

**University of Minnesota Duluth
Division of Student Life
Office of Diversity & Inclusion
2015-2016 Strategic Plan**

I. Vision

The vision of the Office of Diversity & Inclusion is to create an environment of equity, diversity and social justice for all people.

Our vision focuses on achieving the highest standards of practice within our respective professional groups. We engage students in social justice initiatives, intercultural development, teach culturally relevant leadership skills and applied leadership to help students excel and succeed in life. We also embrace our own commitment to develop campus and community partnerships and support faculty, staff and community members' personal, professional and intellectual growth by providing opportunities to develop cultural competency through our inclusive programs and initiatives.

II. Values

Engagement. We actively collaborate with faculty, students, staff, alumni and community partners who support advancement of equity, diversity and social justice initiatives.

Integrity. We adhere to the highest ethical standards and take responsibility for our ideas and actions.

Student centered – We place students at the heart of all we do.

Excellence/High Quality service – We provide high quality service and programs developed with creativity, innovation and a commitment to continuous improvement.

Inclusiveness – We respect and celebrate the diversity of individuals, perspectives, and ideas while promoting social justice.

Learning – We engage students in opportunities that promote and support their growth, development and well-being.

Collaboration – We foster partnerships and build community.

Sustainability – We contribute toward a sustainable future and model sustainable practices.

III. Mission

The Office of Diversity & Inclusion collaborates with faculty, students, staff, alumni and community partners to implement programs that support the University's commitment to inclusivity, equity and social justice. In addition, the Office of Diversity & Inclusion staff develops and implements programs and services that affirm and support leadership, retention and graduation of African American, Asian/Pacific American, Latino/Chicano, International, Gay, Lesbian, Bisexual, and Transgender students.

IV. Goals

Office of Cultural Diversity Goals Mapped to the UMD and Student Life Strategic Plans

Office of Diversity & Inclusion Goal	Mapping to University Goals	Mapping to Student Life Goals
1. The Office of Diversity & Inclusion will provide culturally relevant leadership skill development by creating opportunities that teach students to embrace and support inclusivity and respect for all people and perspectives.	Goals 1, 2	Goals 1, 2
2. The Office of Diversity & Inclusion will offer support programs to increase students’ academic success as well as support their social and personal development.	Goals 1, 2, 3	Goals 1,2, 3 & 4
3. The Office of Diversity & Inclusion will sponsor programs and trainings that create cultural competence learning opportunities for students, faculty, staff and community partners.	Goals 1, 2, 5	Goals 1,2,4
4. The Office of Diversity & Inclusion will provide —best practice” programs and services that affirm and support the recruitment, retention and graduation of African American, Asian/Pacific American, Latino/Chicano, International, Gay, Lesbian, Bisexual, and Transgender students.	Goal 1, 2	Goals 1,2,3
5. The Office of Diversity & Inclusion will manage resources in a sustainable and ethical manner.	Goal 6	Goal 5
6. The Office of Diversity & Inclusion will provide professional development opportunities to its staff to foster a culture of continuous improvement.	Goal 6	Goal 6

VI. Assessment Plan

Student Learning Outcomes:

1. Evidence of OCD Student Learning Outcome #1 & #5: Administer retreat evaluation and compare with trend data from 2012, 2013, 2014 including student's comments for continuous improvement. (Fall, 2015)
2. Evidence of OCD Student Learning Outcome #2 and #3: Provide documentation of events students planned throughout the academic year that are cross-cultural and include both campus and community partners, and at least one other student organization in the Multicultural Center other than their own. (Spring, 2016)
3. Evidence of OCD Student Learning Outcome #6 and #7: MC students will collaborate on 2 or more events that raise awareness and engages others in a local, national, or global social justice causes/problems. (Spring, 2016)

Program Outcomes

Evidence of OCD Program Outcome #2: The Office of Cultural Diversity & Inclusion will document all trainings, presentations, & speaking engagements and programs designed to increase cultural competence and build internal capacity to improve the campus climate for equity, diversity and social justice for all people. (Spring, 2015)

Evidence of OCD Program Outcome #3: The Office of Diversity & Inclusion will document student involvement and satisfaction with our programs designed to increase student's academic success, social and personal development. (Spring, 2015)