M State Strategic Diversity and Inclusion Plan Process

M State Strategic Diversity and Inclusion Plan
The plan was created as a part of the Minnesota State system's Charting the Future Initiative. The Minnesota State system directed each member institution to develop a plan to effectively increase diversity for employees and students at all levels of the institution, close the opportunity gap for students, and meet the needs of its economic region. The Diversity Plan remains in process at all times.

The following Inform the Diversity Plan Development

- Minnesota State system
  - Strategic Framework [www.minnstate.edu/system/planning.html](http://www.minnstate.edu/system/planning.html)
  - Equity and Diversity Goals [minnstate.edu/system/equity/index.html](http://minnstate.edu/system/equity/index.html)

- M State
  - Strategic Plan
  - Goals and Strategies

Stakeholder Groups that Inform the Plan

- The CHRO, CAO, CSSO and CDO meet to initially draft the goals and action steps for the M State Diversity Plan
- The draft document is shared with constituent groups including the M State President’s Cabinet, M State Diversity Committee, student government associations at each campus, Shared Governance, and AFSCME Labor Management. Updates and revisions made to the document which incorporate feedback from these groups.

Plan Objectives and Goals:

1. Objective: Access, Equity and Opportunity
   Goal: Reduce and Eliminate the Achievement and Opportunity Gap

2. Objective: Employee Diversity and Inclusion
   Goal: Increase and Retain Diversity in Faculty and Staff
3. **Objective: Community Engagement and Inclusion**  
   Goal: Build Partnerships with Diverse Communities

4. **Objective: Support Campus Environment**  
   Goal: Ensure a Welcoming and Supportive Campus Environment

**Continuous Improvement**

The plan is reviewed at least twice per year to indicate:

- Completion targets
- Key activities planned and timelines
- Activities accomplished
- Issues and concerns identified.
- Updates and revisions to goals
- Action steps for the current and upcoming fiscal years