



**Diversity and Multiculturalism Division
Fiscal Year 2010 Year-End Report**



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INTRODUCTION

The primary focus of the work of the Diversity and Multiculturalism division in fiscal year 2010 was to provide leadership to the Minnesota State Colleges and Universities in providing higher education access and success for all Minnesotans, especially those from underrepresented groups. Significant attention was also given to establishing assessment and accountability protocol systems for diversity programs. The division's compliance program was very effective in both education and complaint management. The Board of Trustees, through its Diversity and Multiculturalism Committee and Chancellor James McCormick, provided leadership and support for this systemwide effort. This work was supported by one administrative assistant, three program staff members and two administrators. Additionally, numerous campus and community members provided invaluable assistance to the division in attaining its achievements.

MISSION

The Diversity and Multiculturalism division of the Minnesota State Colleges and Universities system actively promotes a healthy, productive educational and work environment that is free of discrimination.

Its mission is to foster:

- Increased access and opportunity
- Inclusiveness
- Cultural competency

MANDATE

The Diversity and Multiculturalism division reports to the Chancellor. The division reflects the Minnesota State Colleges and Universities system's commitment to providing equal education and employment opportunities to all.

The strategic imperative that guides the division's work is a systemwide goal to increase access and opportunity in the areas of recruitment, enrollment, retention and success of students from groups that have been traditionally underrepresented and underserved. The division consistently seeks innovative ways of achieving this goal.

ACCOMPLISHMENTS

1. Fall 2009 enrollment of new students from underrepresented groups increased by 22 percent.
2. The Make College a Part of Your Future recruitment program, created in collaboration with the Public Affairs division, won a Silver Anvil Award from the Public Relations Society of America.
3. Recognizing the dwindling number of males in higher education, developed a system working group to look at male access. Created a report on male access with recommendations for future implementation.
4. Developed a list of current staff who have primary responsibility for matters affecting American Indian students on Minnesota State Colleges and Universities campuses.
5. Submitted a biennial report to the U.S. Department of Education Office for Civil Rights. The Department of Education commended the division on the quality and thoroughness of its Office for Civil Rights reviews and the organization of the report.
6. Coordinated the Super Weekend program for over 3,000 participants. Ten high-ranking officials of the Minnesota State Colleges and Universities system spoke at places of worship to encourage more students of color and other underrepresented groups to prepare for and complete college.
7. Worked with leadership of the White Earth Nation to explore the unique needs of American Indian students and discuss options to meet these needs.
8. Developed and administered a leadership retreat and poster campaign for Asian American youth and began planning a leadership retreat for African American youth.
9. Collaborated with other higher education institutions to strengthen the Higher Education Recruitment Consortium.
10. Established the Get Cut, Get Styled, Get College campus recruitment program.
11. Completed and launched an online interactive sexual harassment prevention training course for employees in Desire2Learn.
12. Initiated efforts to strengthen relationships and garner support from a variety of American Indian community organizations.
13. Improved communications and relationships between American Indian faculty, staff and students of the Minnesota State Colleges and Universities system and the Office of the Chancellor.
14. Continued and refined the annual Diversity Awards and Diversity Awards Ceremony.
15. Collaborated with the Public Affairs division to place ads in student planners in Minnesota schools that targeted underrepresented students in 31 middle schools with significant student of color and American Indian populations. This year, three additional schools participated in the program, nearly tripling to 976 the number of American Indian students potentially reached by the program.
16. Completed more than 96 campus work sessions at system campuses.
17. Conducted at least 64 trainings at campuses, including two Anti-Racist Multiculturalism Across the Curriculum trainings that reached a total of 80 faculty members.
18. Conducted at least 21 presentations or training sessions outside of the system, including:
 - A presentation at the Minnesota Indian Education Association Conference;
 - Facilitation of a "Stump the OCR" session for the U.S. Department of Education Office for Civil Rights Methods of Administration conference;

- Participation on a panel at the American Indian Summit hosted by Bemidji State University; and
- Participation on a congressional briefing panel in Washington, D.C., held by the Pell Institute for the Study of Opportunity in Higher Education, on the need to support adult learners in order to reach President Barack Obama's 2020 goal.

