Live Into It: The Carlson School DEI Conference 2022
Our Stakeholders

Students
Faculty and Staff
Employers and Organizations
Alumni
University of Minnesota
Our Community

We promise employers and organizations robust access to diverse talent with a global mindset, and evidence-based insights from world-class experts.
Winters - Better Conversations

Exposure

Experience

Education

Empathy
Harris – Growing the Circle, 2022

The Commercial **Imperative for Diversity:**

**Intentionality**
Business leaders deciding to build a workforce reflective of the employment base

**Accountability**
Entrepreneurship expanding and sustaining growth, scaling year over year; DEI Collaborative

**Consistency**
Established, anchor of equity partners collaborating to redesign systems
The problem: wage and employment gaps (see green box below)

Questions:

• What if MSP could attract, retain, and elevate a diverse talent base to meet our economy’s future needs?
• Generating $500M in new state and local tax revenues?
• Resulting in greater innovation, better decision-making and better financial results?
We promise the community an opportunity for people of all identities to tackle the grand challenges facing our society.
The Five Pillars of Inclusive Excellence

The Carlson School is pursuing a thoughtful, deliberate approach to “live into” Inclusive Excellence—so it becomes ingrained within our mission to serve our students, faculty, staff, alumni, and more. The framework to incorporate this atmosphere within the Carlson School is outlined in the Five Pillars of Inclusive Excellence:

**ACCESS & SUCCESS**
Reducing barriers to participation and achieving equitable success levels across groups, in faculty, staff, and student constituencies. This pillar involves a specific, intentional focus on marginalized communities. We also include special attention to international and first-generation college students.

**CLIMATE & INTERGROUP RELATIONS**
Creating and maintaining an affirming environment that integrates differing viewpoints and lived experiences; assessing, evaluating, and adjusting the climate to reflect organizational values.

**EDUCATION & SCHOLARSHIP**
Providing education, training, research opportunities, and professional development to build crucial skills for making equity visible.

**INFRASTRUCTURE & INVESTMENT**
Developing physical and organizational structures that promote psychological safety and center, support, and fully integrate Inclusive Excellence goals.

**COMMUNITY PARTNERSHIP**
Engaging the community as an anchor of equity to deepen Inclusive Excellence.