MINNESOTA STATE UNIVERSITY MOORHEAD

DIVERSITY by THEME

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

Theme Categories

- Accreditation Report
- Award
- Campus Resource
- Co-curricular
- Committee
- Community Outreach/Partnership
- Curricular
- Diversity Infrastructure
- Event
- Extracurricular

- Training/Workshop
- Student Retention-Graduation Initiative/Program
- Student Recruitment
- Student Club/Organization
- Staff Recruitment/Retention
- Special Initiative/Program
- Research/Grant/Presentation
- Public Affairs/Media
- Mission Statement/Directive
- Institutional Research
- Fundraising
- Financial Aid/Scholarship
- Faculty Recruitment/Retention

Training/Workshop
- Antiracist Multiculturalism Across the Curriculum (ARMAC) Workshop
- Diversity Advocate Training
- Hendrix Wellness Educator Training
- In-Depth Anti-Racism Training
- Introduction to Social Justice
- LGBT Presentations - Hendrix Wellness Education
- Level II Anti-Racism Training Opportunity Series - 2013
- Pre-Employment Session for RA candidates: Social Justice
- Social Justice Training for Professional and Graduate Staff
- Staff Professional Development Workshop
- TOCAR Anti-Racism Professional Development Training Opportunities (3)
- TOCAR Workshop - "Building an Anti-Oppressive Campus"
- Tri-College NEW Leadership Development Institute

Student Recruitment
- Collaborative Effort on Recruiting Underrepresented Students
- International Student Recruitment
- Native American Student Recruitment
- Outreach Host Program

Student Club/Organization
- African Student Union
- American 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 Anthropology Club
- Embracing Sol
- International Students Organization
- Japan Club
- Rawa Taisu Yosakoi Dance (RTYD)
- Roma Club
- UMI Family Campus Ministry of MSUM
- Lutheran Campus Ministry
- Lutheran Student Fellowship
- Model United Nations
- Mongolian Club
- Moorhead Catholic Campus Ministries
- Nepali Students Association
- Organizacion Latinx Americana
- Positive Impact
- SOI Buddhist Club
- SPECTRUM
- Spanish Club/Sigma Delta Pi
- Student Council for Exceptional Children
- Students Internationally Together
- TRIOTA
- Veterans Club
- Woman Of The World

Staff Recruitment/Retention

Special Initiative/Program
- Campus Climate Survey
- Campus Climate Survey Results Round Table Discussions
- Summer Bridge Program

Research/Grant/Presentation
- Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant

Public Affairs/Media
- Diversity Program Promotion

Mission Statement/Directive
- Affirmative Action Policies
- Diversity Component of MSUM Core Values
- Diversity Component of MSUM Vision Statement
- Diversity Component of Resident Hall Student Conduct Code
- Diversity Component of Resident Hall Student Handbook
- Diversity Component of Women's Center Mission Statement
- Diversity Priority in the 2013-2018 Strategic Priorities
- Equal Opportunity and Nondiscrimination in Employment and Education
- Grievance/Discrimination Complaint Procedures
- MSUM Reasonable Accommodation Policy and Procedures Policy
- Office of Diversity & Inclusion Mission Statement
- Web Accessibility Mandate

Institutional Research
- Assessment via Educational Benchmarking Institute
- Diversity Data Elements of Common Data Set
- Diversity Data Elements of Student Enrollment/Characteristics

Financial Aid/Scholarship
- Helen Roberts Scholarship

Faculty Recruitment/Retention
- Affirmative Action Advocate
- Diverse Search Committee Member Guidelines
- Mandatory Meeting of Search Committee with Affirmative Action Officer
- Recruitment Plan Section of Search Recruitment Process

