Office for **Equity and Diversity**

**Enhancing the Impact of the University’s Equity and Diversity Efforts**

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Louisiana State University

• Fall 2012: highest numbers of African American and Latino students in Louisiana State University history
• Diversity and engagement – two of the strategic priorities of the LSU National Flagship Agenda
• Establishment of domestic partnership benefits for faculty and staff
What Drew Me to the U

- Commitment to the land-grant mission
- Grass-tops and grassroots approach to equity and diversity
- Long legacy of thoughtful diversity initiatives
“The Vice President for Equity and Diversity is the chief diversity officer of the University of Minnesota system, and provides academic and administrative leadership for the equity and diversity vision, resources, and programs across the entire system.”
What We Mean By Diversity

• People of color, including underrepresented groups and new immigrant populations
• People with both visible and invisible disabilities
• People who identify as women
• People of various gender and sexual identities and expressions
• First-generation students from economically disadvantaged backgrounds
U of M - Observations

• Committed

• Collaborative

• Modest

• Unique culture
Systemwide Strategic Listening

Twin Cities

- **Faculty**
  January 28, 2014
- **Staff**
  February 6, 2014
- **Students**
  March 26, 2014

System Campuses

- **Crookston**
  September 9, 2013
- **Morris**
  November 18, 2013
- **Duluth**
  November 19, 2013
- **Rochester**
  February 5, 2014
Inclusive Excellence

• We have a persistent passion about equity and diversity

• We work with energized engagement

• We have the resources to excel

• We will build a brand by telling our story
Strategic Priorities

• Recruiting and retaining underrepresented faculty, staff and students
• Addressing issues of climate for diverse individuals and communities within the University
• Creating and enhancing strategic partnerships internally and externally
Moving Forward: Representational Diversity

• Partnership with Colleges and Schools

• University Students of Color Executive Committee

• Cultural Living Learning Communities
Moving Forward: Climate

- Campus Climate Working Group
- Accessible Technology Working Group
- Certificate Program/Critical Conversations
Moving Forward: Strategic Partnerships

• Urban Research and Outreach-Engagement Center

• Generation Next

• Itasca Project
Thank You!

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