DIVERSITY by UNIT

MINNESOTA STATE UNIVERSITY MOORHEAD

Legend for Reading Your Map

Structure:

Institutional Division → College/Unit → Department → Primary Effort / Partial Effort / Integrated Effort

Coding Indices:

Change Order

1 Declarative · 2 Action · 3 Aligned Action · 4 Culture Changing

Initiation Point

PD Program-Driven · SI Student-Initiated · UW University-Wide

Target Focus

SGF Specific-Group Focused · M Mainstream

DELTA (Diversity Engagement & Learning Taxonomy)

1 Knowledge · 2 Skills · 3 Interaction · 4 Advanced Analysis · 5 Evaluation/ Critique · 6 Social Agency & Action · 7 Innovative Problem Solving

Effort Function Taxonomy (EFT)

Advocate · Connect · Develop · Expose/ Inform · Include · Monitor/ Account For · Plan · Protect · Recognize · Recruit · Reflect · Retain · Serve · Support

Primary Definition of Diversity

Active Duty/ Veterans · Age/ Generation · Broad Culture/ Diversity · Disability · Gender · International/ Global · Intersectionalities · Language · Nationality · Political Ideology · Race/ Ethnicity · Region · Religion · Sexual Orientation · Socioeconomic Class

Academic Affairs

- **Academic Support Center**
  - Academic Advising/MapWorks
  - Academic Intervention
- **Bookstore & Post Office**
  - Computer sales
  - General books and supplies
  - MSUM imprinted clothing and giftware
  - Post Office operation
  - Textbook ordering
- **Career Development Center**
  - Career Exploration
  - Career Fairs
  - DragonJobs/Internships
  - Graduate Follow-Up survey
  - Resume-writing assistance
- **Comstock Memorial Student Union**
  - **Black Student Union**
    - Black History Month Events (4)
    - Fruitvale Station Viewing & Discussion
    - Soul Food Dinner
    - Twin Cities Black Film Festival Mini Series
    - Diversity and Inclusion — collaborate
    - Diversity and Inclusion — collaborate
  - Student Organizations
  - Retail Food Service
  - **Dragon Entertainment Group**
    - Step Afrika
    - Turning Away From Hate Event
  - Dragons After Dark
    - Drag Show
  - Dragonfest/Dragonfrost
  - Homecoming
  - Leadership and Organization
  - **MSUM American Indian Student Activities,**
    - American Indian Heritage Month — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Building of Sweat Lodge and Q&A (Sustainability House) — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Bury My Heart at Wounded Knee — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Dreamcatcher Craft Workshop — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Indigenous Peoples' Symposium — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Opening Pipe Ceremony — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Revitalizing Native American Languages One at a Time — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - White Earth Constitutional Reform — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
  - **Office of Student Activities**
    - African Student Union
    - American Indian Student Association
    - Asian Multicultural Organization
    - Black Student Union
    - Campus Crusade for Christ
    - Campus Feminist Organization
    - Chi Alpha Christian Fellowship
    - Chinese Club
    - Christian Bible Fellowship
    - College Democrats
    - Diversity Dance Crew (DDC)
    - Dragon Anthropological Association — Diversity and Inclusion — collaborate
    - Embracing Self
    - International Students Organization
    - Japan Club
    - Kawa Tatsu Yosakoi Dance (KTYD)
    - Korea Club
    - Lecture by Dr. Julie Sze - "Defining Environmental Justice and Crossing Borders" — American Multicultural Studies; College of Science, Health, & the Environment — collaborate
    - Lecture by Dr. Rose Brewer - "Creating the Socially Just University: A Critical Discussion of Gender, Race, and Class"
    - LRM Family Campus Ministry of MSUM
    - Lutheran Campus Ministry
    - Lutheran Student Fellowship
    - Mongolian Club
    - Moorhead Catholic Campus Ministries
    - Nepali Students Association
    - Organizacion Latina Americana
    - Positive Impact
    - SGI Buddhist Club
    - Spanish Club/Sigma Delta Pi
    - SPECTRUM
    - Student Council for Exceptional Children
    - Students Internationally Together
    - TRIOTA
    - Veterans Club
    - Women Of The World
    - Active Bystander Training
  - Student Activity Fee Review, Student Activity Budget Committee
  - Student Activities/Athletics Business Manager
    - ASL Bingo
    - Walk a Mile In Her Shoes
- **Disability Resource Center**
  - ADA Coordinator Role
    - Disability Access Syllabi Statement
    - Disability Resource Center
    - SIG Accessibility in Mind (AIM)
    - Web Accessibility Mandate
- **Diversity and Inclusion**
  - Multicultural Affairs and events
  - Native American Resource Center
  - Rainbow Dragon Center
    - The SMART Program
  - SmartStart program
  - **Training Our Campuses Against Racism (TOCAR)**
    - "A Deeper Look" Play Event
    - "FIT" Film Screening
    - "Precious Knowledge" Film Screening
    - Antiracist Multiculturalism Across the Curriculum (AMMAC) Workshop — Red River Antiracism Collaborative (NDSU & UMD) — collaborate
    - Blakely Mural — Women's Center; Livingston Lord Library — collaborate
    - Level II Anti-Racism Training Opportunity Series - 2010
    - TOCAR (Training Our Campuses Against Racism) Initiative
    - TOCAR Anti-Racism Professional Development Training Opportunities (3)
