

2025

Office of Inclusion Annual Report

Celebrating 10 Years of the Chief Inclusion Officer Role



Celebrating 10 Years of the Chief Inclusion Officer Role and the Office of Inclusion

April 2026 marked the 10-year anniversary of the Chief Inclusion Officer role and the Office of Inclusion, an important milestone that underscores how far we've come and the foundation we continue to build upon. Across the enterprise, we have remained steady and adaptable, consistently delivering reliable service, expanding access, and demonstrating a shared commitment to the people and communities we serve. This is a moment to recognize that collective effort and to reaffirm how we sustain and strengthen it through our everyday actions.

One Year Anniversary of the Office of Inclusion Newsletter

This April marked the one-year anniversary of our Monthly Newsletter. From the start, our goal was to create a reliable, accessible space where agencies could stay connected to the Office of Inclusion, statewide initiatives, shared learning, and evolving practices. Over the past year, we have featured 14 Inclusion Partners from a diverse range of agencies, councils, and employee resource groups, highlighting their leadership and practical contributions to advancing diversity, equity, inclusion, and accessibility. The newsletter now reaches hundreds of employees and maintains an average 46% open rate, reflecting strong engagement across our community. We curate each issue with you in mind and remain committed to supporting connection, shared responsibility, and continued progress. Thank you for being part of this work and journey.



A letter from the Chief Inclusion Officer

“As Chief Inclusion Officer, I am proud of the progress the office of Inclusion and the State of MN collectively made in FY 2025. Together, we continued implementing an enterprise equity analysis tool that strengthened our ability to identify inclusive opportunities, measure impact, and advance equitable outcomes across the organization. We also hosted our inaugural Inclusion Summit, creating space for employees to learn, connect, and share ideas that will shape a stronger future for our enterprise. We advanced the priorities of the community-driven Governor’s Community Council’s long-range plan. Most importantly, we continued providing policy and training review, guidance, advocacy, spaces to share resources, and support to employees across many levels of the organization.

This work has not happened without challenge. Federal actions and ongoing public debate have created uncertainty around the future of diversity, equity, and inclusion efforts nationwide. Yet our commitment remains clear: inclusive practices, diverse workforces, and equitable opportunities are not negotiable — they are essential to innovation, trust, and long-term organizational success. Preparing for changing workforce demographics is also a business imperative. As our workforce and communities continue to change, it is important that we create opportunities where everyone can contribute and succeed. Research shows that organizations and economies perform better when they are prepared to attract, support, and develop people from a wide range of backgrounds and experiences. Building inclusive workplaces helps strengthen teams, improve innovation, and prepare us for the future.

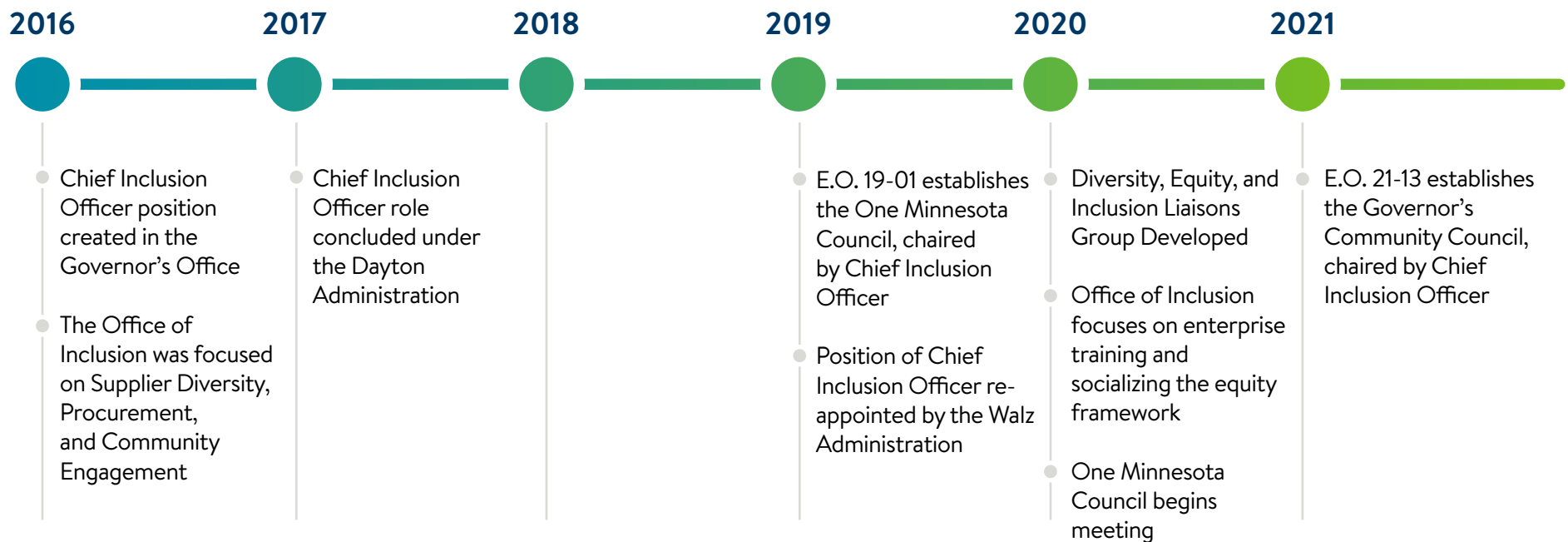
The future depends on all of us. As Desmond Tutu once said, “Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.” Each of us can make a difference through the way we lead, support one another, courageously challenge injustice, and create space for others to contribute and succeed. Creating opportunities for others does not diminish our own value or opportunities, instead, it strengthens all of us.

