Cite policy requirement, or explain why item is on the Board agenda:

The Board of Trustees approved the Systemwide Strategic Diversity Plan and the Systemwide Strategic Work Plan for American Indians 2006 – 2010. These plans support Strategic Direction One: Access and Opportunity. The work plan describes the programs and activities designed to implement the plans.

Scheduled Presenter(s):
Whitney G. Harris, Executive Director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The Diversity and Multiculturalism Committee reviews and discusses strategies and actions that are recommended for inclusion in the annual work plan for the Diversity and Multiculturalism division.

Background Information:

The Diversity and Multiculturalism division updates its work plan annually.
BACKGROUND

The Diversity and Multiculturalism Division’s FY 2009 Work Plan includes programs and activities focused on achieving the objectives of the Systemwide Strategic Diversity Plan and the Systemwide Strategic Work Plan for American Indians that were accepted by the Board of Trustees in 2006. Below are the areas of focus for the plan. Projects and activities designed to accomplish the goals of the work plan are captured in a matrix and can be provided upon request.

Areas of Focus:

1. Planning
   1.1 Provide analysis and technical assistance to the eleven two-year institutions that participated in the Community College Survey of Student Engagement (CCSSE) surveys in the development and implementation of institutional diversity plans. **Report to Board of Trustees October 2009**

   1.2 Evaluate each institution’s diversity plan to determine if it includes timetables and measurable outcomes that raise Minnesotans’ participation and achievement in post-secondary education by meeting the needs of students with diverse backgrounds and educational goals. The outcomes will be determined by data from the National Survey of Student Engagement (NSSE) and CCSSE survey instruments and enrollment data. **Report to Board of Trustees October 2009**

   1.3 Develop or strengthen partnerships with at least six of the eleven tribal nations to raise Minnesotan’s participation and achievement in post-secondary education by meeting the needs of students with diverse backgrounds and educational goals. The outcomes will be determined by data from the NESSE and CCSSE survey instruments and enrollment data. American Indian enrollment will increase by percentages to be determined each college or university.
2. Evaluation, assessment and accountability

2.1 Evaluate all Minnesota State Colleges and Universities 2008-2010 affirmative action plans and recruitment, hiring and retention practices to ensure a diverse workforce that will initiate and support innovation throughout the system.

2.2 Provide technical assistance to at least 15 colleges and universities to assist them in evaluating the effectiveness of their plans for recruitment, retention, and success of underrepresented and American Indian students. Report to Board of Trustees October 2009

2.3 Conduct U. S. Department of Education Office of Civil Rights campus audits on four campuses in fiscal year 2009. In addition, monitor and provide technical assistance to campuses which need corrective action.
Completion date: June 2009

3. Operations

3.1 Provide models to improve campus climate that are based on the analysis of the data from NSSE, CCSSE and other climate survey instruments.
Completion date: June 2010

3.2 Manage collaborative efforts among colleges and universities to engage in community outreach that supports the recruitment and retention of underrepresented and American Indian students. The increase in underrepresented students and American Indians will reflect the college and university goals.
Completion date: June 2010

3.3 Manage and provide appropriate anti-racism, harassment, discrimination and other cultural competency training to 40% of the system’s institutions.
Completion date: June 2009

3.4 Reduce the number of missed opportunities in the affirmative action program at the Office of the Chancellor by 20%.
Completion date: July 31, 2010