

# Advancing **Global** Diversity, Equity and Inclusion at the University of Minnesota

*Global Inclusion Conference 2022*  
*San Francisco, California*



Global Programs  
& Strategy **Alliance**  
UNIVERSITY OF MINNESOTA

# Learning Outcomes

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Participants will better understand the intersection of DEI-related work and campus internationalization.

Participants will be able to apply the University of Minnesota's approach to Global DEI to efforts at their own campus or organization.

Participants will create their own list of campus partners to develop and advance a global DEI strategy.



# Agenda

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- What is “Global DEI”??
- Our research
- Where we were
- Where we are
- Where are are going
- Reflection



**What does “Global DEI”  
mean to you?**



# Here's what we found

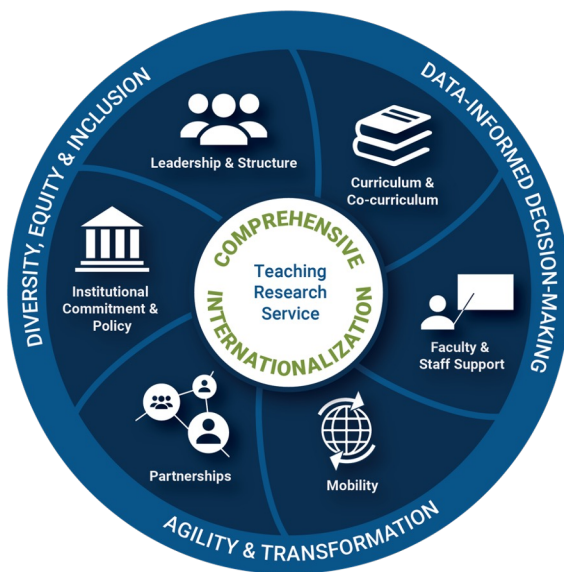
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- UC Berkeley's Robertson Center for Intercultural Leadership and Programs (CILP)
  - Global DEI Practitioner Institute
  - Global DEI in Action
- Purdue's Center for Intercultural Learning, Mentorship, Assessment and Research (CILMAR)
- Dickinson's Global Study & Engagement Office, *"DEI in a Global Context"*
- American Council on Education "DEI Lens"



# American Council on Education

## ACE Model for Comprehensive Internationalization



This lens addresses the role of institutions, individuals, and internationalization in racial, economic, and social justice...

Justice-oriented internationalization:

- is critically self-reflective. It requires institutional and international leaders to actively consider who is part of planning and decision-making
- recognizes the vital importance of internationalization at home
- cultivates internationalization that is anti-colonial, anti-racist, and globally and locally inclusive.



# Global Programs & Strategy Alliance

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The Global Programs and Strategy Alliance (GPS Alliance) is the central international office for the University of Minnesota system. The GPS Alliance is the driving force for the University of Minnesota in globalizing teaching, learning, research, and engagement. We support the University's mission by working closely with campuses, colleges, units, faculty and staff, students, and the community to comprehensively internationalize the University of Minnesota.



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# Units within the GPS Alliance

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- CARLA (Center for Advanced Research on Language Acquisition)
- China Center
- Dean's Office
- ICGC (Interdisciplinary Center for the Study of Global Change)
- ISSS (International Student and Scholar Services)
- LAC (Learning Abroad Center)
- DIS (Study Abroad in Scandinavia)\*





# Where we were (2016)

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- DEI work that units were already doing
- Campus Climate
- Partnerships around campus
- Organically home grown initiative
  - 6 of out 7 units at the table
  - Inward facing work
- Met, discussed and brainstormed
  - 2 World Cafe discussions
- Events
  - Dr. Joi Lewis
  - Dr. Anne Phibbs



# GPS inSIDE

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- In Service of Inclusion, Diversity and Equity
- Steering committee (5-8 people)
- 3 Subcommittees
  - Chaired by a member of the Steering Committee
  - Chair, Secretary, Events Coordinator and subcommittee/affinity group leads
  - HR practices (14 people)
  - Resources (8 people)
  - Inclusion of Diverse backgrounds (12 people)
- Affinity Groups (anonymous, 21 people)
  - People of Color Caucus
  - Queer Affinity Group



# Pandemic Pause

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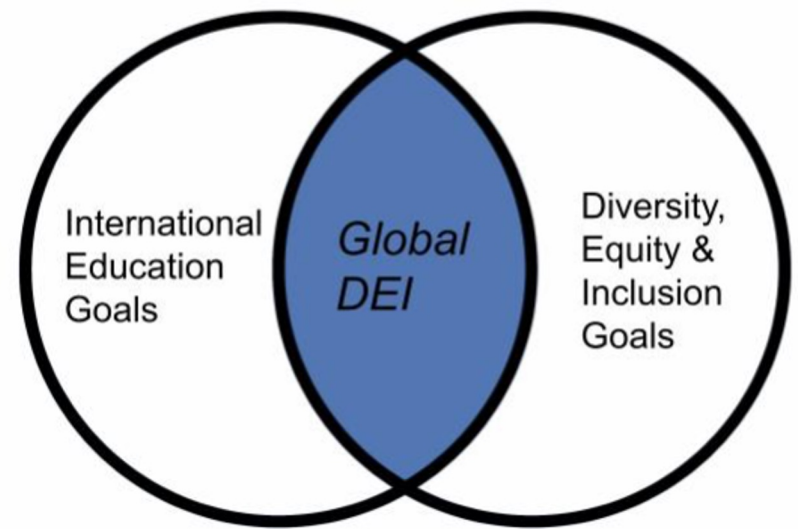
- Took a pause in 2021 to think about how we wanted to move forward
- In 2022, we started meeting to talk about Global DEI.
  - Muslim ban, Anti-Asian racism
  - George Floyd
  - Who sits on your university's "DEI Committee"
  - Who is a "student of color?"
  - How are we preparing students who might be entering spaces with different perspectives on "diversity?"
  - What about international scholars?



# Global DEI Initiative

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*The GPS Alliance's Global DEI Initiative provides opportunities to examine the intersection of the goals of increasing intercultural understanding through global education and the goals to create a culture of belonging in our communities, especially to historically underrepresented, often marginalized people in the U.S.*



# The Global DEI Initiative Seeks To...

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- Engage and educate the UMN community about the intersection of DEI and international education
- Generate dialogue about diversity and inclusion through a global and intercultural lens
- Explore notions of diversity across and within cultures
- Facilitate conversations about identity and intersectionality within a global context.



# The How

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- New position:  
Senior Director, Global Initiatives and Scholarly Engagement
- Engaging campus partners
  - Advisory Committee - needed to have buy-in and to tap into others' connections
  - Office of Equity and Diversity (OED)
  - Diversity Community of Practice
- Global DEI Kick-off Event, September 2022



# What's Next?

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- Webinar series
  - Both theoretical and practitioner-focused
  - Invited speakers
- Presentation to Diversity Community of Practice
- Office of Equity & Diversity Certificate Module
- Engaging system campuses
- Comprehensive Internationalization



# Reflection

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Take the time to think of your campus partners to be partnering with to advance your own global DEI work

Questions for us?







# Global Programs & Strategy **Alliance**

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**Driven to Discover**<sup>SM</sup>

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