    - TOCAR Arc of Justice Award
    - TOCAR Workshop - "Building an Anti-Oppressive Campus"
  - **Women's Center**
    - Take Back the Night
    - Women & Physical Power kickoff — Women's & Gender Studies — collaborate
    - Women's History Month Events (4) — Women's & Gender Studies; Campus Feminist Organization — collaborate
  - White Earth Program
    - 51st Annual Celebration of Nations (CON)
    - American Indian Center
    - Annual Diversity Week — Student Senate Diversity Committee — collaborate
    - Annual Power in Diversity Conference
    - Argentina Study Abroad – "Human Rights and Sustainability" — Social Work; Office of Campus Sustainability — collaborate
    - Dakota POW Letters — American Indian Student Association (AISA); MSUM Student Senate; White Earth Program; Office of Diversity & Inclusion; Fargo Native American Commission — collaborate
    - Diversity & Affirmative Action Committee — Chief Diversity Officer — collaborate
    - Diversity Advocate Training
    - Diversity Component of Women's Center Mission Statement
    - Dr. Cornel West Event — Dragon Entertainment Group — collaborate
    - Faculty of Color Social — President's Office — collaborate
    - Faculty/Staff Diversity Ambassador — Student Senate Diversity Committee — collaborate
    - Helen Roberti Scholarship
    - Hip Hop Concert Black Light Party! — Student Senate Diversity Committee — collaborate
    - In-Depth Anti-Racism Training
    - Invisible Man Book Discussion
    - Lavender Graduation Celebration — LGBTQ Center — collaborate
    - Movie Showing of "The Color Purple"/Discussion — Student Senate Diversity Committee — collaborate
    - Multicultural Affairs and Events
    - Office of Diversity & Inclusion
    - Office of Diversity & Inclusion Mission Statement
    - Poetry Reading and Writing Workshop
    - Powwow — Student Senate Diversity Committee — collaborate
    - Rainbow Dragon Center
    - Safe Zone Committee
    - Safe Zone Program
    - Staff Professional Development Workshop
    - Student Diversity Ambassador — Student Senate Diversity Committee — collaborate
    - Student Organization Ambassador — Student Senate Diversity Committee — collaborate
    - Swing and Sway, the Indian Way! — Student Senate Diversity Committee — collaborate
    - The American Indian Research & Resource Center
    - The Mis-Education of the "N" Word
    - White Earth Program
    - Why Treaties Matter Exhibit: Brown Bag Lunch and Coffee Conversations — American Multicultural Studies — collaborate
    - Women's Center Committee
    - Women's Center
- **Enrollment Management**
  - **Admissions**
    - Collaborative Effort on Recruiting Underrepresented Students
    - Outreach Visit Program
  - **First Year Programs**
    - Dragon Days
    - Family Day program
    - First Year Experience
    - New Student Orientation
  - **Hendrix Health and Wellness**
    - Alcohol/Substance Abuse
    - Counseling services
    - Medical Services
    - Pharmacy
    - Sexual Assault Services
    - Student Health Promotion
    - Wellness Center programming
    - Hendrix Wellness Educator Program
    - Hendrix Wellness Educator Training
    - LGBT Presentations - Hendrix Wellness Educators
  - **Housing and Residential Life**
    - Learning Communities
    - Residence Hall Association
    - Residence Hall Discipline and Programming
    - Residential Facility Maintenance
    - Resident Food Service
    - Assessment via Educational Benchmarking Institute
    - Diversity Component of Resident Hall Student Conduct Code
    - Diversity Component of Resident Hall Student Handbook
    - Housing and Residential Life Programming Model/Learning Outcome for Cultural Awareness
    - Introduction to Social Justice
    - Pre-Employment Session for RA candidates: Social Justice
    - Social Justice Training for Professional and Graduate Staff
  - **International Student Services**
    - International Student Advising and Programming
    - International Student Recruitment
    - International Dress Day
    - International Education Week
    - International Sash Ceremony
    - International Student Advising and Programming
    - International Student Café
    - International Student Recruitment
    - International Student Services
  - **Intramurals & Club Sports**
    - Recreational activities
    - Special activities for students
    - Sport leagues
  - Multicultural Affairs
    - Multicultural Affairs Coordinator Role
  - National Student Exchange
  - **Scholarships and Financial Aid**
    - Access, Opportunity and Success Apprenticeship Scholarship
    - James & Yvonne Condell Endowed Scholarship
    - Marjorie Sandem Scholarship
    - Rainbow Scholarship
    - Second Start Student Scholarship
  - **Student Conduct & Resolution**
    - Student Conduct
    - Student Handbook — Diversity Component of 2014-2015 MSUM Student Handbook
    - Title IX Coordinator — Report/Complaint of Discrimination/Harassment Investigation and Resolution Process
    - Title IX Coordinator
  - **Undergraduate Admissions Office**
    - Campus Preview Days
    - Dragon Ambassadors, Tour Guides
    - Prospect Communication & Analytics
    - Visitor and Recruitment Relations
  - Diversity Events Fund
  - Diversity Committee
  - Interdisciplinary Center for Diversity and Social Justice (ICDSJ) Steering Committee
  - Summer Bridge Program

