Diversity Programs
WELCOME

The College of Food, Agricultural and Natural Resource Sciences (CFANS) embraces diversity and excellence. We are dedicated to creating a climate where all individuals are valued, respected, and provided the opportunity to flourish.

CFANS supports the University of Minnesota (UMN) statement that diversity is not just numeric representation. Nor is it just an institutional asset or benefit. Far from just enriching or enhancing campus life or the academic enterprise, it is fundamental to everything we do.

We are committed to addressing issues of access and climate for individuals who might encounter barriers based on their religious expression, national origin, ethnicity, visible and invisible abilities, gender and sexual identities and expressions, age, or veteran status.

Questions? Contact the Office for Diversity and Inclusion at odicfans@umn.edu
CFANS Achieve Mentoring Program

The Office for Diversity and Inclusion (ODI) CFANS Achieve Mentoring Program equips undergraduate students of color with the essential knowledge, skills, abilities, and resource connections to achieve academic, personal, and professional success. This includes polishing study skills, figuring out how to navigate CFANS as a student from an underrepresented or marginalized community, and how to make the most use of what’s offered through the CFANS Advising Center and the Multicultural Center for Academic Excellence.

This structured mentoring program fosters a sense of community for students of color within UMN and CFANS.

Incoming freshmen and sophomores will be paired with a junior or senior CFANS mentor. Mentors are CFANS students who have successfully transitioned and navigated the college and are involved in campus and community organizations. Additionally, current juniors and seniors will be paired with CFANS graduate students.

A mentor will provide one-on-one life coaching at least once a month to assist a mentee with the transition into and ongoing success at UMN. This coaching will cover areas such as academic, psychological, and emotional support; goal-setting; and career-development best-practices.

To learn more about the CFANS Achieve Mentoring Program, sign up for mentoring services, or to be considered as a mentor, visit our website: https://z.umn.edu/CFANSDiversityPrograms
CFANS Student Ambassadors

CFANS Ambassadors are CFANS undergraduate students who are passionate about CFANS and sharing their experiences with others. These volunteer students are energetic, dedicated, and knowledgeable.

Ambassadors will participate in a variety of campus and CFANS activities such as special campus events, prospective student outreach and follow up, student panel discussions, focus group participation, K-12 outreach, and other student service projects.

Ambassadors are involved with CFANS recruitment, retention, diversity, advancement, and alumni activities. Some activities:
- Campus tours to prospective students and families
- Prospective student outreach and follow-up
- Student panel participation
- Meetings with alumni and donors
- Representing CFANS community at various special events
- Community outreach throughout the Twin Cities

Within the CFANS Ambassadors Program, there is a Diversity Ambassadors Subcommittee. This subcommittee works extensively with the ODI team and assists with recruitment, outreach, retention, and community outreach – building efforts for underrepresented and marginalized prospective and current students in CFANS. This subcommittee will work extensively with the ODI team under the guidance, mentorship, and support of the Coordinator for Diversity Retention and Recruitment Joseph Ballard II.

Office for Diversity and Inclusion Success Workshops

The ODI Success Workshop Series is here to help students navigate the college experience.

The ODI collaborates with campus and community partners to provide students with:
- Holistic preparation for life during and after the undergraduate experience
- Resources available throughout UMN and the Twin Cities area that are helpful to a successful academic and social experience

President’s Emerging Scholars

President’s Emerging Scholars (PES) is a merit-based scholarship and student success program that supports underserved students in their pursuit of UMN bachelor’s degrees. Program participants benefit from a full range of services that enhance and support their academic success during the important first year of their college career. CFANS PES students will be enrolled in a first-year experience together, provided a peer mentor, and offered additional coaching from the PES team and CFANS PES Coordinator.

To learn more about PES, visit our website:
https://z.umn.edu/CFANSPESProgram
Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)

MANRRS is a student chapter of a national organization that provides students with an expanded network and social, professional, and career building opportunities. The MANRRS group in CFANS holds biweekly meetings throughout the semester, gives back to the community through volunteer work, hosts social events, and attends the regional and national MANRRS conference each year. The annual MANRRS conference includes poster sessions, public speaking events, a career/internship fair, professional development workshop sessions, and a wide array of networking opportunities. Students from any UMN major are welcome to participate in this organization.

For more information or to receive our MANRRS emails contact: manrrs@umn.edu

Dean's Engaged Leaders Program (DELP)

The Dean’s Engaged Leaders Program is a unique opportunity for CFANS first-year students who are committed to developing their potential as leaders in a multicultural society. This seminar is a year-long course focusing on leadership, multiculturalism, and much more.

