



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Joint Meeting: Diversity, Equity and Inclusion and Workforce and Organizational Effectiveness Committees

DATE: June 21, 2023

TITLE: Minnesota State Workforce Diversity: Current Demographics and Strategies

Proposed New Policy or Amendment to Existing Policy

Approvals Required by Policy

Other Approvals

Monitoring/Compliance

Information

PRESENTERS

Eric Davis, Vice Chancellor for Human Resources
Andriel Dees, Vice Chancellor for Equity and Inclusion

PURPOSE

Presenters will update the committees on the current compositional diversity of the Minnesota State workforce and progress made against system workforce diversity goals. Special focus will be on the opportunities and challenges of effectively recruiting, retaining, and developing a diverse and inclusive workforce across the system.

BACKGROUND INFORMATION

The system identifies and reports key data related to demographic diversity and retention of faculty and staff annually for the Board. Discussion has focused on effective strategies for attracting, hiring, and retaining a diverse faculty and workforce. Reflecting on data over the past five (5) years, the system has made demonstrated progress through inclusive recruitment and hiring practices. However, a closer examination of retention rates over the same time period reflects evident gaps by race as summarized in the Equity Scorecard.