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 eductor sungeryha hd (.6 (b)-1.0(s)19.7 (t)1h 9.7 (t)1h3 (n e)6.2 (i)-9.7 (e)-.3 (ha)122.6 (i)n.6 ( )1.6 (ng)- 1.2 (o)1f 9.7 (e)q.3 (d)-1.2 7)10.8 (i)9.7 (t)18.9 (,)-4.6 (ng)-n8.3 (d)-.8((t6.334i)9.7 (t)18.5 ( )]TJ

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.

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
th
 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!

Upcoming events:

•
 First Gen Day is Friday, November 8th
 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 12th
 from 12
-1pm in the CEI. Lunch included!

•
 LSC Veteran’s Celebration program and celebration. Wednesday, November 13th
 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 14th
 from 8
-noon at

•
 Lunch & Learn
 on fraud prevention with Affinity Plus. Monday, November 18th
 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 19th
 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 25th
 from 12
-1pm in the CEI.
Lunch included!

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.

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

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