

Center for Inclusive
Excellence

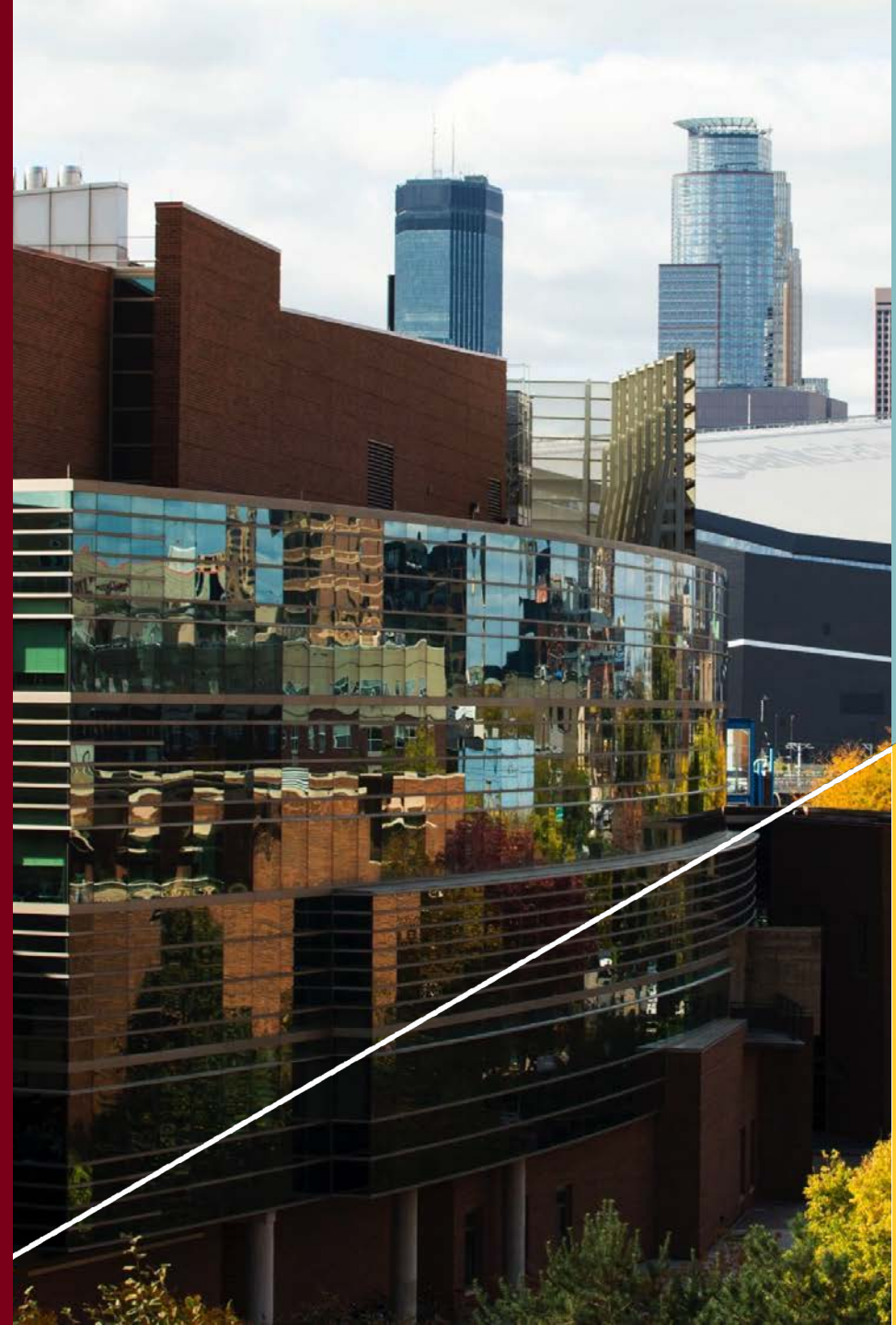
Live Into It

The Carlson School DEI Conference 2023



CARLSON SCHOOL
OF MANAGEMENT

UNIVERSITY OF MINNESOTA





Land Acknowledgement:

We acknowledge that the University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. It is important to acknowledge the peoples on whose land we live, learn, and work as we seek to improve and strengthen our relations with our tribal nations.

