

Bemidji State University
Strategic Plan for Diversity, Equity, and Inclusion
2019 – 2024

Mission Statement
To foster a safe, welcoming, and inclusive campus and community culture that respects difference and ensures equitable opportunities for every person.

Vision Statement
At BSU, we celebrate and embrace diversity, and steadfastly seek to ensure equitable and inclusive environments for every person who learns, teaches, works at, and visits our campus. People are valued for their differences, and we strive to reflect that variation. We combat injustices, demonstrate kindness and encourage every individual to seek and be true to their own identities. We clearly demonstrate our commitment to the Ojibwe and to other Indigenous peoples in this country.

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| Strategic Priority 1. Foster an equitable, safe, and respectful campus and community culture for every person who learns, teaches, works, and visits our campus. |
| a. Complete a visual representation inventory (signage, pictures, bulletin boards, etc.) to ensure multicultural representation is pervasive across campus by August 1, 2021. |
| b. Institute an Americans with Disabilities Committee and develop a charge for that committee with the goal of enhancing opportunities for community members with disabling conditions to fully participate in all aspects of campus life by May 7, 2021. |
| c. Determine priority need areas for gender neutral/all gender bathrooms by and ADA compliant bathrooms by July 1, 2021 and work with Administration and Finance to incorporate priority needs into facility planning. |
| d. Integrate recognition of land and place into University-sponsored events by March 2021 |
| e. Offer or collaborate with others to provide a minimum of two diversity training opportunities, including a Safe Zone training for employees each year. |
| f. Evaluate the efficacy of reporting channels for instances of discrimination, harassment, and sexual violence by July 1, 2021 and make identified improvements |
| g. Implement a formal campus climate assessment strategy by April 1, 2021 including but not limited to periodic surveys of student and employees. |

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| Strategic Priority 2. Promote the value of a demographically diverse and inclusive student body and workforce. |
| a. Identify the needs of employees from underrepresented groups by June 30, 2021 and implement enhancements to the available support networks on an ongoing basis. |
| b. Seek to become recognized as a Beyond Yellow Ribbon Campus by June 30, 2023. |
| c. Seek to create an Office of Equity and Inclusion that houses Affirmative Action, Title IX and Civil Rights concerns, and the Center for Diversity, Equity and Inclusion by June 30, 2020. |
| d. Modify the Affirmative Action website and content to become a site to access podcasts, monthly messages, and helpful links in addition to content already present by December 31, 2020. |
| e. Promote and support established employee resource groups and IFO equity caucuses and assess the need for additional groups periodically. |

Strategic Priority 3. Promote opportunities for students and employees to increase their knowledge and understanding of Indigenous People’s past and present experiences and ways of knowing.
a. Explore the potential for requiring an Indigenous Studies course or other experience for all students by April 30, 2024.
b. Create and offer an Indigenous Workshop/Training for faculty, staff, and student workers by April 30, 2022.
c. Offer one or more well-publicized events each year open to students, employees, and the broader community featuring Indigenous speakers and concerns beginning fall 2020.
d. Collaborate with the AIRC Director to develop and implement/make available Indigenous programming/modules for academic and co-curricular use in fall semester 2022.

Strategic Priority 4. Support the presence of diversity and equity in academic curriculum and classroom conversations.
a. Develop a resource base on diversity topics by December 31, 2021 for faculty to access for classroom discussions and update quarterly.
b. Develop and share a resource base for faculty to develop curricula that adhere to Equity by Design principles by May 1, 2022 and update quarterly.
c. Develop a speaker’s bureau for classroom and campus presentations on diversity, equity, and inclusion topics by December 31, 2021 and update quarterly.
d. Assess department diversity plan implementation on a yearly basis.

Strategic Priority 5. Encourage partnerships and collaborations among campus departments, teams and efforts focused on diversity, equity, and inclusion.
a. Develop and implement mechanisms by which to communicate diversity and inclusion information and progress (i.e., newsletter, annual report, diversity return on investment) by December 31, 2021.
b. Hire a dedicated Campus Diversity Officer position by June 30, 2021 charged with supporting and enhancing diversity, equity, and inclusion efforts across campus.
c. Create and maintain collaborative structures enabling departments, offices, collective bargaining groups and teams engaged in diversity efforts to collaborate by December 31, 2021.