Campus Resource
- ADA Coordinator Role
- Affirmative Action Officer
- American Indian Center
- Diversity Resource Center
- Chief Diversity Role
- Disability Resource Center
- Diversity-Focused Collections at MSUM Library
- Diversity-Focused Publications & Indices at MSUM Library
- Faculty/Staff Diversity Ambassadors
- Hendrix Wellness Education Program
- Interdisciplinary Center for Diversity and Social Justice (ICDSJ)
- International Student Advising and Programming
- International Student Services
- Multicultural Affairs Coordinator Role
- Multicultural Affairs and Diversity
- Office of Diversity & Inclusion
- Rainbow Dragon Center
- Safe Zone Program
- Student Diversity Ambassador
- Student Organization Ambassadors
- TOCAR Training Our Campuses Against Racism Initiative
- The American Indian Research & Resource Center
- The Film Loop
- The SMART Program
- White Earth Center
- Women's Center

Co-curricular
- Argentine Study Abroad - "Human Rights and Sustainability"
- Diversity Events Fund
- Diversity in Action Community
- International Global Connection Community

Committee
- Diversity & Affirmative Action Committee
- Diversity Committee
- Interdisciplinary Center for Diversity and Social Justice (ICDSJ) Steering Committee
- International Studies Committee
- 504 Accessibility to Most (AIM)
- Safe Zone Committee
- Strategic Enrollment Planning Committee
- University Task Force on Retention and Graduation Improvement
- Women's Center Committee

Community Outreach/Partnership
- Kapiʻa Project

Curricular
- Annual Diversity Week
- Disability Access Syllabi Statement
- Diversity Component of Diversity-Wide Student Learning Outcomes
- Diversity Components - Summary of the Sustainability Assessment
- Diversity Components of MSUM University-Wide Learning Outcomes (4)
- Interdisciplinary Initiatives
- Special Education Twin Cities Program
- Women's and Gender Studies Program Committee

Event
- 31st Annual Celebration of Nations (CON)
- ASL Bingo
- American Indian Heritage Month
- Annual Power in Diversity Conference
- Black History Month Events (4)
- Building of Sweat Lodge and Q&A Sustainability House
- Bury My Heart at Wounded Knee
- Celebrate Women in Sports Week
- Dakota POW Letters
- Dr. Cornel West Event
- Drag Show
- Dreamcatcher Craft Workshop
- Faculty of Color Social
- Fargo-Moorhead LGBT Film Festival
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- Fruitvale Station Viewing & Discussion
- Graduation & Retention Open Forums
- Hip Hop Concert Black Light Party!
- Honors Lecture - "Interdisciplinary Perspectives on the Velvet Tradition of African American Quiltmaking"
- Honors Lecture - "Science, Politics and the Limits of Diversity"
- Honors Lecture - "The Case of the Female Orgasm at the Intersection of Science and Society"
- Housing and Residential Life Programming Model/Learning Outcome for Cultural Awareness
- Indigenous Peoples' Symposium
- International Dress Day
- International Education Week
- International Sash Ceremony
- International Student Cafe
- Invisible Man Book Discussion
- Lavender Graduation Celebration
- Lecture by Dr. Julie Sze - "Defining Environmental Justice and Crossing Borders"
- Lecture by Dr. Margaret Sankey - "World War I and Its Impact on Diversity"
- Lecture by Dr. Rose Brewer - "Creating the Socially Just University: A Critical Discussion of Gender, Race, and Class"
- Model United Nations
- Movie Showing of "The Color Purple" Discussion
- Opening Pipe Ceremony
- Poetry Reading and Writing Workshop
- Powwow
- Religious Studies Speaker Series (3)
- Revitalizing Native American Languages One at a Time
- Soul Food Dinner
- Step Africa
- Swing and Sway, the Indian Way!
- Take Back the Night
- The 25th Annual Woodlands & High Plains Powwow
- The Mis-Education of the "N" Word
- Thick Relations Film Screening
- Turning Away From Hatred Film
- Twin Cities Black Film Festival Mini Series
- Walk a Mile In Her Shoes
- White Earth Constitutional Reform
- Why Treaties Matter Exhibit - Brown Bag Lunch and Coffee Conversations
- Women at a Physical Power Indeed
- Women's History Month Events (4)
- Women's and Gender Studies Colloquium Series
- "A Deeper Look" Play Event
- "N?!" Film Screening
- "Precious Knowledge" Film Screening

Extracurricular
- Native Latino Radio Program