We also acknowledge that words are not enough. We must ensure that our institution provides support, resources, and programs that increase access to all aspects of higher education for our American Indian students, staff, faculty, and community members.

Dean Jamie Prenkert



Dean & Investors in Leadership Distinguished
Chair
Carlson School of Management

Acknowledgements:

**CARLSON SCHOOL
OF MANAGEMENT**

Carlson School Of Management Leadership



CSOM Board of Advisors



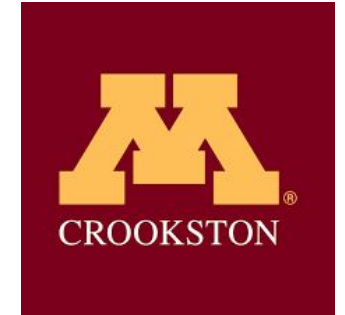
Historic Black Colleges & Universities (HBCUs)



Hispanic Serving Institution (HSIs)

UMD

DULUTH



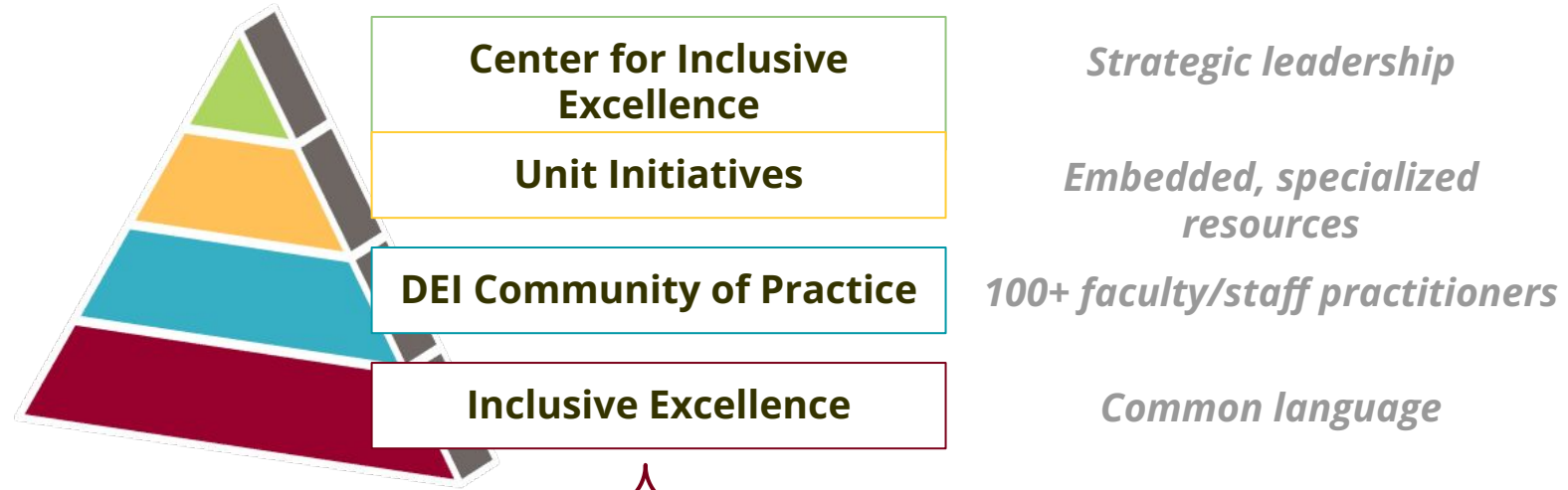
Cont'd: Acknowledgements



DIVINE 9



Diversity, Equity, & Inclusion at Carlson School of Management | University of Minnesota



ACCESS & SUCCESS

Reducing barriers to participation and achieving equitable success levels across groups, in faculty, staff, and student constituencies.



