

Center for
Inclusive
Excellence
Newsletter

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Letter from Dr. Angela Spranger

It is with pride and enthusiasm that I welcome you to the inaugural edition of the Center for Inclusive Excellence newsletter. I am thrilled to introduce this platform dedicated to celebrating our exciting work! This edition will feature recent highlights from our office and the observances of Hispanic Heritage month (9/15 - 10/15), LGBTQIA+ Heritage Month (October), National Disability Employment Awareness Month (October), Native American Heritage Month (November), and Black History Month (February). Keep in mind though that these designated month observances can be perceived as performative... so we at Carlson are doing the work of inclusion every day, all year. Celebrations will happen at any time... any excuse to celebrate!

We're proud to have hosted our second annual Live Into It Conference, which took place on Thursday, October 12. With the help of many hands, this Carlson School marquee event was a resounding success! For the second year, we brought together hundreds of thought leaders, students, faculty, and professionals from around the country, in meaningful discussions about the vital importance of equity and inclusivity in our classrooms and workplaces. The event reinforced the Carlson School's commitment, and demonstrated our new Dean's commitment, to fostering a diverse and inclusive culture across our School and in our community. It also gave us the opportunity to share, for the first time, the research our faculty members are doing. For a peek at the amazing presentations from the day, please check out the Resources page (<https://carlsonschool.umn.edu/conferences/live-into-it/resources>) on the Live Into It website.

The Center stands at the forefront of our journey to promote inclusive excellence. We continue to make significant strides in creating a welcoming, supportive, and inclusive environment at the Carlson School. The Center is not just an institution but a testament to our shared commitment to equitable opportunities and a vibrant community, strengthened by its diversity.

Thank you for your commitment to this shared vision, and I look forward to the incredible journey that lies ahead.

Warm regards,

Dr. Angela Spranger,
Senior Diversity Officer, Founding Director
Center for Inclusive Excellence





Carlson School of Management's annual DEI conference
Live Into It
October 12, 2023



From Principle to Practice

highlights from the past quarter

Carlson School of Management Center for Inclusive Excellence 2nd Annual Live Into It Conference

On October 12th, the Center for Inclusive Excellence convened over 200 faculty, students, alumni and business leaders to learn about diversity, equity, inclusion, justice, access, and belonging research; resources in the DEI ecosystem; and inclusive leadership. The event offered two tracks: Scholar and Practitioner. This conference highlighted strategies for creating, sustaining and leveraging diversity in professional spaces and participants had the opportunity to connect, network, and engage.

Inaugural Advisory Council Meeting

The Center for Inclusive Excellence held the first meeting of its newly-formed Advisory Council in the month of September. CIE is thrilled to both welcome and be supported by a powerful network of local and diverse organizations, partners and alumni. At this meeting Dr. Angela Spranger shared the powerful strategic [5 Pillar Approach](#) to promoting inclusive excellence across any organization and the community to drive impact in our collaborative work.

Maroon Lobby & Reflection Room

The Maroon Lobby (2nd floor near the Career Center, also known as the Hub) and reflection room (room 1-122) located in Hanson Hall opened in September 2023. Both spaces support an inclusive culture as everyone is welcome and we emphasize respect and recognition. The reflection room provides a calm and private space for individuals to exercise expressions of their religious, spiritual, and meditative practices. Creating an inclusive physical campus means accommodating the spiritual needs of the campus community through spaces that can balance a diversity of religious, spiritual, and meditative practices.

Internal Equity Council

This group of senior leaders from across the Carlson School convenes monthly to share equity-related issues, initiatives, and concerns.

Achieving the Dream Conference. *One Dream. One Minnesota.*

Carlson School of Management was well represented at the Achieving the Dream Conference on January 11, 2024. Hosted by Dr. Stephanie Burrage, the Chief Equity Officer for the state of Minnesota, this half day program offered networking opportunities and an inspiring afternoon panel with a lively Q & A afterwards. James Burroughs (inaugural Chief DEI Officer for the State of Minnesota, currently Chief DEI Officer for Children's MN) moderated the panel, which included Carlson's own Dr. Angela Spranger, Bukata Hayes (Blue Cross Blue Shield), John Hardy (Best Buy), Reba Dominski (US Bank), and Tiffani Daniels (Minnesota Coalition for Racial Equity).

Emerging Leaders of Color (ELOC)

On Friday, January 12th, Jontue Austin, Senior Academic Adviser in the Carlson Undergraduate Program, and several regional high school students who are members of the Emerging Leaders of Color (ELOC) represented Carlson at the first State Youth Engagement Summit spearheaded by Dr. Stephanie Burrage, Chief Equity Officer for the State of Minnesota. ELOC is a unique opportunity and free 8-month pathway program for underrepresented high school students to experience and learn about business at the Carlson School. The students networked with multiple companies and organizations from around the region. Some students who were particularly interested in STEM fields built valuable connections with leaders in the field.



DEI Perspectives

Hear from faculty engaging and working with CIE



Dr. Nitya Chawla,

*Assistant Professor, Department of
Work and Organizations*

What led you into your area of research and why is it of particular interest to you? What else is being said?

As the Black Lives Matter movement took on a new life following the murder of George Floyd in 2020, my co-authors and I became particularly interested in the experiences of one key group—those of Black law enforcement officers themselves. Specifically, we wanted to understand what drew Black individuals toward institutions that have a history of perpetuating racism against their own communities and how, as employees, they navigate their experiences and anti-racism efforts within these organizations.

How can this line of research impact the workplace and its surrounding communities?

