

## DEI Monthly Message: October

**Equity 2030: By the year 2030, Minnesota State will eliminate the educational equity gaps at every Minnesota State college and university.**

On paper, this looks like parity in outcomes, or that student success rates by race are the same (i.e. if 80% of white students are successful and graduate, 80% of Black students, 80% of American Indian students, etc. are also successful).

In practice, it looks like every person on this campus doing their part to help students be successful. For some, this may be looking at your curriculum and incorporating more diverse identities or experiences. For others, this may be examining policies, forms, or practices in your area and identifying opportunities to be more inclusive. No matter what the work looks like for you, Equity 2030 should be everyone's goal!

-----

### Updates:

- **Jacket Drive:** Thanks to LSC employees we provided 20 students with winter jackets! My appreciation to our students who are brave enough to ask for help and our colleagues who supported this initiative and our students!
- **Pantry updates & needs:** Thank you to everyone who has donated to IceHawk's Pantry lately! Current wants include rice, jelly, black beans, shampoo, conditioner, toilet paper, and body lotion.

-----

### Upcoming events:

- **"The Hmong People: From mountains to skyscrapers"** presentation. Tuesday, October 22<sup>nd</sup> from 12-1pm in the Center for Equity and Inclusion. Pakou Ly will share more about Hmong culture from their origins in Southeast Asia to the more than 90,000 Hmong people in Minnesota.
- **Ask Anna Anything!** Monday, October 28<sup>th</sup> from 11:30-1pm, Dean of AHN Anna Sackette-Urness will be in the CEI to talk to students about nursing, healthcare, and more. Friendly reminder that the CEI is a wonderful place to connect with students—VPs, Deans, directors, instructors, and all are welcome to plan a time to meet with students in this space!
- **LSC Employee Resource Group potluck.** Wednesday, October 30<sup>th</sup> from 12-1pm in S111. LSC's ERG is open to all employees of color, LGBTQIA2S+ folks, people with disabilities and other marginalized backgrounds looking for community and opportunities to improve the atmosphere at LSC for everyone! For more information, please reach out!
- **Safe Zone 2.0** in-person training. Monday, November 4<sup>th</sup> from 2:30-4pm in S111. Sign up [here](#).
- **First Gen Day** is Friday, November 8<sup>th</sup> and TRIO invites you to create a poster [here](#). Share with students your story and encourage them to become the first in their family to complete college!

- **Safe Zone 2.0** online training. Friday, November 15<sup>th</sup> from 12-1:30pm. Sign up [here](#).

-----

### Did you know?

**Indigenous People's Day** was honored on Monday, October 14<sup>th</sup>. Celebrated annually on the second Monday in October, Indigenous People's Day honors the traditions, history, cultures and continued perspectives of Indigenous people. Recognized informally for over 100 years, and since the 1990's in many States, Minnesota has officially recognized Indigenous People's Day since 2023.

Ideas for recognizing local Indigenous culture, this week and always:

- The American Indian Community Housing Organization ([AICHO.org](#)) is an amazing community resource. I encourage you to check out their events, like the current [Ezhi Dibaajimomagakin Gide'inaanin exhibition](#), the [Indigenous First Art & Gift Shop](#) and to follow AICHO on social media for information on events, language classes, and more.
- The [Native Land Interactive Map](#) is both an invitation and a challenge to learn more about the lands you inhabit and the history of those lands. The website also provides links to local tribes, resources, and treaty information.
- LSC's Erickson Library has many books on Native and Indigenous culture, including several of local author Linda LeGarde Grover's books. Check out sections E77, E78 and E90, or ask Library staff for help locating other materials.

-----

**Vocabulary:** LSC's glossary of diversity, equity, and inclusion (DEI) terms is an effort to create a common language and understanding. The definitions are sourced from the [Minnesota State Terms of Equity and Inclusion](#) document created by the Minnesota State Office of Equity and Inclusion. Each DEI newsletter will feature five vocabulary words to focus on. So far, we've looked at diversity, equity, inclusion, accountability, and cultural competency.

### October vocabulary:

- **Culturally Responsive Pedagogy (CRP):** A pedagogical approach that improves the learning capacity of diverse students who have been marginalized educationally, centers around affective and cognitive aspects of teaching and learning, and builds resilience and academic mindset by pushing back on dominant narratives.
- **Equity-minded lens:** Establishing a mindset that enables us to see and understand the existing structures and conditions that create inequities, as well as the changes that are necessary to create more equitable learning environments.
- **First generation (college student):** An individual whose parents or primary caretakers never attended a post-secondary institution. For some grants/institutions, this may make a distinction between attending and graduating, while others may differentiate between a 2- and 4-year school.
- **Intersectionality:** Recognizes that people's lives are shaped by their identities, relationships and social factors. These combine to create intersecting forms of privilege

and oppression depending on a person's context and existing power structure such as ableism, colonialism, imperialism, homophobia and racism.

- **Privilege:** A special advantage or immunity granted or available only to a particular person or group of people based on a factor of their identity.