



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

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**Administrative
EQUITY, DIVERSITY, EQUAL OPPORTUNITY,
AND AFFIRMATIVE ACTION**

Adopted: September 7, 1995

Amended: July 8, 2009

Supersedes: (see end of policy)

**EQUITY, DIVERSITY, EQUAL OPPORTUNITY, AND
AFFIRMATIVE ACTION**

SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equity, diversity, equal opportunity, and affirmative action:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence through equity and diversity.

(b) A diverse student body enhances the academic and social environment for all students and prepares students to thrive in an increasingly diverse workforce and society.

(c) Equal educational access is critical to preparing students for the responsibilities of citizenship and civic leadership in a heterogenous society.

(d) As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or the activities that support them, the University seeks to foster an environment that is diverse, humane, and hospitable.

(e) In partnership with community groups, the University is committed to serving the state, the nation, and the world through its outreach and public service.

SECTION II. IMPLEMENTATION.

The University shall:

(a) provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression;

(b) advocate and practice affirmative action consistent with law, including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;



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(c) establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms of prejudice, intolerance, or harassment;

(d) provide equal educational access to members of underrepresented groups and develop affirmative action admission programs, where appropriate, to achieve the University's educational mission; and

(e) promote and support equity and diversity through its academic programs, its employment policies and practices, its delivery of services, and the purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

SECTION III. MONITORING.

The president or delegate shall set performance goals consistent with this policy and law; remedy any discriminatory practice that deviates from this policy; and assess and reward the performance of individuals and units using the University's critical measures for the equity and diversity performance goals as part of the University's planning and budgeting process.

SUPERSEDES: POLICY STATEMENT ON WOMEN ACADEMIC EMPLOYEES DATED JULY 13, 1990; EQUAL EDUCATIONAL ACCESS AND OPPORTUNITY DATED NOVEMBER 8, 1991; EQUAL OPPORTUNITY: FACILITIES DATED JULY 9, 1993; EQUAL OPPORTUNITY IN EMPLOYMENT DATED JULY 9, 1993; DIVERSITY DATED JULY 9, 1993; AND EQUAL OPPORTUNITY DATED JULY 9, 1993.