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.



Center for Inclusive Excellence | Carlson School of Management



Community Engagement



Corporate Partnership



Resources Hub for
External & Internal
Stakeholders



Educational Coaching &
Consulting



Professional
Development



Organizational Leadership
through Inclusive Excellence



Networking & Growth

Strength in Diversity: Minnesota's Unique Identity

- Minnesota belongs to more than **262 racial or ethnic groups** and **778 Native tribes**.
- **Minnesota's Black population** is vividly apparent - with **58 different groups represented** - Somali, Ethiopian, Congolese, Other sub saharan region etc.
- The state is home to about **214,000** residents of **Mexican descent** - the **largest population of any non-white group in Minnesota**.
- The state's **third-largest community of color is Hmong**, a group of more than **95,000** residents.
- *This is all possible due to high-quality education and job opportunities, along with affordable housing.*
- The face of Minnesota will change in the coming decades - **People of color** make up about **one-quarter of the state's current population** - **high percentages of young people**

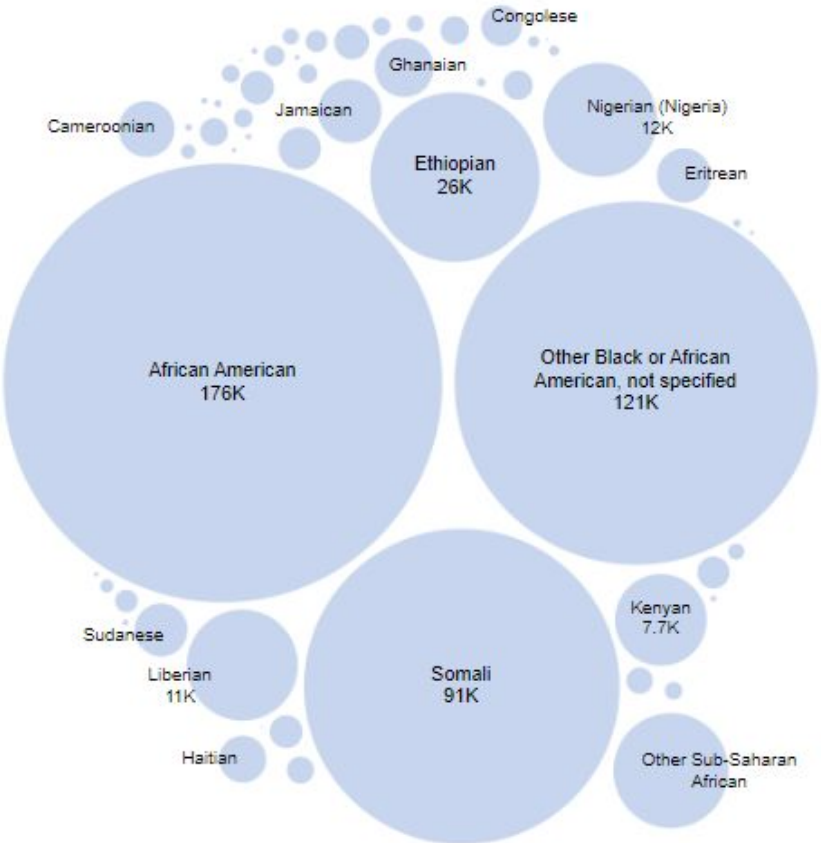
Current reforms:

- *Criminal Justice Reform*
- *Anti-Discrimination Laws*
- *Healthcare Access to all*
- *Protection for Women & LGBTQIA+ Rights*
- *Education Equity*
- *Affordable Housing Initiatives*
- *Immigrant and Refugee Support*
- *Workplace Protections*



Source: [New census data details diversity in Minnesota's population](#)