FUTURE CHALLENGES

1. Increasing access and success for American Indians
2. Improving campus success with underrepresented students in a resource-challenged environment
3. Increasing the diversity among senior administrators
4. Developing and implanting matrices of accountability for the Access, Opportunity and Success Initiative
5. Rewarding campuses that demonstrate measurable progress toward or achievement of measurable benchmarks with underrepresented students

WORK PLAN FY 2010: ANNUAL OUTCOMES EVALUATION¹

Completed: 36

Ongoing: 22

Not completed: 7

Major successes:

1. Fall 2009 enrollment of new students from underrepresented groups increased by 22 percent.
2. Launched an online sexual harassment prevention training module.
3. The Make College a Part of Your Future recruitment program, created in collaboration with the Public Affairs division, won a Silver Anvil Award from the Public Relations Society of America.
4. Established the Get Cut, Get Styled, Get College program.
5. Developed and administered a leadership retreat and poster campaign for Asian American youth and began planning a leadership retreat for African American youth.
6. Completed the male access and success study.

Major challenges:

1. Increasing access and success for American Indians
2. Increasing the recruitment and retention of underrepresented students in a resource-challenged environment
3. Increasing the diversity among senior administrators on campuses and at the Office of the Chancellor
4. Responding in an efficient and effective manner to the current economic environment

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
<p>Monitor each institution's efforts to establish retention, completion and graduation goals for underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students. Assist institutions to develop diversity plans that include timetables and measurable outcomes.</p>	<p>90% of the institutions will have a diversity plan that includes timetables and measurable outcomes for improving the success of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students.</p> <p>Diversity staff will review progress toward achieving measurable outcomes annually and will provide information to executive director to use in presidential evaluations.</p> <p>Staff will visit assigned campuses at least twice a year.</p>	<p>Completed with ongoing revisions. This information is also reported to the Board of Trustees.</p> <p>Ongoing. This has begun for the FY 2010 evaluations of presidents.</p> <p>Ongoing.</p>

¹ These activities involved the work of the staff of the Diversity and Multiculturalism Division as well as students, administrators, staff and faculty from across the Minnesota State Colleges and Universities system.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Provide institutions with models to improve the success of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students.	<p>Chief diversity officers will have three systemwide meetings (two face-to-face and one at the Student Affairs conference).</p> <p>Diversity staff will monitor institutions' attendance at meetings and will share findings with the executive director in April for presidential evaluations.</p>	<p>Completed. Two of the sessions focused on statistics for diversity officers.</p> <p>Completed.</p>
Provide institutions with models to improve the success of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students.	<p>Determine the effectiveness of these projects.</p> <p>Projects will be evaluated by using the backward design assessment model or other appropriate assessment techniques.</p>	Completed. This is done annually.
Evaluate the success of institutional practices and programs focused on improving the success of students.	<p>Measure the retention of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students from Fall 2008 to Fall 2009.</p> <p>For those who only take one course (e.g., continuing education students, non-degree-seekers, dislocated workers), completion of registered course(s) would be the measurement utilized.</p>	<p>Completed.</p> <p>Not completed. The division did not have the ability to impact this area.</p>