Finance & Admin

- **Athletics**
  - Department ChairCoaching
  - External Relations/ Special Events
  - Marketing & Production
  - Media Relations
  - Student Athlete Affairs Coordinator
  - Trainer
  - Celebrate Women in Sports Week
- **Physical Plant**
  - Building Services
  - Grounds & roads
  - Maintenance
  - Power plant
  - Utilities
- **Public Safety**
  - Campus Security
  - Dispatch Communications
  - Environment Health & Safety
  - Parking
- **Sustainability**
  - Diversity Components - Summary of the Sustainability Assessment

Human Resources

- Affirmative Action Advocates
- Affirmative Action Officer
- Mandatory Meeting of Search Committee with Affirmative Action Officer
- Diverse Search Committee Member Procedure
- Equal Opportunity and Nondiscrimination in Employment and Education
- Grievance/Discrimination Complaint Procedures
- MSUM Reasonable Accommodation Policy and Procedures Policy
- Recruitment Plan Section of Search Recruitment Process

Information Technology

- Applications
- Customer Support
- Infrastructure
- Instructional Design

Office of the President

- Affirmative Action Policies
- Campus Climate Survey Results Round Table Discussions
- Chief Diversity Role
- Diversity Component of MSUM Core Values
- Diversity Component of MSUM Vision Statement
- Diversity Priority in the 2013-2018 Strategic Priorities
- Graduation & Retention Open Forums
- The 25th Annual Woodlands & High Plains Powwow
- University Task Force on Retention and Graduation Improvement
- Campus Climate Survey

