

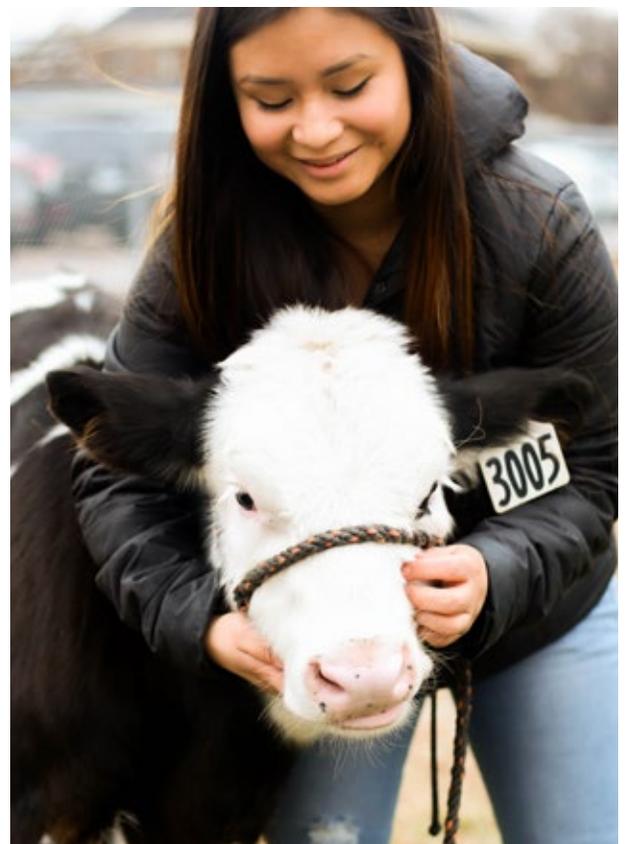
CFANS Diversity and Inclusion At-A-Glance

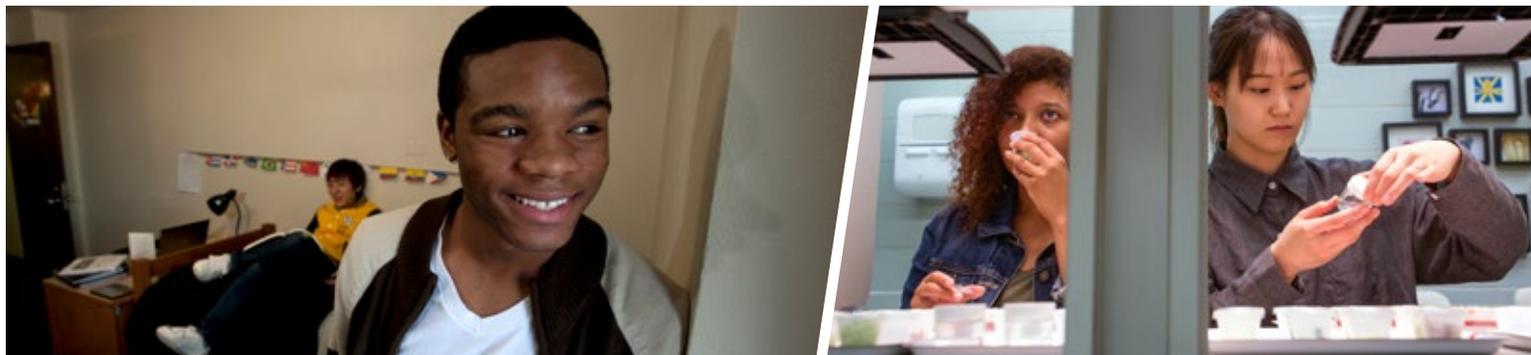
The College of Food, Agricultural and Natural Resources embraces diversity and inclusion, with a focus on ensuring its students achieve academic success.

We are committed to promoting the principles of equal opportunity, affirmative action, and multiculturalism where all individuals are valued, respected, provided the opportunity to flourish, and unobstructed in their pursuit of excellence.

In 2007 we created the Office for Diversity and Inclusion (ODI), which is the only such office in an academic unit at the University of Minnesota. Today, staff include an interim program director, coordinator for diversity retention and recruitment, and intercultural education program specialist who together implement retention and recruitment efforts of students and faculty from underrepresented communities and assist the College in understanding the importance of intercultural competence in our society and the workplace.

Our goal is to create workplace and classroom experiences that promote academic richness through cultural diversity and are free of intolerance and coercive behaviors. Multiculturalism promotes an understanding that the human experience includes, but is not limited to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity or gender expression.





CFANS Supports Numerous Resources and Initiatives to Advance Its Diversity and Inclusion Mission.

Undergraduate Scholarships—More than 40 scholarships totaling \$300,000 and significant program support help ensure student success at UMN and CFANS and prepares all for life in our ever-changing, diversifying society. Additionally, more than 10 active programs focus on recruitment, academic success, and building community for undergraduates from traditionally underserved groups.

Graduate Student and Post-Doctoral Financial Support—To support diversity within graduate programs CFANS offers the Diversity Graduate and Professional Scholars (DGPS) Program, Diversity of Views and Experiences (DOVE) Fellows, and the Diversity Fellowship for Graduate Students in the Agricultural Education Teacher Licensure Program

Dialogue with the Deans—Held twice a semester, these dialogues provide the CFANS community with the opportunity to engage with the deans and other colleagues in learning and conversation about a range of diversity topics in a supportive environment. Fall 2018 dialogue topics were Ouch that Hurt!: Understanding Micro-Aggressions and Where There Is Difference: Dealing with Conflict.

St. Paul LGBTQIA Advisory Board—Student, staff, faculty and administrative volunteers meet frequently throughout the year to discuss, strategize, and create programming to build visibility and awareness of lesbian, gay, bisexual, transgender, queer, intersex, and asexual topics and identities on the St. Paul campus.

Committee on Diversity and Inclusion—A group of college personnel committed to identifying ways for CFANS to reflect the interests, aspirations, and cultural richness of our extended community.

Artemesia Leadership Initiative—Designed to strengthen female leadership through seminars, mentoring cohorts, and development workshops, we are enriching conversations, building skills, and improving support for female scientists.

Nibi and Manoomin Committee—A partnership between reservation communities of the upper Midwest and the university, this group works to build understanding about the significant role that wild rice (manoomin, *Zizania palustris*) plays within the communities of the Anishinaabe people of the upper Midwest and Cree of Canada and the threats to wild rice in the future.

Intercultural Development Inventory (IDI) Initiative—The IDI is a tool that measures intercultural competence as a developmental skill set and is being used primarily for presentations, staff development, or as a course requirement.