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
<p>Increase the number of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students at our colleges and universities.</p>	<p>Review student demographics and enrollment and provide feedback to Leadership Council and to appropriate campus personnel.</p> <p>For those who only take one course (e.g., continuing education students, non-degree-seekers, dislocated workers), completion of the registered course(s) would be the measurement utilized.</p> <p>Locate campuses willing to participate in the Get Cut, Get Styled, Get College program and offer assistance to those with viable proposals.</p> <p>Implement Super Weekend.</p>	<p>Completed.</p> <p>Not completed. The division did not have the ability to impact this area.</p> <p>Ongoing. Programs have been identified and funding granted. Programs are to be implemented by the end of the year.</p> <p>Completed.</p>
<p>Recognize innovations that enhance access and success for underrepresented students and employees.</p>	<p>Continue Diversity Awards and integrate with Academic and Student Affairs Awards Banquet.</p>	<p>Completed. Number of nominations tripled.</p>
<p>Evaluate the success of institutional recruitment and retention models focused on increasing the number of underrepresented students using the Access, Opportunity and Success Initiative.</p>	<p>Monitor the recruitment of underrepresented, underserved (disaggregated by race and ethnicity) and American Indian students.</p>	<p>Completed. All numbers increased, though it is difficult to establish a direct link between increased enrollment and the work of this division. However, research supports the activities and programs of the division with regards to student recruitment.</p>
<p>Work with diversity officers to utilize data from the Community College Survey of Student Engagement (CCSSE) and focus groups to develop programs that will enhance campus inclusiveness.</p>	<p>Campus inclusiveness, as indicated by CCSSE data, will improve.</p>	<p>Completed. The CCSSE data was used in two workshops for campus diversity officers. In addition, one Webinar was conducted and another is planned. These activities focus on providing campus diversity officers the tools to use the CCSSE effectively.</p>