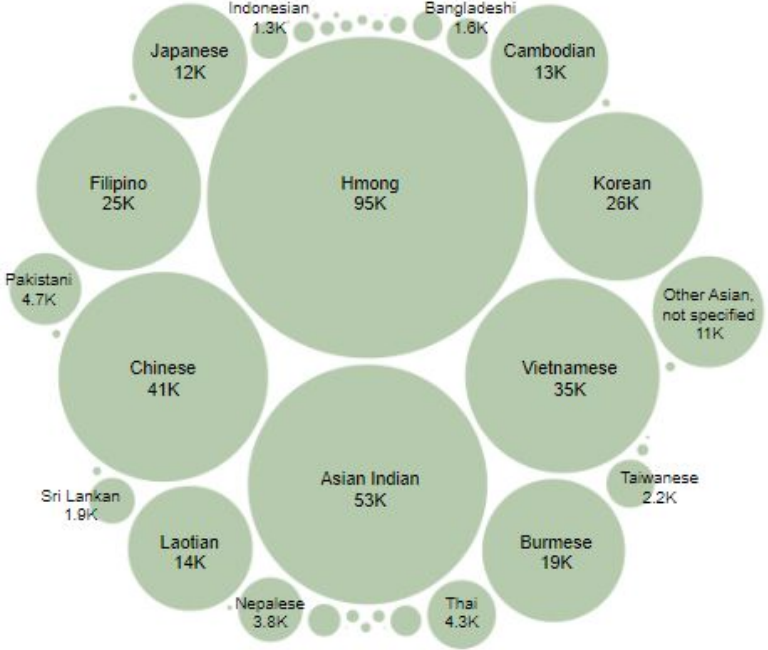
BLACK POPULATION SUBGROUPS IN MINNESOTA



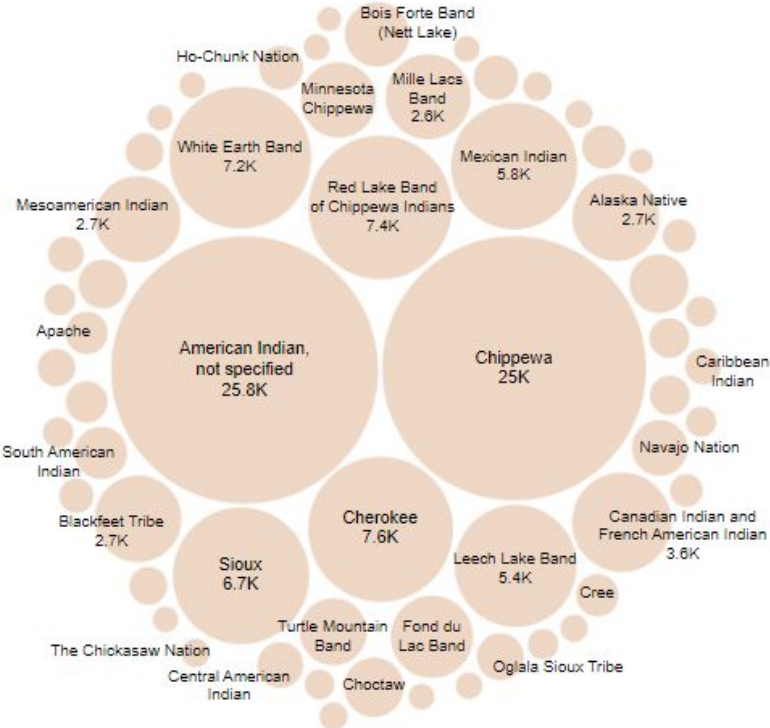
5% to 34%

The share of Minnesotans who identify as people of color tends to increase among younger age groups, from 5% of Minnesotans age 85+ to 34% of Minnesotans age 0-9.