Thank you for continuing to lead with courage, inquiry, and a shared belief in the value of every person.”

Priscilla Stallings
Chief Inclusion Officer

Office of Inclusion Development Timeline

The Office of Inclusion began its work with a focus on supplier diversity, procurement, and community engagement. Over time, its mission, scope, and organizational home evolved in alignment with changing executive priorities. The office expanded its role to lead enterprise-wide equity initiatives, support policy development, and provide strategic guidance to cabinet agencies. Through multiple administrations and executive orders, the Office of Inclusion became a central driver of the state's long-range equity planning, employee engagement, and inclusive policy reform efforts.



2022

- Long-range Plan (LRP) approved by One MN Council
- The office of Inclusion planned and convened the Governor's Martin Luther King Celebration for 2023
- The Office of Inclusion moves to MMB and shifts focus to the employee enterprise
- OOI recommends state move towards data disaggregation in HR functions

2023

- E.O. 23-12 redefines the scope and structure of the One MN Council and Governor's Community Council
- Office of Inclusion worked with MMB and the Governor's office to establish policy language in EO 23-14
- LRP approved by Gov. Office and OOI communicates and implements the LRP into cabinet agency strategic plans
- Realigned Diversity, Equity, and Inclusion Liaison Agency Equity Change Plans to the Governor's Long-range plan Recommendations
- Chief Equity Officer role created to focus on equity and inclusion for residents
- State of Minnesota Equity Analysis Tool co-created

2024

- State of MN Equity Analysis Tool modified by Office of Inclusion based on user feedback and implemented across Cabinet agencies
- Office of Inclusion restructures and adds 4 positions to OOI team
- 1st Annual report on GCC's Long-Range Plan implementation delivered to Governor's office
- New Council appointments announced
- One MN Council and Governor's Community Council are Relunched and Chief Equity Officer added as a co-chair and vice chair of councils
- Policy Refinements
- Pilot 'Human Resources and Labor Relations Enterprise Policy Review Group'
- Inclusive executive communication training and development held for Diversity, Equity, and Inclusion Liaisons and Enterprise Employee Resource Group Chairs.
- Quarterly Inclusion Partners meetings launched to connect with enterprise employees

2025

- Launch of the Office of Inclusion Newsletter in April 2025
- Delivered direct guidance and Return-to-Office (RTO) design support to Minnesota Management and Budget via RTO committees
- Launch of the inaugural inclusion summit
- Brought on Director of Inclusion to support engagement with non-cabinet agencies
- Submission of the FY 2025 Annual Long-Range report to the Governor's office
- Launch of Commissioner Conversation Series with Chief Inclusion Officer
- Launch of enterprise retention dashboard in partnership with enterprise retention analysts



Over the past year, the Office of Inclusion made significant strides to lean into innovation, expand our impact, strengthen partnerships and build a more inclusive enterprise for all employees. 2025 was a year of growth, collaboration and meaningful progress.

