



MINNESOTA STATE
Office of Equity and Inclusion

2024 – 2028 Strategic Plan Overview

Minnesota State Core Commitments

The core commitments of Minnesota State Colleges and Universities are to ensure access to an extraordinary education for all Minnesotans, be the partner of choice to meet Minnesota’s workforce and community needs, and deliver to students, employers, communities, and taxpayers the highest value/most affordable higher education option.

Office of Equity and Inclusion Mission

The Minnesota State Office of Equity and Inclusion works to center equity, as well as embed equity-minded and anti-racist practices throughout all Minnesota State operations. To realize equitable outcomes for both students and employees, our collective pursuit of Equity 2030 necessitates intentionality, broad culture change, innovation, collaboration, and a holistic approach. The values that guide this work include anti-racism, intersectionality, access and opportunity, and cultural competency and responsiveness.

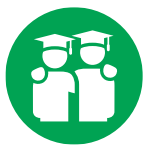
Office of Equity and Inclusion Vision

Our educational environments are culturally relevant, responsive, and innovative to the students we serve. Our students are assets, we affirm their identities and lived experiences, and provide spaces that are emotionally safe and reflect who students are. We are recognized and valued as thought leaders on equity and inclusion and feel empowered to lead as experts in the field.



Office of Equity and Inclusion Priority Areas

Through our strategic planning process, we have identified three strategic priority areas that are important for ensuring equity, diversity, inclusion, accessibility, and belonging within Minnesota State. The priority areas are unique and distinct from each other, yet interconnected in critical ways. They are:



Operationalizing Equity



Operationalizing Access and Opportunity



Campus Climate



1. Operationalizing Equity

Defining and measuring progress toward Equity 2030 goals, identifying and applying best practices, and implementing structures that standardize equity.

Strategic Goals

Goal 1.1: Support capacity building of campuses and leadership groups in our pursuit of Equity 2030, and the mechanisms that catalyze systemic change.

Goal 1.2: Advance equitable academic outcomes by establishing and supporting systems and processes that identify, address, and remove barriers to student success.

Key Initiatives and Strategies

- » Equity 2030 roadmap, monitoring, and evaluation framework
- » Equity Scorecard
- » Equity by Design – academic and non-academic applications
- » Professional development opportunities
- » Policy, procedure, and operations review
- » Equity 2030 Summit



2. Operationalizing Access and Opportunity

Ensuring campus policies/procedures and federal/state guidelines are met to provide supports and opportunities for students and employees.

Strategic Goals

Goal 2.1: Ensure civil rights compliance for campuses receiving federal funding.

Goal 2.2: Establish a comprehensive systemwide affirmative action program and work to eliminate disparities in employee outcomes and experiences across all dimensions of diversity.

Goal 2.3: Establish a Title IX compliance review process and a systemwide sexual assault prevention training and support program.

Key Initiatives and Strategies

- » Disability recruitment, hiring, and advancement
- » Explore enhancement of employee onboarding and embed anti-racist practices within the entire employment lifecycle
- » Collaborate to examine possibilities for incorporating equity, diversity, and inclusion metrics in performance reviews for all supervisors and managers
- » Establish mentorship program that connects employees from underrepresented groups with senior leaders
- » Professional development and training opportunities for 1B.1, 1B.3, Title IX, affirmative action and designated officers
- » Employee resource groups



3. Campus Climate

Assessing a sense of inclusion, belonging, and safety for students and employees across Minnesota State to support evidence-based decision-making.

Strategic Goals

Goal 3.1: Establish a systemwide strategy for campus climate to cultivate improved experiences and outcomes for students and employees.

Key Initiatives and Strategies

- » Campus climate assessment process
- » Integration within Equity Scorecard
- » Professional development, training, and engagement opportunities