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Work with diversity officers to utilize data from the National Survey of Student Engagement (NSSE) and focus groups to develop programs that will enhance campus inclusiveness.	Campus inclusiveness, as indicated by NSSE data, will improve.	Completed. The NSSE data was used in two workshops for campus diversity officers. In addition, one Webinar was conducted and another is planned. These activities focus on providing campus diversity officers the tools to use the NSSE effectively.
Assist each institution, including the Office of the Chancellor, in providing appropriate anti-racism and anti-discrimination training to faculty, staff and students.	30% of the institutions will conduct anti-racism or anti-discrimination training. 20% of the Office of the Chancellor staff will have received four to eight hours of anti-racism and anti-discrimination training.	Completed. Completed.
Assess the effectiveness of the anti-racism and anti-discrimination training.	Pre- and post-assessments will be completed. Report on the implementation of the Bremer Grant (outside evaluation).	Completed. Ongoing.
Staff the Office of the Chancellor's Diversity Committee.	90% of Office of the Chancellor's Diversity Team monthly meetings will be effective, resulting in three goal-driven programs in FY10.	Completed.
Evaluate the effectiveness of the work of the Diversity Committee based on the effectiveness of and participation in the developed programs.	20% increase in the number of persons attending Office of the Chancellor Diversity Team programming.	Completed. Goal was attained by adding electronic programming, such as MnSpace and Webinars. In addition, to provide increased access to this training for those who did not participate in the Brown Bag programs, a common book activity, using a blog, was launched. Also, the Monthly Consideration programs have increased participation in this programming.
Seek models to increase the diversity of faculty and staff, given the current economic climate.	Present three models to affirmative action officers.	Completed. Collaborated with Human Resources in this work.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Review and monitor progress in reducing underutilization rates as indicated in the Affirmative Action Plan.	Conduct an annual disparity impact study to determine the impact of current work force management decisions.	Completed.
Review and monitor institutional relationships with targeted and women businesses.	An annual report will be made to the Leadership committee.	Completed. Baseline data has been collected and reported to leadership. Next update is scheduled for October 2010.
Review the Office of Civil Rights process based on feedback from campuses.	All appropriate modifications will be made to the process.	Ongoing.
Monitor the progress of colleges and universities' Office of Civil Rights voluntary compliance plans.	Plans will be monitored until they are in compliance.	Ongoing.
Review feedback from the U.S. Department of Education.	All appropriate modifications will be made.	Ongoing.
Coordinate and manage the Office of Civil Rights process for the campuses.	Four campuses will have compliance reviews in 2009-10.	Four campus compliance reviews have been completed.
Design, develop and deliver training to all investigators of System Procedure 1B.1 complaints.	Two training sessions will be conducted.	Completed two sessions and conducted five individual tutoring sessions.
Evaluations will be conducted at the end of each investigator training session.	All appropriate modifications, will be made to the training.	Completed.
Design, develop and deliver training to all 1B.1 decision-makers.	Two training sessions will be conducted.	Completed two sessions and conducted one individual tutoring session.
Evaluations will be conducted at the end of each decision-maker training session.	All appropriate modifications will be made.	Completed.
Collect and compile investigative data from colleges and universities on an annual basis and report results to cabinet.	Annual report to cabinet of discrimination/harassment investigations.	Completed. Data collected and was reported in September.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Monitor searches and hiring processes at the Office of the Chancellor to determine the effectiveness of the hiring process.	Each search process will be approved by executive or associate director.	Ongoing.
Develop and deliver training as requested by campuses (affirmative action, anti-racism, diversity, scholarship, recruitment and retention, sexual harassment).	Training will be delivered as requested.	Ongoing.
Roll out sexual harassment D2L training.	Training will be made available to all MnSCU employees.	Completed.
Collaborate with campus investigators and decision-makers in investigating and resolving 1B.1 complaints.	Respond to all requests concerning 1B.1 complaints.	Ongoing.
Conduct 1B.1 investigations. Receive complaint, determine strategies for resolution, investigate and write report.	Investigation report is completed, or behavior complained of has stopped.	Ongoing.
Assist campuses in developing their Voluntary Compliance Plans for the U.S. Department of Education.	Assist colleges in developing Voluntary Compliance Plans.	Ongoing.
Assist in staffing the Board Committee and Leadership Diversity Committee.	Develop materials as required by each committee.	Ongoing.
Provide staff assistance in increasing access and opportunity.	Provide administrative assistance.	Ongoing.
Monitor implementation of Office of the Chancellor Affirmative Action Plan.	Minnesota Management & Budget will approve 100% of affirmative action plans.	Ongoing.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Community outreach.	Coordinate participation in advisory groups; state, regional or national boards; and event-planning committees that support access and opportunity for underrepresented students. Also, coordinate attendance at five to 10 community events as a vendor, partner or participant.	Completed.
Participate in professional development to improve skills as diversity practitioners.	Attendance at conferences, workshops and other professional development opportunities. Staff will share skills and knowledge gained at these activities as appropriate.	Completed.
Evaluate the effectiveness of institutional American Indian-focused programs and activities.	Report to Leadership Council.	Not completed.
Hold focus group with American Indian students to determine needs.	Plan and host American Indian student assembly, to be held by October 2010. Two focus groups conducted.	Ongoing. Not completed; conducted only one focus group.
Maintain and strengthen a relationship with 11 Minnesota tribal nations.	Become a routine agenda item on Minnesota American Indian Council. Representative from American Indian Council invited to present to Leadership Council Diversity Committee. Submit at least three updates to the tribal nations on the system's work on behalf of American Indians' higher education access, opportunity and success.	Completed. Not completed. Ongoing. Submitted two updates: fall and winter quarter reports were sent to the Minnesota Chippewa Tribe, Human Services and Education Committee. The spring report will be submitted by mid-July.
Explore the development of American Indian Advisory Council or some similar advisory group.	First meeting on American Indian Advisory Council will occur.	Not completed.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
Improve communication with American Indian faculty/staff and Tribal Nations.	Create listserv. Maintain listserv.	Completed. Changed to mailing list. Mailing list completed with ongoing maintenance and updates as needed. Ongoing. GroupWise list created. Listserv options being explored.
Support students in their cultural competency activities.	The diversity division will support at least three activities.	Completed; 10 activities were supported, including participation in the selection of an executive director for one of the organizations.
Partner with Student Affairs division to deliver a conference to include a diversity professional development track within the student affairs conference.	80% of chief diversity officers will participate in the conference.	Complete.
Implement the work plan based on results of the Workplace Diversity Climate Survey.	Indicators will improve by 20%.	Not completed. Due to budget considerations, the Workplace Diversity Climate Survey was administered in September 2010.
Collaborate with Finance and Academic and Student Affairs divisions to develop a method to monitor the cost-effectiveness of college and university recruitment and retention efforts geared to students in underrepresented groups.	Report to Leadership Council Diversity Committee and Board of Trustees.	Ongoing. Work in this area progresses. Report will be presented in November 2010.
Collaborate with Finance and Academic and Student Affairs divisions to develop a method to monitor the cost-effectiveness of diversity-oriented cultural programs and diversity-oriented student support services.	Report to Leadership Council Diversity Committee and Board of Trustees.	Ongoing. Work in this area progresses. Report will be presented in November 2010.
Report on focus group research findings for the Male Access and Success Study Group.	Report to Leadership Council.	Completed.

