

## 2023-2024 Strategic Goals: Diversity, Equity, and Belonging

Goal Area	Representational Diversity	Campus Climate	Bias Response
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Increase the proportion of students from marginalized backgrounds who matriculate as new students (NHS and NAS) to UMN Crookston on an annual basis.</li> <li>• Increase retention rates for all students while eliminating retention rate gaps for students from marginalized backgrounds.</li> <li>• Increase racial diversity among faculty (Regular &amp; P&amp;A) as well as Student Success (SS), Student Affairs (SA), and athletic staff educators.</li> </ul>	<ul style="list-style-type: none"> <li>• Improve cultural and identity-based diversity awareness aspects of campus climate for students, faculty, and staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a bias response protocol that includes separate conduct and bias protocols.</li> </ul>
<b>Highlighted Strategies and Activities</b>	<ul style="list-style-type: none"> <li>• Provide greater access through a holistic review admissions process.</li> <li>• Increase recruitment of and outreach toward students from marginalized backgrounds.</li> <li>• Generate strategic articulation agreements to enhance student diversity.</li> <li>• Utilize the WAM Grant as a recruitment tool.</li> <li>• Strengthen student success efforts through FYE, advising, TRIO, and academic support.</li> <li>• Strengthen searches for faculty as well as SS, SA, and athletic staff educators in order to achieve or exceed diversification metrics.</li> </ul>	<ul style="list-style-type: none"> <li>• Utilize Intercultural Development Inventory (IDI) Mindsets assessment for faculty as well as SS, SA, and athletic staff educators.</li> <li>• Utilize items from the National Survey for Student Engagement (NSSE) for evidence-based programming</li> <li>• Develop and facilitate multicultural education programming and professional development for students and faculty, as well as SS, SA, and athletic staff educators.</li> </ul>	<ul style="list-style-type: none"> <li>• Create assessment strategy to monitor bias incidents over time.</li> </ul>
<b>Metrics</b>	<ul style="list-style-type: none"> <li>• Secure new student applicant pools that match the racial diversity of students in Minnesota K-12 schools<sup>1</sup>.</li> <li>• Secure new student applicant pools of at least 50% first-generation college students.</li> <li>• Eliminate all retention rate gaps, specifically for students of color, first-generation college students, and low-income students.</li> <li>• Match the proportion of faculty of color (including international and domestic faculty of color) to the racial demographics of the student body.</li> <li>• Match the proportion of SS, SA, and athletic staff of color to the racial demographics of the student body.</li> </ul>	<ul style="list-style-type: none"> <li>• Move from Minimization Mindset to Acceptance Mindset on a comprehensive administration of the IDI and/or related instruments.</li> <li>• Measured improvement on SERU scores.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete bias response protocol.</li> <li>• Report data related to bias incidents.</li> </ul>
<b>People Responsible</b>	<ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Vice Chancellor Hoffman</li> <li>• Lisa Samuelson</li> <li>• Mike Griffin</li> <li>• Lamesha Brown</li> <li>• Alma Torres Pierce,</li> </ul>	<ul style="list-style-type: none"> <li>• Vice Chancellor Hoffman</li> <li>• Lisa Samuelson</li> <li>• Lamesha Brown</li> <li>• Alma Torres Pierce</li> <li>• Sue Erickson</li> </ul>	<ul style="list-style-type: none"> <li>• Lisa Samuelson</li> <li>• Lamesha Brown</li> <li>• Alma Torres Pierce</li> </ul>

<sup>1</sup> 32.4% in 2017-18 according to the Minnesota Department of Education