To learn more about DELP, visit our website: https://z.umn.edu/CFANSDELP18

Academic and Life Coaching

ODI provides additional academic and life coaching to students to help them develop their strengths, determine what it takes to be successful in UMN and CFANS, and connect to campus resources. These one-on-one sessions provide students with an opportunity to discuss academic and non-academic topics. Academic coaching sessions include goal-setting and time-management planning.

Contact Joseph Ballard II at jballard@umn.edu with questions

“Being involved with MANRRS gave me a place with so many opportunities and so many people who truly wanted me to succeed.”
Graduate Student and Post-Doc Diversity Opportunities

CFANS is taking proactive steps to increase diversity within its graduate programs. CFANS graduate programs fund the annual CFANS Diversity Graduate and Professional Scholars (DGPS) program. This program offers one-year scholarships for incoming underrepresented students of color who enroll in one of the 12 CFANS graduate programs. Support for professional development activities are included in the award. The goals of the program are to increase the number of underrepresented students of color applying to CFANS graduate programs, increase enrollment and retention rates of those graduate students, build a more diverse faculty, and obtain additional funding to expand the program.

Diversity Scholars — Postdoctoral Fellows

To attract promising scholars of color with potential to pursue future faculty positions at UMN and at other top research universities, postdoctoral fellows are intended to closely align with CFANS’ areas of strength and strategic initiatives in fields where we anticipate future faculty growth. Scholars will work with CFANS faculty members on independent research and participate in activities related to professional development in academia such as teaching and learning, competitive grant writing, supervision of students and staff, and research program development. The purpose of the program is to nurture scholars’ intellectual development and professional growth, and position them for success in future tenure-track academic positions.

To learn more about Diversity Scholars, visit our website: https://z.umn.edu/CFANSGradDiversity
Dialogue with the Deans
Dialogue with the Deans offers members of the campus community the opportunity to engage with the deans and other colleagues in conversation about how to make CFANS more responsive and welcoming of various groups. The diversity dialogue is an open exchange and an effort to understand each other’s ideas around diversity and inclusion. The goal of the dialogue is to encourage everyone to learn about diversity at UMN and CFANS, explore new issues, and build a deeper awareness of the topics in a safe environment. Everyone is welcome.

Workshops and Trainings
ODI provides diversity and social justice workshops and trainings to educate our campus community about equity and pluralism as it relates to the experiences of marginalized populations. These workshops highlight differences that matter in the context of gaining access to historically exclusive spaces. The goal is to create a baseline of expectations that allow for members of our community to show up and feel valued, respected, able to flourish, and are unobstructed in their pursuit of excellence.

Intercultural Development Inventory (IDI)
The Intercultural Development Inventory is a tool that measures one’s level of Intercultural competence as a developmental skill-set. Intercultural competence is the ability to adapt behaviors and shift cultural perspectives across cultural similarities and differences. The IDI can be used for presentations, staff development, or as a course requirement. Students, faculty, and/or staff members are encouraged to reach out to our office if they are interested in completing the assessment. A requirement to receive scores is to schedule an individual feedback session with a qualified administrator.

St. Paul LGBTQIA Advisory Board
We work with the support and guidance of the Gender and Sexuality Center for Queer and Trans Life to facilitate the St. Paul LGBTQIA Advisory Group. This advisory group serves to bring visibility and awareness of LGBTQIA topics and identities. While there is no dedicated office space, there is a dedicated group of volunteers (students, staff, faculty, administrators) who meet several times throughout the calendar year to discuss, strategize, and create programming that will build awareness and understanding within the LGBTQIA community on the St. Paul campus.

To learn more about the St. Paul LGBTQIA Advisory group, the St. Paul LGBTQIA efforts, and to get involved, please contact Joseph Ballard II, CFANS Coordinator for Diversity Retention and Recruitment at jballard@umn.edu

Everyone
Teaching Across Difference Community of Practice

The Teaching Across Difference (TAD) project within the CFANS Working Across Difference Initiative (WADI) has three primary goals:

1. Enhance our ability to prepare students to work across difference, engage in complex problem solving, and enter into an increasingly diverse and globalized workforce.

2. Increase intentional integration of culturally relevant collegiate course content and pedagogy that reflects the needs and interests of diverse undergraduate students and addresses the unequal impacts of difference.

3. Create and integrate effective, best practices to help students develop Intercultural and global competencies and an increased awareness of issues relating to diversity and social justice.