Diversity and Multiculturalism Objectives/Strategies	Indicators	Results
<p>Review and revise the hiring process as necessary. Increase the retention rate of diverse hires. Review position descriptions for inclusivity.</p>	<p>Develop strategies that are effective in recruiting diverse pools and retaining diverse employees at the Office of the Chancellor.</p> <p>Explore possibility of funding mentoring approaches.</p>	<p>Ongoing.</p> <p>Ongoing.</p>
<p>Explore collaborating to infuse multiculturalism, anti-racism and anti-sexism into existing and new courses.</p>	<p>Explore collaborating with faculty unions and Center for Teaching and Learning on a statewide approach to develop and improve curricula from a diversity and multiculturalism perspective.</p>	<p>Completed.</p>
<p>Develop RFP for innovative, research-based diversity programs.</p>	<p>Two grants awarded.</p>	<p>Completed. Five grants were awarded.</p>
<p>Respond to Minnesota Office of the Legislative Auditor's Systemwide Evaluation Report.</p>	<p>Complete the measurable outcomes approved by the Board of Trustees.</p>	<p>Completed.</p>

DIVERSITY AND MULTICULTURALISM STAFF

Whitney Harris, Executive Director, Diversity and Multiculturalism
Renée Hogoboom, Associate Director for Diversity and Multiculturalism
Raúl Ramos, Senior Access and Opportunity Specialist
Ka Vang, Diversity Programs Director
David Isham, Access and Opportunity Specialist
Gale Rohde, Executive Assistant

BOARD AND COMMITTEE PARTICIPATION BY DIVERSITY AND MULTICULTURALISM DIVISION STAFF DURING FISCAL YEAR 2010

- Midwestern Higher Education Compact board
- American Men's Studies Association board
- St. Paul Foundation Cass Scholarship review committee
- Journal review committee for *Diversity in Higher Education*
- Journal review committee for *American Men's Studies Association Journal*
- Upper Midwest Higher Education Recruitment Consortium board
- Alliance for Cooperation & Collaboration in Employment & State Services board
- Minnesota TRiO Association board
- National Association for Multicultural Education, Minnesota chapter board
- Overcoming Racism Conference Planning Committee; facilitator for Overcoming Racism Program Committee
- White Privilege Conference 12 Planning Committee co-chair
- Planning committee member for Minnesota Minority Education Partnership's Frontiers in Racial Equity Conference: Defining Education Policy & Practice
- Thinking College Early Planning Committee
- Minnesota Association of Counselors of Color Executive Committee
- Metropolitan Minority Outreach
- East Side Learning Center board
- Minnesota State Colleges and Universities representative as a task force member at Native American Student Success, National Association of System Heads meetings to discuss Access to Success for Native American students
- American Indian Opportunities Industrialization Center board
- Twin Cities American Indian Graduation Banquet Planning Committee
- Native American Community Development Institute Planning Committee
- Tribal Nations Education Committee
- Council of Elders, University of Minnesota, Twin Cities Campus
- Native Pride Arts board



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DIVERSITY AND
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DIVISION



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