ASIAN POPULATION SUBGROUPS IN MINNESOTA



NATIVE AMERICAN OR ALASKA NATIVE SUBGROUPS IN MINNESOTA

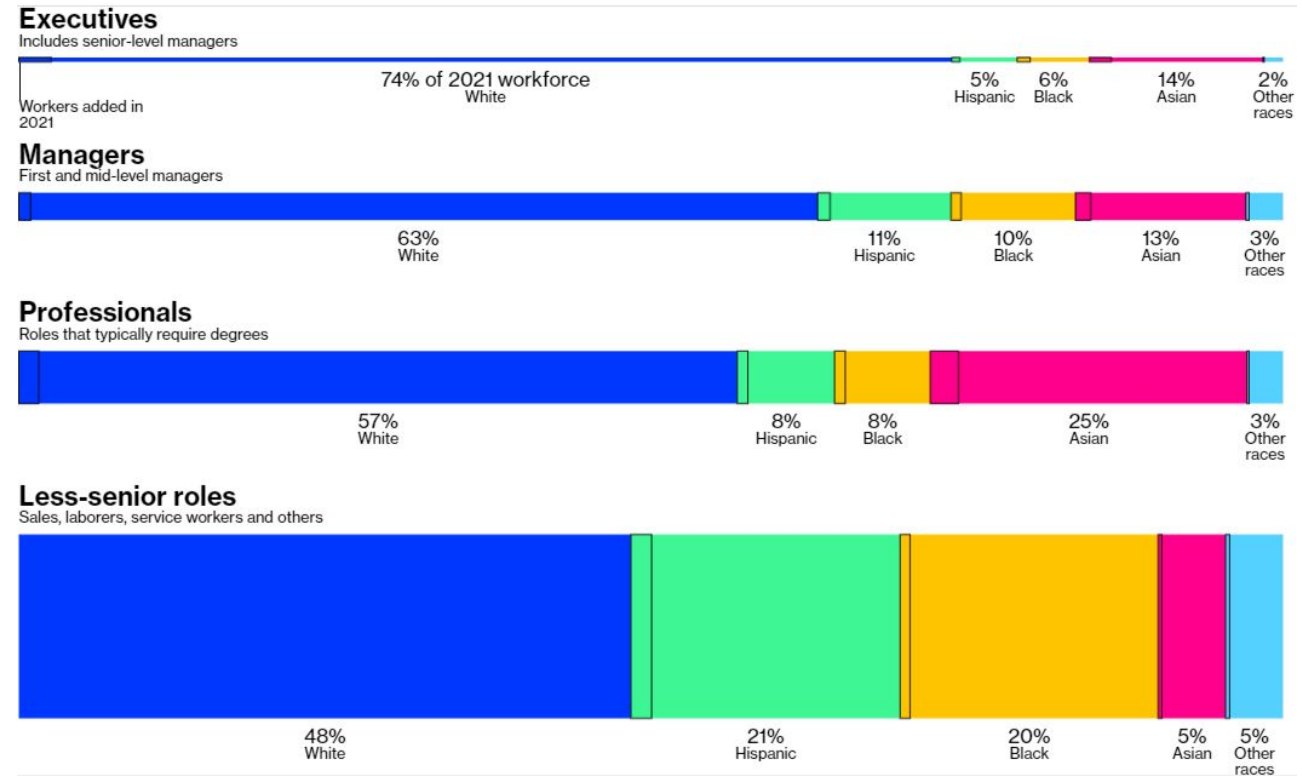


Source: U.S. Census Bureau



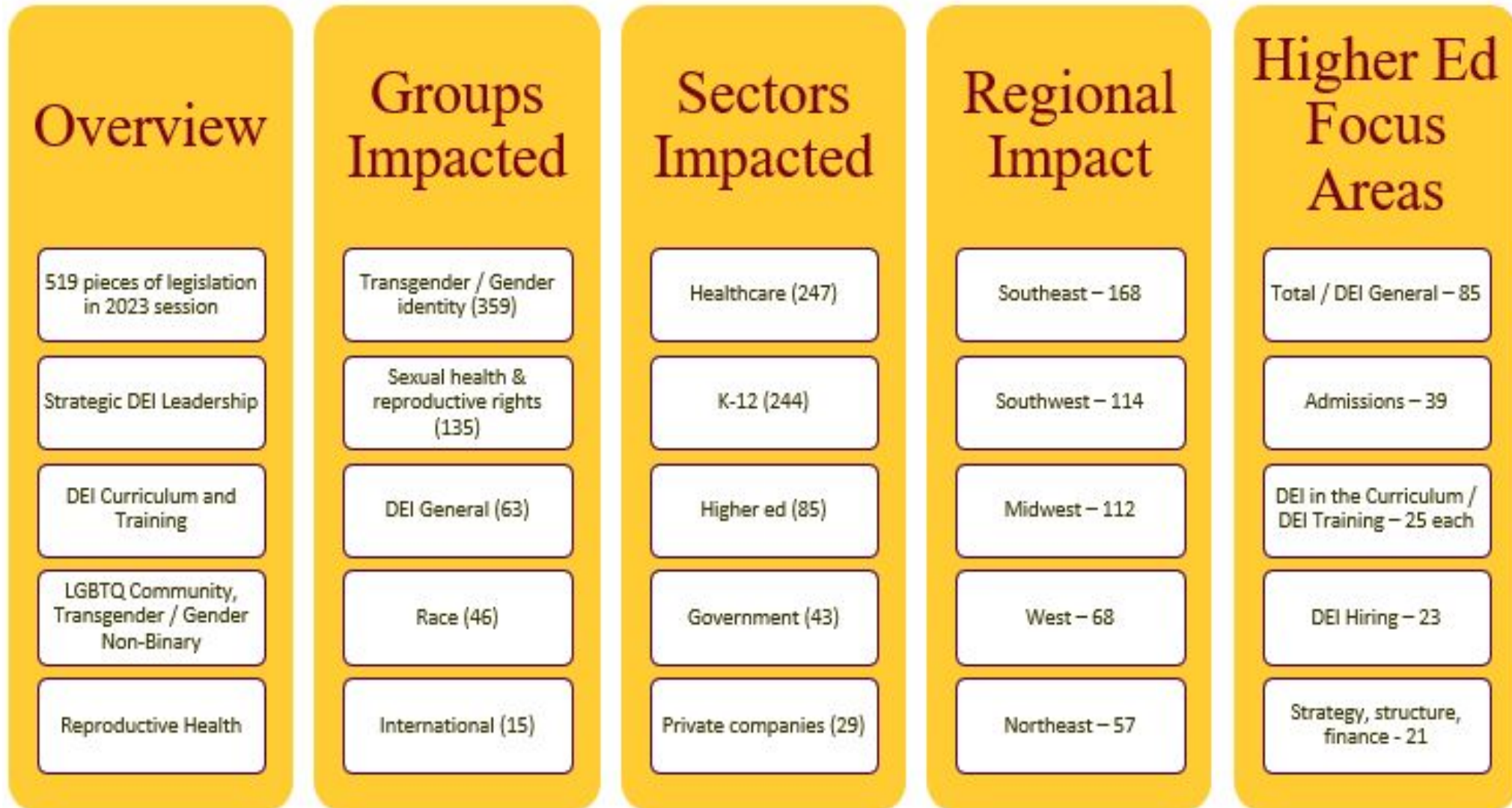
Recent Hiring Trends in Businesses:

- 2020-2021: **Black Lives Matter** protests - the S&P 100 added more than **300,000 jobs** — **94%** went to **people of color**.
- Between the year 2020-21, The overall job growth included 20,524 White workers. The other 302,570 jobs — or 94% of the headcount increase — went to people of color.
- The latest findings show that when **under pressure** to hire and promote qualified **diverse talent**, organizations find a way to do it.
- **White demographics** hold a disproportionate share of the **top, highly paid jobs** in the US at S&P 100 companies.
- The share of executive, managerial and professional roles held by **people of color** increased by about **2 percentage points** compared with 2020.



