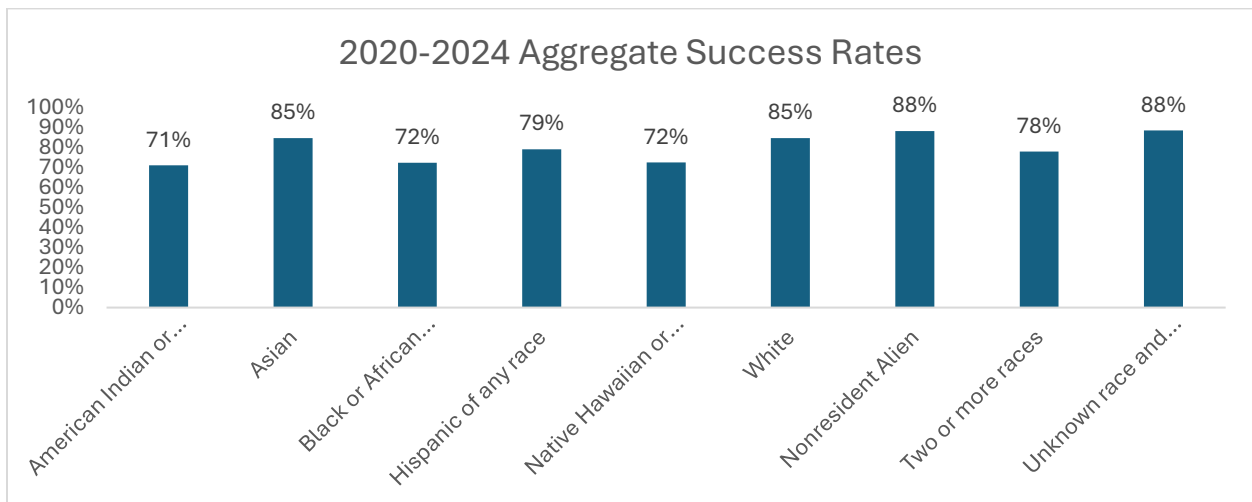
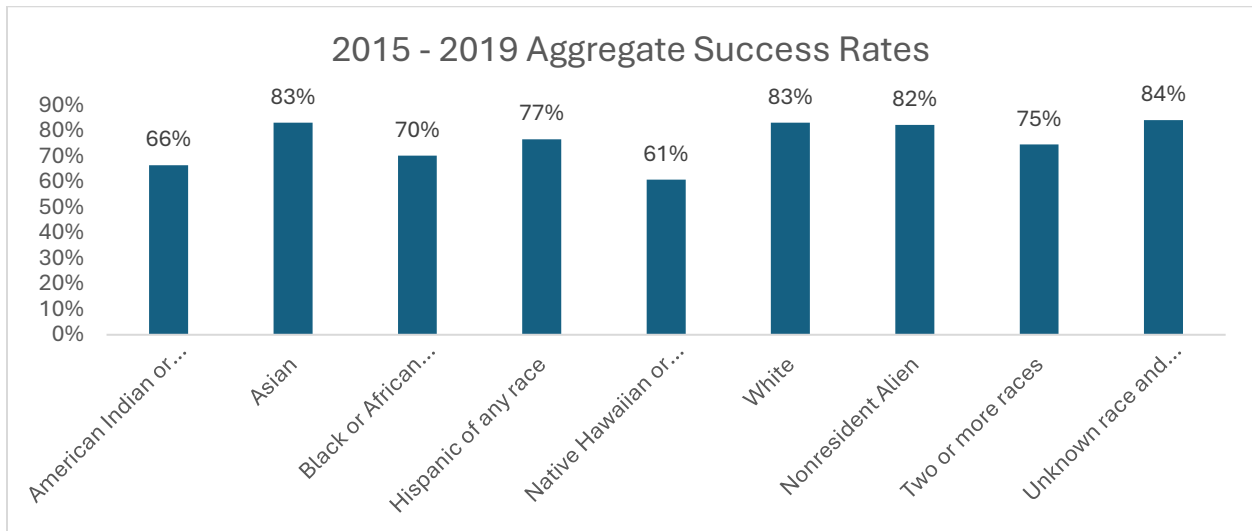


DEI Monthly Message: December

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

In June 2019, Minnesota State declared Equity 2030 as its top priority. When it was established, it seemed like 10 years would provide our system ample time to eliminate educational equity gaps. And now, we are just days away from 2025 and the halfway point of the Equity 2030 timeline! So, where are we at?!

The data tells us this: from 2020-2024, the success rate of our students from every racial group has improved from the 2015-2019 comparison group. While this is promising news, the goal of Equity 2030 is equal success rate across the racial demographics. Additionally, we should also focus on continued support for our Pell-eligible students, who have a 77% success rate, in comparison with their non-Pell-eligible counterparts at 85%.



These improvements in success rates should be attributed first to our hard-working students who have set their sights on their future, but we must also recognize the support networks at LSC who have stepped up to actively work to close these equity gaps. Just to name a few--

- The dedication of professionals across our campus to understand that our student body is not homogenous and that each student is valuable in their own way and faces different challenges in their education that we can help support.

- IceHawk’s Pantry and food recovery partnerships with Kwik Trip that allow us to feed an average of 20 students daily.
- The Center for Faculty Innovation’s ongoing support of faculty in their journey towards creating culturally responsive pedagogy and classroom practices.
- An amazing TRIO team that supports nearly 200 students to find success both in the classroom and for their futures.
- A revamped LSC Scholarship process that seeks to blend both the concepts of merit-based and need-based scholarships, supporting students financially.
- The Tutoring and Learning Center, which has built equitable practices into their required peer and professional tutor trainings, in addition to spending time in the CEI getting to know students.
- A rebranded Student Accessibility Services office that supports students with everything from physical accommodations to classroom support and test-taking alternatives.
- The creation of the Center for Equity and Inclusion, a lively space that brings students together from all different backgrounds to form a community of support and friendship.
- Awesome faculty and staff from across our campuses who have made changes, big and small, to their practices to ensure that our students have the best chance at success.

Chances to get involved:

- **Pantry updates & needs:** Thank you to everyone who has donated to IceHawk’s Pantry lately! Current wants include black beans, rice, jelly, toilet paper, and paper towels.
- **Watch for a spring calendar of events coming soon!**

Big thanks! This week LSC and the LSC Student Senate gave away 60 boxes of food to students and their families to help fight food insecurity over break. Additionally, many hands made for a light lift (literally!) carrying food and packing boxes. Thank you to all who donated, hauled and packed food for our students!





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Did you know?

December is a month rich with holidays and observances! Pick one or a few to learn more about to help us become a more inclusive campus. Just to name a few:

- World AIDS Day (Dec. 1)
- International Day for the Abolition of Slavery (Dec. 2)
- International Day of Persons with Disabilities (Dec. 3)
- Pearl Harbor Remembrance Day (Dec. 7)
- Bodhi Day (Dec. 8)
- Human Rights Day (Dec. 10)
- International Migrants Day (Dec. 18)
- Hanukkah (Dec. 18-26)
- National Homeless Persons' Remembrance Day (Dec. 21)
- Christmas (Dec. 25)
- Kwanzaa (Dec. 26-Jan. 1)