

## DEI Monthly Message: November

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

Oftentimes we think about Equity 2030 as being the work of faculty or the Office of Equity and Inclusion, but now is the time for us to understand that this work is **everyone's** work!

As the book *From Equity Talk to Equity Walk* (Bensimon et al., 2020) explains, change must happen individually before it can happen collectively. People drive change, lead change, and sustain change. Lasting change happens when educators understand both the meaning of equity and that meaning is represented through personal values, beliefs, and actions. This is why the journey *must* start with you.

**So, how are you going to start?** Below are a list of upcoming activities. You could diversify who you follow on your social media scroll. Need to borrow a book?—I have tons! As you write your Professional Development Plan for this coming year, consider how you'll build equity into that plan. If you're looking for area or subject-specific recommendations or ideas, let's talk. I'm happy to collaborate and support you in any way possible.

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### Chances to get involved:

- **Pantry updates & needs:** Thank you to everyone who has donated to IceHawk's Pantry lately! Current wants include jelly, toilet paper, hair ties, hearty soups, and combs.
- **The 35<sup>th</sup> Annual Thanksgiving Day Buffet** will be held on Thanksgiving day from 11:00-3:00 at the DECC. Please spread the word to students looking for dinner options!
- **Winter Bundles coming soon!** LSC students will have the opportunity to sign up for winter break bundles of non-perishable food items to help fight food insecurity over break. Stay tuned for more details on how you can get involved in this project, brought to students by IceHawk's Pantry, LSC Student Senate and YOU!

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### Upcoming events:

- **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!
- **Emily Ford** Adventures in Alaska presentation on breaking barriers in outdoor spaces. Tuesday, November 12<sup>th</sup> from 12-1pm in the CEI. Lunch included!
- **LSC Veteran's Celebration** program and celebration. Wednesday, November 13<sup>th</sup> from 11-noon at kiosk outside of Student Life.
- **Commitment to Change** DEI Workshop on Native American Heritage Month, cohosted by LSC and the Duluth Chamber of Commerce. Thursday, November 14<sup>th</sup> from 8-noon at AICHO (202 W. 2<sup>nd</sup> St.).
- **Safe Zone 2.0** online training. Friday, November 15<sup>th</sup> from 12-1:30pm. Sign up [here](#).

- **Lunch & Learn** on fraud prevention with Affinity Plus. Monday, November 18<sup>th</sup> from noon-1pm in the CEI. Lunch included!
- **LeadMN Lunch & Learn** with LSC Student Senate President Alexis Six on how LeadMN works and what it can do for our students. Tuesday, November 19<sup>th</sup> from 12-1pm in the CEI. Lunch included!
- **Native American Heritage Month** presentation with Jasmine Clark on the Seven Fire Prophecy and current Indigenous culture. Monday, November 25<sup>th</sup> from 12-1pm in the CEI. Lunch included!

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### Did you know?

November is **Native American Heritage Month**, a time to intentionally celebrate the languages, traditions and stories of Native American and Alaskan Native people and communities. This is an opportunity to learn more about the tribes who are the original inhabitants of this land and to recognize their continued contributions to society today. For more information and resources, check out the [Library of Congress' page](#).

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**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, cultural competency, culturally responsive pedagogy, equity-minded lens, first-generation college student, intersectionality and privilege.

### November vocabulary:

- **Bias:** a disproportionate weight in favor of or against an idea of a thing or person, usually in a way that is closed-minded, prejudicial or unfair. Biases can be innate or learned. People may have
- **Data-guided decision-making:** The assumption that humans, not data, drive actions.
- **People-first language:** A way of describing people that involves putting the word person or people before the descriptor in an attempt to promote the idea that someone's label is just a label, not the defining characteristic of the individual. Examples include "a person with a disability" rather than "a disabled person," and "a person experiencing homelessness" versus "a homeless person."
- **Opportunity gap:** This refers to the fact that arbitrary circumstances in which people are born—such as their race, ethnicity, ZIP code and socioeconomic status—determine some of their opportunities in life, rather than these opportunities being earned. Drawing attention to these conditions and obstacles that students face accurately places responsibility on inequitable systems that do not provide opportunities for all students to thrive and succeed.
- **Protected status:** A characteristic that, in accordance with federal and state law, is protected from discrimination and harassment: age, color, disability, gender, gender

expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status.