

## Diversity and Inclusion Unified Strategic Plan: At a Glance

The Diversity and Inclusion Unified Strategic Plan comes from and supports MnDOT's Vision, Mission and Core Values.

### MnDOT Vision

Minnesota's multimodal transportation system maximizes the health of people, the environment and our economy.

### MnDOT Mission

Plan, build, operate and maintain a safe, accessible, efficient and reliable multimodal transportation system that connects people to destinations and markets throughout the state, regionally, and around the world.

### MnDOT Core Values

- Safety
- Excellence
- Service
- Integrity
- Accountability
- Diversity and Inclusion

MnDOT is committed to expanding its intercultural competence and diversifying its workforce, in order to be:

- Responsive to and trusted by the communities we serve
- Effective in delivering high-quality, dependable transportation systems
- Competitive for a highly skilled workforce
- Supportive of a work environment where all employees feel valued and contribute their best

To be successful, it is essential that MnDOT attract, hire and retain highly skilled individuals; promote and develop the diversity of employees and contractors; and make decisions and plans that are socially responsible and contribute to the public welfare of the communities that MnDOT serves.

## Definitions

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### Diversity

- MnDOT reflects the populations of Minnesota, including race, ethnicity, gender, religious beliefs, ability, age, sexual orientation, class, education level, family, classifications etc.

### Inclusion

- All employees feel valued and contribute their best
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## Components of MnDOT's Unified D & I Plan

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In 2013, MnDOT leadership adopted a best practice- and evidence-based Diversity and Inclusion Unified Strategic Plan to institutionalize diversity and inclusion into the organization so that MnDOT is seen as an employer and workplace of choice. The Executive Inclusion Council approved the newest five-year iteration of the plan in December 2017. The plan focuses on the processes and procedures in three critical areas: workforce and workplace environment; public engagement; and contracting.

### Workforce and workplace environment

- **Goal 1: Bias is mitigated in all processes.**
  - Ensure bias doesn't negatively interfere with the day-to-day workings of MnDOT
  - Ensure staff are trained in ways to effectively mitigate bias in day-to-day working and culture
  - Ensure bias doesn't impact employee recognition
  - Hold all staff accountable for mitigating bias and contributing to an inclusive environment
- **Goal 2: The diversity of our state is reflected in our workforce at all levels and in all roles throughout the organization.**
  - Achieve diverse pools for all hires
  - Increase representation at management level
  - Set and meet diversity hiring goals
  - Develop diverse talent
- **Goal 3: All employees are able to contribute their best and feel valued.**
  - Retain diverse talent
  - Ensure all employees receive adequate on-boarding and orientation
  - Equip supervisors with skills to effectively supervise diverse and inclusive workforce
  - Ensure all employees have an opportunity to actively participate in process that contributes to an inclusive culture
  - Hold all staff accountable for contributing to an inclusive environment
  - Resolve D&I conflicts effectively
  - Ensure all employees feel respected and included
  - Establish feedback mechanism in the organization to better understand, respond to and create strategies for D&I issues or opportunities
- **Goal 4: Systems throughout the organization ensure a diverse and inclusive environment.**
  - Embed Diversity and Inclusion in key strategic plans/processes
  - Ensure processes, procedures and environments are accessible and supportive
  - Develop on-going D&I Communications Plan
  - Provide institutionalized structure to administer and track the Unified D&I Plan
  - Increase visible leadership engagement of management
  - Develop and expand current mentorship program to a sponsorship model (more active mentoring with a strong focus on advocacy)
  - Ensure systems support supplier diversity for internal products and services

- **Goal 5: MnDOT is seen as a leader in D&I within the community.**
  - Be seen as a workplace of choice
  - Take on leadership roles in D&I partnership work
  - Involve MnDOT leaders and the D&I staff in community D&I work

## Public engagement

- **Goal 6: MnDOT is seen as a trusted partner in developing equitable transportation solutions that work for communities served across Minnesota.**
  - Design a dedicated feedback loop for MnDOT and key external partners
  - Improve understanding of how transportation affects equity and identify transportation strategies and approaches that will meaningfully reduce disparities
- **Goal 7: All MnDOT projects have public engagement plans incorporated into the scoping process.**
  - Create a culture of consistency and clarity across MnDOT with respect to roles, responsibilities and processes
- **Goal 8: MnDOT will demonstrate and share best public engagement practices.**
  - Record management efforts for future reference due to legal requirements and turnover while also ensuring that what works can/will be replicated agency-wide

## Contracting

- **Goal 9: The diversity of our state is reflected in our contracting partners.**
  - Achieve the DBE annual goal and increase the participation of Targeted Group Businesses (TGB) and Veteran-owned small businesses on MnDOT projects
- **Goal 10: MnDOT will be a leader in ending Minnesota State procurement disparities.**
  - Identify new opportunities for small businesses to do business with MnDOT
- **Goal 11: MnDOT is seen as a leader in creating a level playing field for small businesses for highway heavy construction and related services.**
  - Provide supportive services to small businesses to assist them in successfully contracting with MnDOT

## Implementing the Unified Diversity & Inclusion Strategic Plan

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All MnDOT employees contribute to the agency's diverse and inclusive culture. In addition, the Executive Inclusion Council, staff groups, content expert offices and managers have leadership roles ensuring it occurs.

## Contact

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