Diversity and Inclusion

- **Diversity**: Who are we? How diverse is our WSU-R community?

- **Inclusion**: How do we act and behave as an organization? How well do we welcome, value and embrace our diverse community members? How does our campus climate impact student success for all?
WSU-R Diversity Data

- 1482 students (951 UG, 531 Grad)
- 3:1 Female/Male (73% UG, 78% grad)
- Minority enrollment: 16% UG, 7% Grad
- 31% low income/Pell Grant
- 1% receive disability services
- Faculty: 70% female, 10% minority
- WSU-Winona students of color: 7%

Rochester Public Schools

- 16,427 students
- 28% low income
- 31% minority enrollment (5,092)
  - 12% African American
  - 8% Hispanic
  - 10% Asian
  - 1% Native American
City of Rochester

- 103,388 population (2010)
- 85% white
- 15% minority
  - 5% African American
  - 6% Asian
  - 4% Hispanic
  - <1% Native American

Diversity Comparison

- WSU-R Undergraduate: 16% minority
- WSU: 7%
- RCTC: 18%
- Rochester Public Schools: 31%
- City of Rochester: 15%

WSU-R is similar to community data and RCTC, half of RPS, and more than double WSU-W percentage
Inclusivity

How is WSU-R doing in terms of striving to incorporate the needs and views of diverse populations in our campus community?

What are we doing at WSU-R to try to increase the diversity of our campus community and improve the campus climate for inclusivity?

Motivation

• Compliance – what we are required to do?

• Values – what is the right thing to do?

• Business – what is the smart thing to do?
Minority Teacher Recruitment Program
2007-Present

- WSU College of Education program to encourage middle/high school students of color to pursue teaching as a career
- 3 focus activities:
  - Outreach to students, parents and adults
  - Mentoring middle/high school students
  - College summer program
- Scholarship fund: $4k at $500-1000/semester

Diversity Training Workshops
2011-12

- Collaborated with Diversity Council for series of 17 faculty/staff training workshops
- Sept. 2011-May 2012, 2/month, 2 hrs each
- Range of topics to build awareness and understanding of others, and each other
- Initial pre-survey, with follow-up post-survey to assess impact
- average 12-15 participants; positive feedback to date
WSU Diversity Speaker Series

- Effort to extend successful WSU series to Rochester
- 2 small-scale initial efforts in 2009
- Renewed effort in 2012, successful event for MLK, Jr Day (Bettie Mae Fikes)
- Interest in collaboration with community to continue effort
- Contribute to community through access to successful WSU program in Winona

Community Partnerships

- Student service learning opportunities: IMAA, Catholic Charities, Hawthorne Education Ctr
- Connections to classroom experience: guest lecturers from community, classes held at Boys and Girls Club
- Community activities: Cardboard Box City, Festival of Trees, Sports Mentorship Academy
Student Parent Grant

- New initiative on Winona and UCR campuses, started in Fall 2011
- WSU program with part-time student position in Rochester to work with WSU-R and RCTC student parents
- Offer group activities, peer mentoring, access to range of resources to assist student parents with persistence and completion

WSU-R Planning Activity

- WSU-R Mission: “Winona State University-Rochester provides relevant and innovative life-long learning experiences to educate, enlighten and serve our citizenry to meet the needs of the community and region.”
- In process of developing campus values and guiding principles with specific emphasis on diversity and inclusion
WSU Inclusion & Diversity Office

- 3 professional staff, 5-7 student positions
- Annual speaker series for key issues and recognition months/days during year
- Early Academic Initiative (APRS, reporting system)
- Leadership development
- Welcome Back Family Ties program (Fall)
- Graduation/recognition banquets
- Peer mentoring workshops
- Academic Success workshops

Key Issues and Challenges

- Examine the enrollment data and transfer success of students from RCTC to WSU/WSU-R, in general and in specific 2+2 programs
- Gather feedback from students to assess our efforts, campus climate, resources, etc
- Extend activities and resources of WSU Inclusion & Diversity office to WSU-R, UCR and Rochester community
Key Issues and Challenges

- Increase diversity of WSU-R faculty and staff
- Increase collaboration and partnership with community organizations and groups
- Improve WSU-R student access to resources for disability services, international student programs, financial aid, counseling services
- How can we effectively assess and improve the climate of inclusivity on our campus and in our programs and services?

Core UCR Challenge

How can WSU effectively work with K-12, RCTC and the community to strengthen the continuum of education programs and services and promote student education and career success, ensuring that all individuals in our community can enter our education systems at any point and persist to completion, then move on to be successful and active members of our community?