Source: [Corporate America Promised to Hire a Lot More People of Color. It Actually Did.](#)

Anti-DEI Legislative Update (Williams, 2023)



Practical Guidance

General

- Shift to inclusive excellence philosophy, leadership skill development, talent & workforce engagement of underutilized communities.
- Establish the business case for inclusive excellence with academic, economic, and educational benefits of diversity data.
- Strategically review your programs AS IF you are facing intense scrutiny – where are you most vulnerable?
- Integrate conservative perspectives into IE strategic plans, speakers, surveys, & programs, use an inclusive programming model.

Senior Leaders

- Take the current context seriously, educate yourself about the energy of the anti-DEI movement.
- Ensure that this content is on your Board's radar. Create learning opportunities.
- Advocate for stronger DEI expectations by your accrediting bodies and strategic partners.

DEI Officers

- Optimistic, hopeful, resilient, realistic.
- Strategic alignment with leadership team; Strategic response to anti-DEI legislation/action.
- Rebrand, evolve using inclusive excellence language.
- Take no high-profile positions on social or print media, radio, TV, authoring opinion pieces / essays.

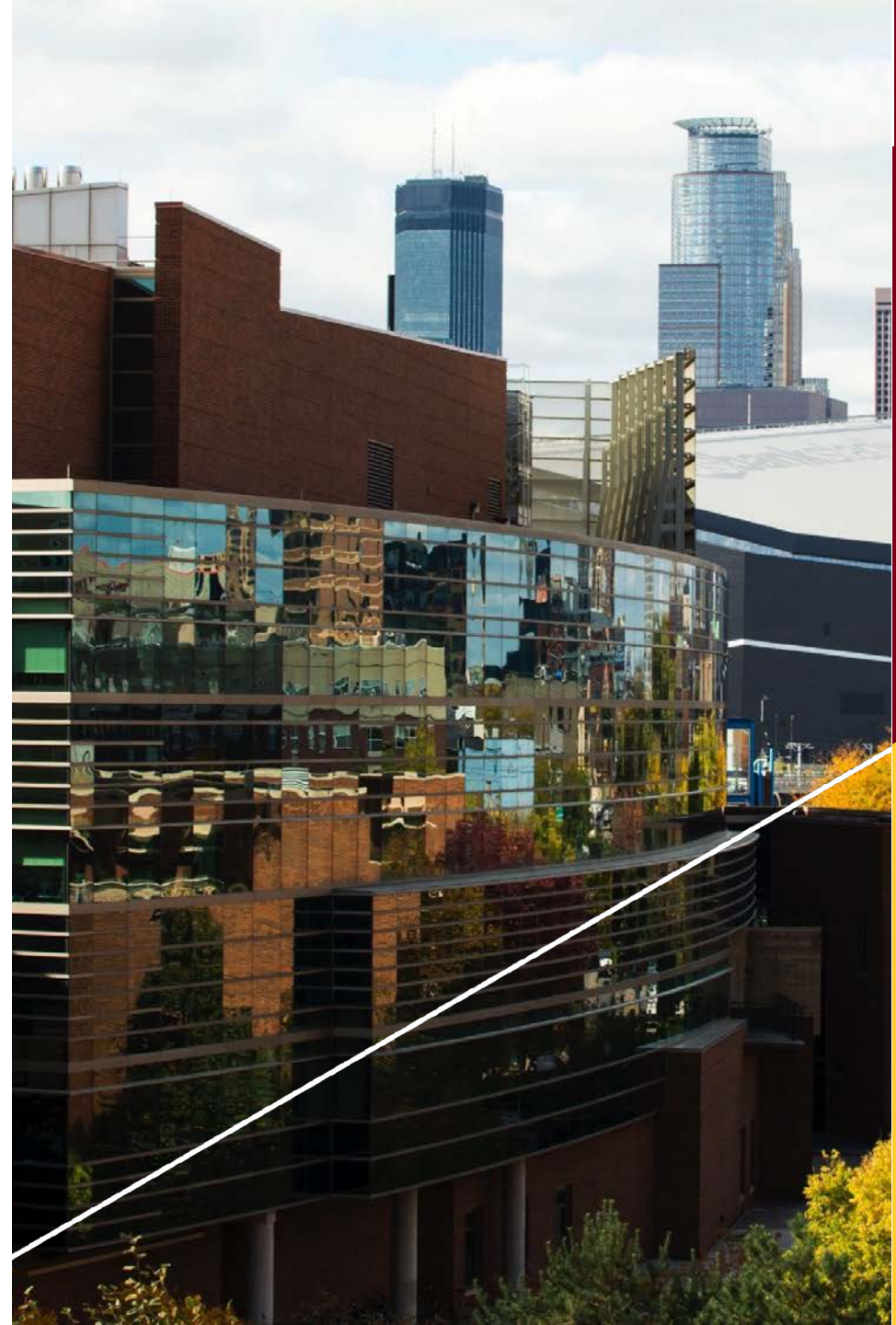
Live Into It 2023

Getting into Specifics:
Schedule, Speakers &
Acknowledgments



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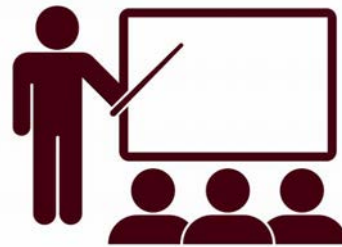
Live Into It The Business of Community



**Regional
Resources**



**Practitioner
Panel**



