Diversity Commission
Action Items
May 2011

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1. Use a multifaceted approach to hire and retain more people of color and under-represented and under-served groups on the faculty and staff.
   1.1. Designate administrative position to assure that all job searches are conducted to access the most diverse candidates possible.
   1.2. HR conducts job search workshops that focus on recruiting and interviewing diverse hires.
   1.3. Support structures put in place to create a welcoming climate for international and diverse faculty and assist them in settling into the university and Duluth area.
   1.4. Allocate sufficient resources to attract scholars from under-represented and under-served groups into tenure track positions at UMD.
   1.5. Establish visiting professorships for scholars from historically under-represented groups.
   1.6. Recruit potential candidates early by aggressively recruiting students from under-represented groups for graduate programs, teaching opportunities programs, and post docs.
   1.7. Create faculty exchange programs with historically black and tribal colleges and universities.
1.8 Promote current, qualified employees who are people of color and women to administrative/management positions.
1.9 Facilitate more opportunities for women and people of color by opening up the process for competitive application and review rather than appointment.

**Outcomes:** Increased opportunity to recruit talented professional staff and faculty from underrepresented groups AND the enhancement of our own faculty and staff’s competence in creating a welcoming climate for colleagues and students.

2. Create an Interdisciplinary Center for the study of Multiculturalism.
   2.1 Establish Faculty Learning Communities around issues of social justice and multiculturalism.
   2.2 Establish positions (faculty and staff) for specialists in under-represented and under-served groups, as “windows of opportunity” occur.
   2.3 Establish a Chicano/Latino Studies Program and an Asian Studies Program.

**Outcomes:** Increased recruitment and retention of students of color as well as white students who are interested in studying these issues

3. Create a permanent full-time program director to staff the Women’s Resource Action Center.

**Outcome:** WRAC will have a full-time program director, following the model of the other Office of Cultural Diversity programs.

4. Expand the "English Language Learners" program, including a tutorial writing center for non-English language students, with specific services available for graduate students and TAs with English as a second language to assist in their success and retention.

**Outcome:** Greater success and retention of students for whom English is not their first language, increasing diversity and a more internationalized campus.

5. **Item:** Increase the number of scholarships available for high achieving domestic students of color and international students *in need*.

**Outcomes:** We will be better able to retain and support domestic and international students.
6. Expand and increase awareness of study abroad opportunities to include experiences in developing countries.

**Outcomes:** Students at UMD will increase their awareness around issues of human rights and social justice concerns on a global level.

7. Increase financial and administrative support for curriculum integration.
   7.1 Institutionalize efforts to create courses and programs that integrate international/intercultural content as a critical part of what students learn.
   7.2 Institutionalize efforts to create courses and programs that integrate diversity/multicultural/social justice content as an integral part of what students learn.
   7.3 Institutionalize efforts to create courses and programs that integrate intercultural competence as an integral part of what students learn.

**Outcome:** Students will graduate with an increased intercultural and global mindset with sensitivity and competence in areas of human rights and social justice.

8. Retrenchment decisions should not jeopardize courses and programs which have diversity and/or international component priorities.

**Outcomes:** Maintain a robust environment for addressing issues related to human rights and social justice; demonstrate true support and commitment for our campus-wide diversity initiatives.

9. Enact affirmative action plans for departments and programs that lack personnel from underrepresented populations on the faculty and staff (include faculty, P & A, Civil Service and AFSCME). Recommend hiring procedures, offer training, and revise mission statements so as to include people from underrepresented populations, and improve the atmosphere of the department in ways that affirm the value of diversity.
   9.1 Access existing programs such as Facing Race, to gather vignettes for training.
   9.2 Create new training modules—e.g. five minutes on 12 essential steps to follow if you want to get a diverse pool of applicants.

**Outcome:** Successful hiring and retention of increased numbers of faculty and staff from under-represented groups.

10. Faculty and staff from under-represented and under-served populations receive release time for the responsibilities they assume in relation to the University’s affirmative action and equal opportunity endeavors.
10.1 The work which all faculty and staff do on behalf of the University’s affirmative action and equal opportunity efforts should be given positive recognition in promotion and tenure decisions as well as in consideration of merit related salary increases.

**Outcome:** Commitment to engaging in diversity and social justice efforts at UMD will increase.

11. Increase the enrollment and retention of students of color on the UMD campus
   1.1 Use current openings as “windows of opportunity” to employ two people of color as full-time admissions counselors to specifically recruit students of color.
   1.2 A person in the Office of Vice Chancellor for Academic Support and Student Life should be assigned to work with a delegation of students of color in ongoing and systematic examination and monitoring of the admissions process.
   1.3 An ongoing dialogue needs to be created with students from under-represented groups on how welcoming and safe UMD is for them.
   1.4 Mainstream students need to be systematically exposed to courses and extracurricular activities that enhance opportunities for the development of intercultural competence, empathy and exposure to information and theory regarding issues of diversity and social justice.

**Outcome:** Increased recruitment, enrollment, retention, and success of students from under-represented groups.

12. Update housing application to include a more holistic process for assigning roommates.
   12.1 Support Multicultural Living Community project for the fall of 2011.

**Outcome:** Increased interaction among student populations.