Academic Affairs

- **College of Arts, Media & Communication**
  - **School of Communication & Journalism**
    - Advertising
    - Broadcast Journalism
    - Communication Studies
    - Documentary Journalism
    - Integrated Advertising & Public Relations
    - Multimedia Journalism
    - Photojournalism
    - Public Relations
  - **School of Media Arts & Design**
    - Animation
    - Film Production
    - Film Studies
      - Fargo-Moorhead LGBT Film Festival — Women's & Gender Studies; Office of Diversity & Inclusion; NDSU; Concordia College; Fargo Theatre — collaborate
      - Thick Relations Film Screening — Women's & Gender Studies; Theater Arts — collaborate
      - The Film Loop — Spanish — collaborate
  - **School of Performing Arts**
    - Music
    - Theatre Arts
      - Fuego Tropical World Music Children's Educational Concerts
  - **School of Visual Arts**
    - Art Education
    - Studio Art
- **College of Business & Innovation**
  - Computer Science & Information Systems
  - Construction Management & Operations Management
  - School of Business
    - Raoca Project
- **College of Education & Human Services**
  - Masters of Science in Counseling & Student Affairs
  - School of Teaching & Learning
    - Special Education Twin Cities Program
  - **School of Social Work**
    - Social Welfare
    - Human Behavior
    - Social Environment
    - Social Work Research
    - Social Policy
    - Generalist Practice
  - Speech Language Hearing Sciences
- **College of Humanities & Social Sciences**
  - **Department of History, Languages, Critical Race, & Women's & Gender's Studies**
    - American Multicultural Studies
      - Honors Lecture - "Interdisciplinary Perspectives on the Veiled Tradition of African American Cheerleading" — Honor's Program — collaborate
    - History
    - Languages & Culture
    - **Women's Gender Studies**
      - Women's and Gender Studies Program Committee
      - Women's and Gender Studies Colloquium Series
      - Honors Lecture - "Science, Politics and the Limits of Diversity" — Biology, Honor's Program — collaborate
      - Honors Lecture - "The Case of the Female Orgasm at the Intersection of Science and Society" — Biology, Honor's Program — collaborate
    - Notas Latinas Radio Program
  - **Department of Economics, Law, & Politics**
    - Economics
    - Paralegal
    - **Political Science**
      - International Studies Committee
      - Lecture by Dr. Margaret Sankey - "World War I and Its Impact on Diversity"
      - Model United Nations
      - Religious Studies Speaker Series (3)
  - English
  - Philosophy
  - Sociology & Criminal Justice
- **College of Science, Health & The Environment**
  - Anthropology & Earth Science
  - Biosciences
  - Chemistry & Biochemistry
  - Health & Physical Education
  - Mathematics
  - **School of Nursing & Healthcare Leadership**
    - Health Administration
    - Nursing
  - Physics & Astronomy
  - Psychology
- **Record's Office**
  - Information TechnologyInterim Provost
  - Institutional Effectiveness
  - Library Interim Provost
  - Provost
    - Tri-College NEW Leadership Development Institute — Tri-College University (Concordia College; North Dakota State University) — collaborate
  - Registrar's Office
    - Diversity-Focused Collections at MSUM Library
    - Diversity-Focused Publications & Indices at MSUM Library
    - Diversity Data Elements of Common Data Sets
    - Diversity Data Elements of Student Enrollment/Characteristics
- Diversity in Action Community
- International/Global Connections Community
- Diversity Component of University-Wide Student Learning Outcomes
- Diversity Components of MSUM University-Wide Learning Outcomes (2)
- Interdisciplinary Center for Diversity and Social Justice (ICDSJ) — Enrollment Management & Student Affairs — collaborate
- Interdisciplinary Initiatives
- Strategic Enrollment Planning Committee
- Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant — Minnesota Community and Technical College — collaborate

Alumni Foundation

- Annual Giving
- Alumni Relations
- Development Major Gifts

Communications & Marketing

- Consultation/Strategy/ Planning
- Delivery/Assessment
- Production/ Implementation
  - Diversity Program Promotion
  - Native American Student Recruitment

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