

From: Rogers, Patricia L

Sent: Wednesday, August 26, 2020 3:00 PM

To: LSC-Campus-Employees <LSC-Campus-Employees@lsc.edu>; LSC-Campus-Students <LSC-Campus-Students@lsc.edu>

Subject: Positive Actions

Dear LSC Community:

A few short weeks ago on May 28, 2020, I wrote a campus message regarding the murder of George Floyd, the anguish of the aftermath, and the need for positive action to stop systemic racism. Today, I could almost write the same message regarding the shooting of Jacob Blake in our neighboring state of Wisconsin. We at LSC, and indeed campus leaders throughout our Minnesota state system, are working to realize the ideals and goals of Equity 2030, and to lead our state in response to the pandemic of racism. Now more than ever, we must move beyond thoughts and prayers to deeds and actions that give us tangible progress toward equity and inclusion.

Today, marks the beginning of state-wide positive actions. Today, Chancellor Devinder Malhotra announced that Minnesota State has launched the Minnesota State Law Enforcement Education Reform, addressing social justice from within the law enforcement curriculum:

“As you know, this work was sparked by the death of George Floyd as Minnesota State seeks to be a part of the solution by focusing on reform of law enforcement education. We will do this by directly addressing issues of racism and social justice by producing graduates who are culturally competent and able to equitably respond to all of those whom they are charged to serve and protect regardless of who they are or what they look like.

This week’s police shooting of Jacob Blake – a Black man in Kenosha, WI – only underscores the urgency and ongoing need for this work.

In the midst of this adversity, I am heartened by people who are committed to bringing about change. I’m also proud that Minnesota State is committed to change, together with our faculty, staff, students, leadership, and education and community partners. This is critical work not only for our graduates but ALL the Minnesota communities we serve.”

These and many other actions are happening across our state. And, as I said last May, during this time of social upheaval many of us will experience a wide range of emotions and reactions from anger to despair; from fear to hopelessness. In the midst of this painful time, we must strengthen our commitment to effect true change in our society. We must resolve to make deliberate efforts to ensure that our campus and local communities are safe, welcoming, and truly inclusive.

To accomplish these goals, we must also recognize that it is critical that we help each other, support each other, and acknowledge the reactions of those most closely affected by these incidents. One way is to have some time and space to work through our inner feelings and reactions.

Please know that there are several avenues for this support: I encourage each of you to turn to your colleagues, friends, family, and spiritual practices for comfort and guidance. Employees

may also consider contacting the Employee Assistance Program (EAP) that provides free, confidential support for employees and their families any time; call 651-259-3840 or 1-800-657-3719. Students and everyone in our community can take part in the campus Diversity and Inclusion activities led by our Executive Diversity Officer, Sarah Lyons. Our latest activities are:

- 1. Council on Diversity, Equity and Inclusion:** If you're interested in participating on this council that aims to make LSC a more inclusive and equitable campus, let me know and I can get you our meeting schedule and Zoom links. We meet once a month on Wednesdays at 2pm. Meetings held via Zoom.
- 2. *How to be an Antiracist* Book club:** We have spots and books available for both the faculty and staff book clubs! Please contact me if you're interested. Our first meeting is September 1st for faculty and September 2nd for staff. Join us for reflection on one of the most talked about books this year and the work that needs to be done to move forward. Meetings held via Zoom.
- 3. Tough Stuff Conversation group:** Every other Friday, starting September 4th, from 8:30-9:30, you're invited to participate or listen in on conversation group focused on different topics that can be difficult to discuss surrounding racial and social justice. This invitation is open to all LSC students, faculty and staff and is meant to be a safe place for people to discuss tough topics with the end goal of having more tools in our toolbox to move the needle towards equality. **Zoom link:** <https://minnstate.zoom.us/j/93047136293> **Meeting ID:** 930 4713 6293 **Passcode:** ToughStuff
- 4. Pronoun Project:** Check out continuing information on the LSC Pronoun project [here](#). Attached is a flyer for the project as well. This is a simple and meaningful way to show our students and colleagues that we are a welcoming campus! Tune in to the "Going There" LSC podcast (<https://blogs.lsc.edu/goingtherelsc/>) [Episode 3](#) and [Episode 6](#) to hear about why pronoun awareness is important to our students. While you're there, check out all the other amazing podcasts!

Be safe, be strong, and help one another, Icehawk family!

Patricia L. Rogers, Ph.D.
President
Lake Superior College
Pronouns: She, Her, Hers -- [More about pronouns](#)

You can find all of my campus messages and updates on our website at:
<https://www.lsc.edu/about-lsc/leadership/leadership-team-president/>