

Frequently Asked Questions about the Inclusion Plan

1. What is the difference between an Inclusion/Inclusivity Plan and a Diversity Plan?

Diversity focuses on “differences” and is a representation of many different types of people (gender, race, ability, religion, sexuality, etc.) Inclusion is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed. Our campus is already diverse although not equally so. What this means is some departments and units have effectively hired and/or attracted a diverse group of employees and students. Other departments and units have not. However, despite attracting diversity albeit unequally, we do not have inclusion which is an environment where everyone feels encouraged to fully participate, share and be on equal footing as everyone else.

2. Where did the information in Draft 1 come from?

| Topic Area | Where Information Came From |
|---|--|
| INTRODUCTION | MSU Mankato Strategic Plan |
| RATIONALE | MSU Mankato 2004 Diversity Plan |
| DEVELOPMENT & SCOPE OF (INSTITUTION) INCLUSION PLAN | Not added yet |
| INSTITUTIONAL MISSION STATEMENT | MSU Mankato Website: http://www.mnsu.edu/president/vision.html |
| CORE VALUES | MSU Mankato Website: http://www.mnsu.edu/president/vision.html |
| INCLUSIVE VISION AND VALUES STATEMENT | MSU Mankato Website: http://www.mnsu.edu/president/vision.html |
| CORE THEMES | MnSCU Diversity Toolkit |
| OBJECTIVES | MSU Mankato 2004 Diversity Plan https://www.uvu.edu/inclusion/docs/inclusion_plan1.pdf http://diversity.berkeley.edu/uc-berkeley-strategic-plan-equity-inclusion-and-diversity http://diversity.umich.edu/strategic-plan/ |
| GOALS | MSU Mankato 2004 Diversity Plan https://www.uvu.edu/inclusion/docs/inclusion_plan1.pdf http://diversity.berkeley.edu/uc-berkeley-strategic-plan-equity-inclusion-and-diversity http://diversity.umich.edu/strategic-plan/ |

3. Who wrote Draft 1?

Members of the President's Commission on Diversity

4. Must the campus keep everything in Draft 1?

No, that is the purpose of posting the document on the webpage and providing 3 ways to provide feedback. What was written is just something to get us started. We will be rewriting this document for at least a year until each department, unit and bargaining unit has sufficiently addressed how it will address diversity and inclusion.

5. What will be done with the feedback you receive?

The feedback will be used to inform future versions of the plan. All comments will be reviewed by the President's Commission on Diversity (PCD). Comments/suggestions receiving majority votes will be included as appropriate in the document.

6. Can I come to a PCD meeting to advocate my opinion?

Absolutely! PCD meetings are open to the public. Our remaining meetings for the semester are:

March 23, 2016 3-345PM CSU 204

April 20, 2016 3-345PM CSU 204

7. When are the open forums?

There are four planned open forums for the Spring semester:

February 17, 2016 3-4PM in CSU201 (refreshments provided)

February 24, 2016 8-9AM in CSU201 (refreshments provided)

March 25, 2016 9-10AM in CSU204

March 25, 2016 3-4PM in CSU204

The Fall Schedule will be announced later this spring.

8. What is the purpose of the open forums?

The purpose of the open forums is to provide feedback on the draft plans as written and to provide input for the next versions of the document. Specifically:

| Forum Date | Planned Discussions |
|------------------|--|
| 17-Feb-16 | DEFINITIONS INTRODUCTION RATIONALE DEVELOPMENT & SCOPE OF (INSTITUTION) INCLUSION PLAN INSTITUTIONAL MISSION STATEMENT CORE VALUES INCLUSIVE VISION AND VALUES STATEMENT CORE THEMES OBJECTIVES GOALS And as time permits, possible partners and budget implications |
| 24-Feb-16 | Review all from Feb 17 meeting, partners, budget and accountability |
| 25-Mar-16 | 9:00 – 10:00 a.m. In CSU 204 3:00 – 4:00 –p.m. In CSU 204 The entire document |

9. Why are you rushing this? Why not take our time and do a better job over a longer period? This seems really rushed.

MnSCU has given each campus until June 1 to submit *something*. We have already acknowledged internally that what will be submitted on behalf of MSU Mankato will be a draft document. In fact, our first Possible Action Step is:

OBJECTIVE #1 – SUPPORTIVE CAMPUS ENVIRONMENT

GOAL #1: Increase student and employee sense of personal inclusion, personal safety and value.

Possible Action Steps

- Complete a campus climate study

The climate study will not begin until Fall 2016. However, even though we know we need an updated climate study, not having one does not prohibit us from acknowledging and identifying areas where diversity is non-existent or well represented, the impact of policies on diversity and inclusion, where inclusion is exemplified and where inclusion could be improved.