



April 2020

Office of Equity and Inclusion

Guiding Campus Response to Address Racism and Xenophobia

MINNESOTA STATE

Introductions and Speakers

Facilitators

Andriel Dees, Office of Equity and Inclusion

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Speakers

Ruthanne Kim, Chancellor's Fellow

Carrie Brimhall, President, M State

Johnathan Judd, Director of Equity and Inclusion, M State

Abeer Syedah, Students United

Priscilla Mayowa, LeadMN

Common Language & Key Definitions

“First, we shape our language, then our language shapes us.”

Key Definitions

- **Diversity** encompasses acceptance and respect. It is understanding that each individual is unique, and our individual differences need to be recognized. These can be along the dimensions of race, ethnicity, gender identity, gender expression, sexual orientation, socio-economic status, age, physical/mental ability, religious beliefs, political beliefs, or other ideologies.
- **Inclusion** promotes broad engagement, shared participation and advances authentic sense of belonging through safe, positive, and nurturing environments. It is about accepting and celebrating the rich dimensions of diversity contained within each individual.
- **Equity** is the proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. Where individuals or groups are dissimilarly situated, equal treatment may be insufficient for, or even detrimental to, equitable outcomes.

More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities.

Key Definitions

- **Racism** is defined as one dominant group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

-Lopez, 1994.

- **Xenophobia** is defined as fear and hatred of strangers or foreigners or of anything that is strange or foreign.

- Saito, 1997.

Local and National News on Xenophobia and Racism



Minnesota State: Prioritizing an Inclusive Environment

Minnesota State is committed to maintaining an environment that prioritizes dignity and respect free from discrimination and is supportive of all members of our community affected by this global health crisis. Bias, discrimination, and harassment are against our values and violate Minnesota State policies.

For more information, please go to:

<https://www.minnstate.edu/board/policy/1b01.html>

Minnesota State Anti-Stigma Campaign

Official COVID-19 Statement from Minnesota State

"Minnesota State remains committed to creating a welcoming and inclusive environment for all stakeholders throughout the response to COVID-19. We recognize that the diversity of our student body and employees is one of our greatest strengths. While fear, concern, and anxiety are normal reactions to this public health challenge, we cannot let such feelings cloud our judgment, or lead us to target, stigmatize or discriminate against any individual or group. We must be aware that certain employee and student populations, especially those of Asian-descent, may experience xenophobia, racism or be treated differently on our campuses or in the surrounding community because of fears related to the spread of the COVID-19 virus. Stigma, bias and misinformation hurt all of us, create mistrust and shift attention away from the critical effort to prevent and contain COVID-19. There is no excuse for xenophobia or discrimination and it will not be tolerated on our campuses."



Anti-Racist Community of Practice



Dr. Ruthanne Kim, Chancellor's Fellow

Campus Reflection: M State



Carrie Brimhall, PhD. President



**Johnathan Judd, J.D.
Director of Diversity and Inclusion**

Student Support Perspective



Abeer Seydah
Director of Equity and Inclusion
Students United



Priscilla Mayowa
Vice President
LeadMN

Biased Related Incident Advisory Teams

- For use when there are campus-wide issues requiring immediate response.
- It works as an additional resource to existing system policies and procedures. (1B.1, Code of Conduct, etc.)
- Can support the work of Bias Incidents Response Teams (B.I.R.T)
- Allows for cross functions to come together for planning response.
- Can be used as an advisory team to leadership.

Resources

Campus Resources

- Campus Diversity Officers
- Affirmative Action Officers

Minnesota State System 1B.1 Policy on Non-discrimination complaint process

- <https://www.minnstate.edu/board/policy/1b01.html>

Governor Walz/ MN Department of Human Rights Hotline

- <https://mn.gov/mdhr/intake/discrimination-helpline.jsp>



Reflections

Q & A



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