversity  
Moving Forward, 2007-2008  
Final Report**

**I Marketing**

Our plan was (and continues to be) to market diversity as an integral and vital part of the whole university community.

- Meetings with University Advancement Team to market diversity
- Website development
- Active participation in activities, organizations of diversity
- Office Space (*TOP PRIORITY for 2008-2009*)

**II Website**

Work on the website continues.

- Calendar of diversity events to be in place for 2008-2009 (university, city, regional)
- Updated with all agendas, minutes, and reports
- Links to appropriate articles and sources
- Goals (charges and implementation)
- Committee priorities and work plan for 2007-2008
- Diversity projects in action
- List of members and contact information
  - Photos, biographies and statements on diversity

**III Projects and Action**

As a Commission we have played an active part in community activities.

- Commission re-structure with increase in commitment and productivity
  - Regular meetings of all members
  - Regular meetings of small committees/ work groups
- Membership Structure in place for representation
- Youth All-Sports Day—co-sponsorship
  - Michelle Oman, Health and Human Performance
  - Excellence response and attendance
- Toast to Diversity (with toasts to go on the website)
- Fall and Spring Retreats
- Lunch with the President
- Visits to Cabinet and all Collective Bargaining Units
  - presentation on President's Commission on Diversity Plan, role and goals
  - description of proposed vacancy notice
- Development and Implementation of Diversity Grants
  - Two allocated to faculty/ staff
  - Two allocated to students
  - Reports to Commission and to university community 2008-2009
- Plan for Diversity Awards in place, to be implemented 2008-2009
- General Education collaboration, new curricular requirements

**IV Hiring Practices**

Our goals continue to advance and support the recruitment, hiring, and retention of underrepresented employees.

- Worked with Affirmative Action, Human Resources, and Institutional Diversity
  - Submitted two applications to Strategic Priority Funding
    - Exit interviews (funded)
    - On-line application procedures (not funded this year)

- Worked with Affirmative Action, Human Resources and Institutional Diversity on advertising for positions
  - All postings for classified positions now include statement on diversity
  - All non-classified positions
    - include statement on diversity
    - application procedures include candidate statement on diversity
    - special training for search committees

**V Work with Various Organizations to Advance Diversity**

We attended local, regional, and national meetings and conferences to connect with professionals, find out what others are doing, determine what has worked in diversifying a community, and determine possible initiatives for collaboration. We want to bring in everybody-- churches, schools, recreation, the whole of the community.

- Mankato Diversity Council
- YWCA
- National Council of Race and Ethnicity
- Colin Powell Leadership Institute/ Urban League
- National Black Graduate Student Association Conference
- Interfaculty Organization Delegate Assembly (session on multi-culturalism)
- Diversity Dialogues
- Desmond Tutu

Plans for 2008-2009

- Table at Fall Resource Fair (2008-2009)

Thank you, Mr. President—without your vision and support this would not have been possible. We believe we have had a productive year and we look forward to making your dream come true.

## **Membership: President's Diversity Commission**

The President appoints the Diversity Commission. The Diversity Commission works with bargaining units to establish a roster that is approved by the Commission and the President.

The role of the President's Diversity Commission Members is to represent and contribute to the diversity needs of the entire campus and greater Mankato community and not only areas of representation and expertise.

Recommendations for a diverse commission membership include:

- three Inter-Faculty Association (IFO) representatives
  - two Minnesota State University Association of Administrative and Service Faculty (MSUAASF) representatives
  - one classified American Federation of State, County & Municipal Employees (AFSCME) representatives
  - one representative each from Middle Management Association (MMA) and Minnesota Association of Professional Employees (MAPE)
  - two Minnesota State Student Association (MSSA) student representatives
  - two Presidential appointees who will serve as co-chairs of the task force
  - one community representative through Greater Mankato Diversity Council
  - one Office of Affirmative Action representative
  - one Division of Institutional Diversity representative
  - one International Student & Scholar Services representative
  - one Lesbian, Gay, Bisexual, Transgender Center representative
  - one Women's Center representative
  - one Office of Disability Services representative
  - one Non-Traditional Student Program representative
- 
- Co-chairs shall serve for 2 years at the discretion of the President, with preference for staggered service.
  - The President appoints the Vice President for Institutional Diversity to serve as an ex-officio liaison to the President.
  - Two-year membership terms with length of membership not to exceed 4 consecutive years
  - Three unexcused absences without notification to the commission will result in notification to the respective bargaining unit/department
  - All commission members are voting members.
  - Vacancies that occur during the year will be filled as determined by the Commission.
  - Membership to be determined in April of the academic year, with active membership to begin the first week of Fall Term. (for 2008-09 membership will be determined by September 20<sup>th</sup>.)

