Co-Facilitators: Henry Morris & Joan Roca
Table #4 Topic Title – Our Diversity and Inclusion Plan: What's happening next?
Number of Participants – three groups of about 12 participants each

Advancing diversity and inclusion continues to be important for our University – it's essential to increasing recruitment and retention, and closing the opportunity gap for our students. Join this discussion to hear what all we accomplished with our 2016-2017 plan and highlights of our campus climate survey. Ask questions and share your ideas for our next 3-5 year Diversity & Inclusion Plan and how best to broadly share our survey results.

CLIMATE SURVEY

- The Climate Survey should be considered a Diversity and Inclusion Survey
- It will be done every three years.
- The results will be released in September. It is 147 pages but has an Executive Summary.
- 1334 people responded and the survey was not just for students of color
- Respondents: 63% staff, 21% students, 14% faculty, 2% administration
- The survey considered sex/gender, disability, sexual orientation, religion, race, military experience, English language, and nation of origin
- Did not analyze groups with less than 5 members to protect confidentiality

Feedback Received

- Include graphics in the executive summary
- Consider the role of international students
- Look at best practices from other institutions
- Look at role of decision-makers and consider if more training is needed

DIVERSITY AND INCLUSION

- The University's midterm report on Diversity and Inclusion plan was submitted in March 2017 and demonstrated that Mankato initiated many action steps.
- Students are not successful at MSU Mankato for one or more of three reasons: academic, financial, and/or environmental. The plan addresses all three.
- All action steps have quantifiable measures
- The current plan is based on the Minnesota State System metrics
- Many initiatives are 100% completed:
    - Definition of diversity and inclusion statement
    - Review of compensation package that might dissuade diversity hiring
    - Plan to enhance the Global Education's Friendship Family Program
    - Investigation of software to convert text into audio format
    - Expansion of membership of the Closing the Opportunity Gap Workgroup
    - Plan to redesign and increase the size of the Multicultural Center
    - Plan within each college and division to increase underrepresented
    - Revision of the University's Affirmative Action Plan

- o Refined Institutional Diversity's strategic marketing plan
- o Development/implementation of annual student diversity recruitment plans
- o Increased Institutional Diversity information sessions/materials for parents

Feedback Received
- Consider involving the K12 system
- Diversity of teachers in K12 is not representative of the general population
- The next plan should be aspirational, beyond what the System requires
- We need to match the demographics of the state/region
- Need to reach out the K12 sooner: engineering camp is a good example
- The biggest priority: closing the opportunity gap in retention and graduation
- Supplemental instruction should be expanded; it ultimately benefits all students
- Consider the role of Institutional Diversity in the new Academic Advising Model
- Need to implement findings from the last workgroup
- Revise policies that keep students from being successful
- Local training of police and teachers need to be more culturally sensitive
- Need better communication to the campus of diversity issues and the new plan
- Impact the curriculum: need to include steps to integrate diverse cultures requirement
- Should be a University Plan, not an Institutional Diversity Plan
- The curricular component is key: how do we prepare students for nationwide changes
- Need to look at the University website and consider how to attract diverse students
- Consider growing diversity among graduate students
- Survey faculty/staff who leave the institution
- Include more diversity content in the orientation of new students