

Diversity and Multiculturalism Division
Fiscal Year 2011 Annual Report



Minnesota
STATE COLLEGES
& UNIVERSITIES

**Minnesota State Colleges and Universities
Diversity and Multiculturalism Division
FISCAL YEAR 2011 ANNUAL REPORT**

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INTRODUCTION

The Diversity and Multiculturalism division provides broad leadership to the Minnesota State Colleges and Universities to foster higher education access and success for all Minnesotans, especially American Indians and those from underrepresented groups.

In fiscal year 2011, the division gave significant attention to establishing assessment and accountability protocol systems for diversity programs. The Board of Trustees Diversity and Multiculturalism Committee and Chancellor James McCormick provided leadership and support for this systemwide undertaking. This critical systemwide work was supported by one administrative assistant, two program staff members and two administrators in fiscal year 2011. Numerous campus and community members also provided invaluable assistance to the division in attaining its goals.

The following are some division highlights for fiscal year 2011:

- Enrollment of new students from underrepresented groups increased by three percent from fall 2009 to fall 2010; continuing students from underrepresented groups increased by five percent.
- Over 200 students and professionals met to explore ways of increasing higher education access for American Indians at the American Indian Educators Summit in May 2011.
- The office provided professional development opportunities for diversity officers and campus personnel to enhance their skills in creating positive campus climates that support the success of underrepresented and American Indian students.
- The division developed a systemwide diversity plan for implementation in FY 2011-2015 to successfully respond to the academic, economic, demographic and social changes occurring in a global environment.

MISSION

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

Its mission is to foster the following:

- 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 opportunity in education and employment.

The strategic imperative which 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 traditionally have been underrepresented and underserved. The division continuously seeks innovative ways to achieve this goal.

OVERVIEW OF ACCOMPLISHMENTS

- Supported programs that resulted in the enrollment of new students from underrepresented groups increasing by three percent from fall 2009 to fall 2010; continuing students from underrepresented groups increased by five percent.
- Continued work with leadership of the White Earth Nation to explore the unique needs of American Indian students and discuss options to meet these needs.
- Collaborated with the Council on Asian Pacific Minnesotans to develop and administer a leadership retreat for Asian American youth.
- Collaborated with other higher education institutions to strengthen the Upper Midwest Higher Education Recruitment Consortium.
- Completed an online interactive affirmative action training course for employees and others in Desire2Learn. The program is designed especially for employees who are involved in employee searches.
- Continued to strengthen and build relationships and garner support from American Indian community organizations.

Maintained and improved communications and relationships between American Indian faculty, staff and students in system colleges and universities and the system office.

- Continued and refined the annual Diversity Awards and ceremony.
- Developed the Resources for Relationships program, which rewards institutions for enhancing and supporting campus relationships that support access, opportunity and success for all Minnesotans, especially those from underrepresented and American Indian communities.
- Collaborated with the Public Affairs division to place ads in student planners in Minnesota schools that targeted underrepresented students in 27 middle schools with significant students of color and American Indian populations.
- Completed more than 90 campus work sessions at system campuses.

Conducted four system Civil Rights Reviews: Hennepin Technical College, Central Lakes College, St. Cloud Technical and Community College, Northland Community and Technical College.

- Conducted a “Conducting OCR Reviews on College Campuses” session for the U.S. Department of Education Office for Civil Rights Methods of Administration conference.

- Collaborated with system staff to plan and coordinate the American Indian Educators Summit with a focus on revisiting the past to understand the present and to plan better for the future; conducted a presentation at this summit. The summit had more than 200 participants, including representation from Minnesota educators (post secondary, public and private, K-12 schools, tribal schools), tribal leadership, the Minnesota Department of Education, the Minnesota Historical Society, North Dakota State University and the Initiative Foundation.
- Supported the 12th Annual White Privilege Conference, attended by approximately 2,000 participants, including educators and students.
- Developed a systemwide diversity plan for implementation in FY 2011-2015, to respond successfully to the academic, economic, demographic and social changes occurring in a global environment. To download the systemwide diversity plan, go to www.diversity.mnscu.edu.
- Analyzed baseline spending for diversity-oriented academic support services and diversity-oriented support services, with assistance from the Finance division.
- Analyzed spending with Targeted Group Businesses and economically disadvantaged businesses, and reported it to the Leadership Council.
- Collaborated with Academic and Student Affairs to organize the Student Affairs and Diversity and Multiculturalism conference, attended by over 300 employees.
- Collaborated with Academic and Student Affairs to organize the system diversity drive-in conference, “Equity in STEM Programs – Supporting Student Success.”
- Developed and presented 10 diversity webinars and Diversity Brown Bag professional development sessions attended by over 400 employees and students.
- Developed and presented the Diversity Common Book program, where all Office of the Chancellor staff were invited to read the same book and participate in a discussion about that book, facilitated by outside speakers.
- Developed and facilitated professional development for campus chief diversity officers that included three regional webinars, three regional meetings, a chief diversity officer track at the Student Affairs and Diversity and Multiculturalism Conference, a forum with presidents, and a system meeting.
- Developed for implementation in FY 2012 an on-line diversity officers toolkit to increase the skills, knowledge and cultural competency of the system’s campus chief diversity officers. To review the diversity officers toolkit, go to www.diversity.mnscu.edu/special_initiatives/diversity_toolkit/index.html.

