



BOARD OF REGENTS POLICY: *Diversity, Equity, Inclusion, and Equal Opportunity*

SECTION I. GUIDING PRINCIPLES.

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

- (a) Consistent with its academic mission and standards, the University is committed to achieving excellence through diversity, equity, inclusion, and equal opportunity in research, scholarship, teaching and learning, and all of its other programs and activities.
- (b) Diverse students, staff, and faculty enhance the academic and social environment for all members of the University community and prepare 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 heterogeneous society.
- (d) The University strives to foster an environment that is diverse, humane, and hospitable, and that promotes a sense of belonging for all members of the University community.
- (e) The University aims to provide accessibility in all of its programs and activities so that members of the University community have an equal opportunity to fully participate.
- (f) Diversity, equity, inclusion, and equal opportunity are fundamental to the University's mission, and the University's faculty, staff, and students share responsibility for the collective achievement of these goals.
- (g) 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, sex, gender, age, marital status, familial status, disability, public assistance status, membership or activity in a local commission created for the purpose of dealing with discrimination, veteran status, sexual orientation, gender identity, or gender expression;
- (b) establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values diversity, equity, inclusion, and equal opportunity, and is free from identity-based prejudice, intolerance, or harassment; and

- (c) promote and support diversity, equity, inclusion, and equal opportunity through hiring and admissions processes, academic programs, employment policies and practices, the delivery of services, the purchase of goods, materials, and services from businesses of the diverse communities it serves, and all of its other programs and activities.

SECTION III. MONITORING.

The president or delegate shall set performance goals consistent with this policy and law, and remedy any discriminatory practice that deviates from this policy.

REVISION HISTORY

Adopted: September 7, 1995

Amended: July 8, 2009; June 8, 2018; December 7, 2023

Last Comprehensive Review: 2023

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.