**Faculty
Track**



**Scholar
Track**



**Executive
Session**

Speakers & Panelists | Live Into It 2023



- Kiera Fernandez • Alex Tittle • Dr. Joe Hobot • Dr. Stephanie Burrage • James D. White • Amanda Nusz • Andrea Ferstan • Tiffany Orth • Javi McGuiggan • Dr. Simon K. Shannon • Tawnya Stewart • Charlene Vance • Dr. Mercedes Ramirez Fernandez • John Hardy •

Cont'd: Speakers & Panelists | Carlson School of Management



• Jazz Hampton • Kingshuk K. (KK) Sinha • Dr. Nitya Chawla • Dr. John W. Budd • Dr. John Kammeyer-Mueller • Dr. Kalan Norris •
Dr. Joel Waldfogel • Susanna Gibbons • Dr. Mani Subramani • Dr. Tracy Wang • Matt Ladhoff • Dexter Newman •
Dr. Soumya Sen • Dr. Julia Hemme •

Sponsors | Special Guests



UnitedHealth Group®

- TeeJ Mercer
- Mina Starks
- James White
- Jelani Mbalia
- Michael Patton
- John Varghese
- Zoe Leclair
- Arden Moss Magana
- Oscar Kendall
- Daniel Kodet
- Yahye Sheikh
- Shivam Sharma
- James Arhin
- Olesia Sarazhynskyy
- Anny Lin
- Elly Goeppinger
- Simone Frierson
- Aditya Vibhakar

IMPETUS & DRIVING QUESTIONS:



**HOUSING and
HEALTH EQUITY**



EDUCATION EQUITY



**RECENT SCOTUS
RULINGS**



DOJ ANALYSIS OF POLICING

- What is the responsibility of Businesses & Corporations to the larger community?
- Role of Business Schools in building community?
- And at the end of the day... how do we translate this convening into action? Objectives.

DIVERSITY,

EQUITY &

INCLUSION

Instructions

NOW: Keynote Panel

NEXT: 10:30 am Session 1 Tracks -
Faculty Symposium - Room 2-206
Scholar Track - Room 2-260T
Regional Resources - Carlson Atrium