Drawing on insights gleaned from 48 interviews with Black police officers, we found that officers leveraged their unique position as members in both law enforcement and the Black community, simultaneously working to reduce racism in policing and remediate the effects of racism in the Black community. Officers often emphasized the need for such a dual approach, as tackling multiple facets of the system enabled a more holistic approach to combatting racism.

How can business and organization leaders better equip their employees to create real change in the DEI space? Why is it important?

One of the unique and most impactful takeaways from our research is that challenging systemic racism requires behaviors directed toward both domains—that is, targeting organizations that perpetuate racist ideologies and practices and alleviating the effects of systemic racism on the communities most impacted by it. In addition, our research highlighted that employees do not need to have discretion over policies or be in a formal leadership role to combat racism: anti-racist actions can, and should be, engaged in each and every day at work. You can read more in the Harvard Business Review article covering this work [here](#).

Dr. Chawla shared her research at the 2nd annual Carlson School of Management's annual DEI conference, Live Into It. You can view her presentations and others, [here](#).

CIE IS ON THE MOVE

Carlson School of Management Recruitment Luncheons

This past January, the Carlson MBA/MS programs office and Senior Diversity Officer partnered to host a series of luncheons with representatives from several schools as an initiative to develop new recruitment relationships and opportunities.

The first location was Virginia where Dr. Angela Spranger and Serena Carr (Associate Director of Admissions and Recruiting & DEI Initiatives) met with representatives from Virginia State University, Hampton University, and Norfolk State University. Other invited guests include Marymount, Old Dominion University, James Sprunt Community College, East Carolina University, Elizabeth City State University, and Virginia Union University.

Dr. Spranger will be traveling to Atlanta, GA in February to connect with local schools and build partnerships.



Serena Carr poses in front of Emancipation Oak, Hampton University.

The Emancipation Oak is a sprawling (98-foot wide) southern live oak believed to be over 200 years old. It was the location where Mary Peake taught the children of former enslaved people who sought asylum by accepting the status of "contraband," from Union soldiers at nearby Fort Monroe. In 1863, the Emancipation Proclamation was read aloud to the Black citizens of the Virginia Peninsula under the branches of the oak, and it became known from that time forward as Emancipation Oak.



Serena Carr, Dr. Kenneth Lewis, Dr. Angela Spranger
Richmond, VA



Dr. Jonathan Graham (Norfolk State University), Dr. Renee Escoffery-Torres, Dr. Cheryl Hinds (Norfolk State University), Dr. Yoruba Mutakabbir (Hampton University)
Norfolk, VA



(left to right) Dr. Angela Spranger, Dr. Jonathan Graham (Norfolk State University), Dr. Renee Escoffery-Torres, Dr. Cheryl Hinds (Norfolk State University), Dr. Yoruba Mutakabbir (Hampton University), Serena Carr

Multicultural Moments

Important Months and Observances

LGBTQIA+ Heritage Month *October*

DID YOU KNOW THAT the University of Minnesota is rated one of the "Top 25 LGBTQ-Friendly Colleges & Universities?" The Belonging and Inclusion Hub recognized LGBTQIA+ History Month as a moment to pause and recognize the important, brave and bold contributions that the LGBTQIA+ community have made to our communities and around the globe.

National Disability Employment Awareness Month *October*

Accessibility is a significant priority for the Center for Inclusive Excellence. National Disability Awareness Month uplifts the imperative responsibility that our communities have to ensure accessibility and resources for both students and employees. The Carlson School of Management's annual DEI conference, Live Into It will plan with accessibility in mind for its speakers and attendees. The Carlson School DEI Community of Practice hosted a presentation on accessibility practices that impact our students, staff, faculty, and external partners to create an inclusive and accessible space. In addition, the University of Minnesota's **UReturn** is a division of the UMN Disability Resource Center that is dedicated specifically to serve all University employees including faculty and staff.

Native American Heritage Month *November*

This past April the University of Minnesota became the first American university to critically examine its troubling history with Native people in a report from the Minnesota Indian Affairs Council called the **TRUTH REPORT** Native American Heritage month emphasizes the importance of our collective and continued work towards reparations and removing historic barriers from these communities. A group of ten Carlson School staff attended the UMN Office for Equity & Diversity Breakfast where keynote speaker David Treuer, Ojibwe Indian from Leech Lake Reservation in northern Minnesota, told his compelling story of his parents' resilience and hope for justice.

About the 5 Pillars

Toolkit for 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 [here](#):



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 Partnerships: Engaging the community as an anchor of equity to deepen Inclusive Excellence.

We are using strategically integrated initiatives to execute our Inclusive Excellence goals, so we can demonstrate and document substantial, sustainable impact. As a part of this commitment, the Center for Inclusive Excellence is a member of the [Twin Cities DEI Roundtable \(TCDEIR\)](#) and the [Minnesota Business Coalition for Racial Equity \(MNBCRE\)](#).



Minnesota Business
Coalition for
Racial Equity



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What's Next?

Upcoming events and opportunities

Jan 9 Carlson School DEI Winter Retreat (internal)

Jan 11 State Equity, Opportunity and Accessibility Conference

Jan 12 State Youth Engagement Summit

Jan 17 Natural Hair Expert Panel

Jan 19 Maroon Lobby Design Meeting (internal)

Jan 31 HubChat (internal)

Feb 2-3 Analytics for Good Hackathon

Feb 13 *Black, Bold and Brilliant: Celebrating Black History in 2024*

Feb 16 Black Entrepreneurs Day at the State Capitol in Minnesota

Mar 1 Carlson School Women's Leadership Conference

Mar 18 Carlson School Ally Week begins for Carlson staff, faculty, students, and alum