

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

BOARD ACTION
SYSTEMWIDE DIVERSITY PLAN

1 **BACKGROUND**

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3 The purpose of the systemwide diversity plan is to help colleges and universities “find ways to
4 enroll and graduate many more students from populations historically underserved and
5 underrepresented in higher education.” It addresses such issues as the recruitment, retention and
6 success of these students. The systemwide diversity plan also includes strategies designed to
7 increase the number of Minnesota State Colleges and Universities employees (faculty, staff and
8 administrators) from underutilized groups as defined in each institution’s affirmative action plan.
9 The plan proposes strategies for both institutions and the Office of the Chancellor, that will
10 improve Minnesota State Colleges and Universities system’s ability to serve all Minnesotans.

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12 The proposed plan has been reviewed and discussed by a wide array of stakeholders. The
13 Diversity and Multiculturalism committee of the Board of Trustees, the Leadership Council and
14 its Diversity and Multiculturalism committee, the cabinet and various staff members of the
15 Office of the Chancellor have been consulted. The proposed plan has been submitted to the
16 students association and the unions for their review and comments. In addition, the proposed
17 plan has been discussed at meetings of the Metro-Alliance and the Multicultural Student Affairs
18 conference.

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20 Ultimately, the Diversity Plan will be integrated into the system work plan. Then, both the
21 institutions and the Office of the Chancellor will develop detailed diversity plans, with
22 measurable outcomes, that are aligned with this document.

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24 **RECOMMENDED COMMITTEE MOTION**

25 The Diversity and Multiculturalism committee recommends that the Board of Trustees supports
26 inclusion of the proposed systemwide Diversity Plan in the System Work Plan.

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28 **RECOMMENDED BOARD MOTION**

29 The Board of Trustees supports inclusion of the proposed systemwide Diversity Plan in the
30 System Work Plan.

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32 *Date of Adoption:*

33 *Date of Implementation:*

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