- Developed and implemented an action work plan to address significant findings from the Office of the Chancellor Workplace Diversity Climate Survey, which was administered in fall 2010.
- Continued and refined the diversity mini-grants, awarding seven grants to Minnesota State Colleges and Universities campuses. Funded were: Century College, Fond du Lac Tribal and Community College, Inver Hills Community College, North Hennepin Community College, Pine Technical College, Ridgewater College, and Winona State University in partnership with Minnesota State College – Southeast Technical.
- Collaborated with Winona State University’s Healthforce Minnesota Center of Excellence in awarding three diversity health grants to Minnesota State Colleges and Universities campuses and their community partners in order to have measurable impact on the success of students from underrepresented communities in the health professions. The following are system institutions and their community partners that received the grant:
 - Central Lakes College, Mille Lacs Health System, Mille Lacs Band of Ojibwe, Brainerd Lakes Chamber of Commerce, School districts in Omani, Isle, Pierz, and Nay Ah Shing Tribal Schools
The intent of this project is to recruit and train high school students and Native Americans who are interested in becoming a certified nursing assistant or a home health aide. The partners will use job mentoring, set goals and create a tracking system for quantitative and qualitative results. \$24,700.00
 - Itasca Community College, Adult Basic Education, KOOTASCA Community Action
The funding for this program will match existing FastTrac Minnesota funds secured in September 2010 for a redesign program aimed at educating a diverse, adult healthcare workforce. \$25,000.00
 - Minneapolis Community and Technical College, Project for Pride In Living, Children’s Hospitals
PPL is piloting a new Pharmaceutical Tech program with MCTC faculty providing curriculum and instruction for this customized incumbent worker training for Children’s Hospital employees. \$50,000.00
- Collaborated with Internal Auditing in developing and preparing four presidential transition reports.
- Served as a member of the Twin Cities African American Leadership Forum.

SYSTEMWIDE GOALS

1. Increasing access, opportunity and success for American Indians
2. Improving campus retention and success with underrepresented students in a resource-challenged environment
3. Increasing the diversity among senior administrators
4. Developing and implementing 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

Objective/Strategies	Indicators	Results
Strategic Direction 1: Increase access, opportunity and success		
Conduct focus group with American Indian students to determine needs.	<ul style="list-style-type: none"> • Organize American Indian student-focused Assembly. • Conduct four American Indian student issues focus groups. 	Complete Complete
Evaluate the effectiveness of institutional American Indian-focused programs and activities.	<ul style="list-style-type: none"> • Determine the effectiveness of these projects. • Evaluate projects by using the backward design assessment model or other appropriate assessing techniques. 	Ongoing Ongoing
Conduct focus group with underrepresented students to determine needs.	<ul style="list-style-type: none"> • Cooperate with Winona State University in organizing student Diversity Assembly. • Conduct four underrepresented students issues focus groups. 	Complete Complete
Demonstrate and communicate the value of diversity work (benchmarking).	<ul style="list-style-type: none"> • Complete and distribute the annual report in a timely way. Distribute to diversity officers, presidents, tribal leaders and other stakeholders. 	Complete
Conduct cost-benefit analysis of diversity.	<ul style="list-style-type: none"> • Evaluate the Access, Opportunity, and Success Initiative. • Evaluate selected components of Office of the Chancellor and the Diversity and Multiculturalism division. 	Complete Complete
Sustain financial viability during changing economic times.	<ul style="list-style-type: none"> • Reduce office materials expenditures by 5%. • Secure increased funding from external sources. • Respond to one request for proposal. 	Complete Incomplete Incomplete
Analyze statewide spending with Targeted Group Businesses.	<ul style="list-style-type: none"> • Report to Leadership Council. 	Complete
Strategic Direction 4: Innovate to meet current and future educational needs		
Develop an electronic Affirmative Action training program for search committees.	<ul style="list-style-type: none"> • Develop an e-format training program. 	Complete
Contribute to measurable improvements in diversifying leadership of the system.	<ul style="list-style-type: none"> • Provide resources to campuses. • Develop and pursue affirmative action goals. • Assist the campuses. 	In process In process Ongoing

DIVERSITY AND MULTICULTURALISM STAFF

Whitney Harris, Executive Director, Diversity and Multiculturalism

Renée Hogoboom, Associate Director, Diversity and Multiculturalism

Raúl Ramos, Senior Access and Opportunity Specialist (through 12/31/10)


Ka Vang, Diversity Programs Director

David Isham, Access and Opportunity Specialist

Gale Rohde, Executive Assistant

ASSOCIATION AND COMMUNITY PARTICIPATION BY DIVERSITY AND MULTICULTURALISM DIVISION STAFF

- 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 and Collaboration in Employment and State Services board
- National Association for Multicultural Education, Minnesota chapter board
- Overcoming Racism Conference Planning Committee; facilitator for Overcoming Racism Program Committee
- Co-chair of planning committee for 12th annual White Privilege Conference
- Planning committee member for Minnesota Minority Education Partnership's "Frontiers in Racial Equity Conference: Defining Education Policy & Practice"
- Minnesota Association of Counselors of Color Executive Committee
- Girl Scouts of Minnesota and Wisconsin River Valleys
- 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
- Dakota/Ojibwe Language Revitalization Working Group
- Native Pride Arts board
- YWCA "It's Time to Talk: Forums on Race" planning committee



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