Operational and Enterprise Engagement

We strengthened our operational and enterprise engagement capacity by hiring a Business Support Specialist, allowing us to better support partners across the organization. In response to employee feedback, we also established a new Director of Strategic Inclusion role to deepen engagement with non-cabinet agencies and provide stronger, more coordinated enterprise-wide support.

Transparency and Accountability

Transparency and accountability were key milestones this year. We proudly released our first Office of Inclusion Annual Report (2024), highlighting progress, priorities and impact. In partnership with enterprise leadership, we also issued system-wide guidance on inclusive workforce practices in January 2025, reinforcing our shared commitment to building equitable and supportive workplaces.

Long-Term Sustainability

To ensure long-term sustainability, we launched a yearlong initiative to strengthen operational resiliency by developing clear, comprehensive standard operating procedures across our major workstreams. This effort will codify core processes and position the office for continued excellence.

Communication and Engagement

Communication and engagement expanded significantly. In spring 2025, we launched the Office of Inclusion's monthly newsletter, now reaching more than 400 subscribers and achieving strong open rates an average of 46 percent. We convened more than 10 Enterprise meetings for Cabinet-level practitioners, with impressive attendance ranging from 17-31, and introduced monthly meetings for non-cabinet entities in September—creating a new, dedicated engagement structure for practitioners outside cabinet agencies.

400+

Newsletter
subscribers

46%

Newsletter
open rate

10

Meetings for
Cabinet-level
practitioners

17-31

People in
attendance for
meetings

Quarterly Inclusion Partner Meetings

We delivered the full 2025 series of Quarterly Inclusion Partner Meetings, engaging an average of 115 employees each meeting in discussions on best practices, enterprise initiatives and emerging trends. We also hosted Commissioner Conversations to explore challenges and opportunities across the landscape, fostering open dialogue and shared problem-solving.



Average of 115 employees each meeting in discussions on best practices, enterprise initiatives and emerging trends.

Enterprise HR Collaboration and Data Innovation

In partnership with Enterprise Human Resource Management, we launched and completed the Enterprise HR/LR Policies and Procedures Review Committee, bringing together subject matter experts from across the enterprise with diverse perspectives and experience. We also collaborated with Workforce Analytics and the Results Management team to launch the Enterprise Retention Dashboard, equipping leaders with data-driven insights to support employee retention.



Launched the HR/LR Policies
and Procedures Review
Committee



Launched the Enterprise
Retention Dashboard

Strengthening Understanding of Workplace Legal Responsibilities

To deepen understanding of legal responsibilities, we hosted the Attorney General's Office for a session on Human Rights and Affirmative Action laws, providing employees with valuable guidance and clarity.

Driving Alignment With the One Minnesota Vision

Our commitment to enterprise-wide alignment remained strong. We completed spring and fall Equity Change Plan reviews with cabinet agencies in alignment with the One Minnesota Long-Range Plan. We led One Minnesota Council meetings throughout the year, participated in the Governor's Community Council, and fulfilled our responsibilities under Executive Order by completing the One Minnesota Council Long-Range Plan Report.

Fostering Belonging Through Connection and Collaboration

To foster a greater sense of institutional belonging, the new convening space for smaller agencies provides support and resources and shares best practices that advance inclusive workplace strategies. We **completed over 40 engagement touchpoints** with non-cabinet agencies to socialize the Long-Range Plan, elevate awareness of the Office of Inclusion's mission and vision and build on existing partnerships while expanding new connections.



Celebrating World Inclusion Day Through the Inaugural Inclusion Summit

Finally, in honor of World Inclusion Day, we hosted the inaugural Inclusion Summit for state employees. With more than 150 attendees and speakers from across the enterprise and broader community, the event celebrated innovation, elevated diverse voices and energized our shared commitment to inclusion.

150+

Attendees at the
inaugural Inclusion
Summit

Our office's work strengthens workplace culture, advances inclusion and equity, models inclusive leadership and fuels employee enterprise innovation, with the end goal helping employees feel valued and supported. In whole, these accomplishments reflect a year of intentional innovation and growth, stronger infrastructure and deeper partnerships. We are proud of the foundation built this year and energized for the continued momentum ahead.





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