

DEI Monthly Message: September

For the 2024 school year, LSC is going to be sending monthly DEI newsletters to keep you informed on DEI topics and events, create a common-language framework for our institution, and increase opportunities to engage in Equity 2030 work.

Vocabulary: LSC's glossary of diversity, equity, and inclusion (DEI) terms is an effort to create common language and understanding. The definitions used in the glossary are sourced from the Minnesota State Terms of Equity and Inclusion document created by the Minnesota State Office of Equity and Inclusion.

In our journey towards building a more inclusive and equitable campus, workplace, and community, having a common understanding and language is an important building block. The full glossary can be found [here](#). Each DEI newsletter will feature five vocabulary words to focus on.

September vocabulary:

- **Diversity:** The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical abilities, religious beliefs, political beliefs or other ideologies.
- **Equity:** The proactive, active, intentional and ongoing engagement with and implementation of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.
- **Inclusion:** Authentically bringing all individuals or groups, especially those traditionally excluded, into processes, activities and decision/policy making in a way that shares power and success.
- **Accountability:** In the context of equity work, accountability refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible.
- **Cultural Competency:** The ability to use critical thinking skills to interpret how values and beliefs influence conscious and unconscious behavior; the understanding of how inequity can and has been perpetuated through socialized behaviors; and the knowledge and determined disposition to disrupt inequitable practices to allow everyone to achieve greater personal and professional success.

Pantry updates & needs: Thank you to everyone who has donated to IceHawk's Pantry lately! Current wants include any excess vegetables from your garden, fruit cups, dish soap, peanut butter and hand soap.

Coming soon:

- Jacket Drive! With cooler weather approaching, we'll be once again holding an LSC Jacket Drive for students in need. Please watch for an email coming the first week of October with size requests.

Upcoming events:

- Safe Zone 1.0 Training: In person on Tuesday, September 10th from 2:30-4:00 or Wednesday, September 18th from 9-10:30. To sign up, please click [here](#).
- ERG Potluck: Monday, September 30th from 12-1pm. LSC's Employee Resource Group (ERG) is aimed at creating an inclusive workplace and is part of our commitment to [Minnesota State's Equity 2030 goals](#). If you are an employee with a disability, employee of color, and LGBTQIA2S+* employee, please consider joining us! Reach out to Sarah Lyons for more information.
- Crafternoon in the CEI: Tuesday, October 1st from 1-2:30pm. Like crafting and looking to connect with others on campus? Join us!
- Student Success Day speaker Dr. Arne Vainio: Tuesday, October 2nd from 10-11am. Dr. Vainio will speak on things to consider when working with Indigenous patients in the healthcare field.
- Student Success Day Clothing Swap: Tuesday, October 2nd from 11-1pm. Clean, good quality clothing can be donated in the CEI on Sept. 30th and Oct. 1 from 8-2pm.
- Latinx Heritage Month "More than a monolith" panel discussion: Tuesday, October 8th from 12-1pm. Join us in the CEI to hear from Latinx students on the richness of their identities.

Did you know?

Latinx Heritage Month runs from September 15th through October 15th since most Latin American countries gained independence during these dates. This month-long celebration recognizes the contributions and influence of Latinx people to history, culture and society, and has been celebrated for over 50 years!