

Affirmative Action Worksheet – Attachment – **Concordia University St. Paul**

For question 11:

- Concordia University, Saint Paul's diversity committee, comprised of several members with responsibility in various operational areas with accountability for diversity initiatives, has grown to include a Diversity Center Director and a Chief Diversity Officer. The group is annually involved in new student orientations, faculty/staff development, and campus-wide awareness events. The initial five-year Diversity, Equity, and Inclusion Plan, was adopted into the University's strategic plan and implementation this academic year. In addition, under new leadership, the Diversity Committee and Diversity Center have expanded programming and support resources for students.
- The university hired a new Diversity Center Director, who was able to build a new Diversity Plan, enhance resources available, and plan a programming calendar geared toward and relevant to the entire campus community. Additionally, online events and offerings for students have been offered in order to meet the needs while the University moved to remote learning due to COVID.
 - o Collaborative efforts continue with a variety of offices and individuals, led by the Diversity Center Director. Activities and training programs targeted toward student and employee development, response to social unrest, and celebration of cultural differences. The director continues working on initiatives, programming, and opportunities for campus-wide engagement, enlightenment, and enrichment, that will be continue throughout the year.
 - o The new Chief Diversity Officer began with the University on August 1st and is becoming acquainted with the multiple opportunities for collaboration and partnership across campus.