



ADVANCING DIVERSITY, EQUITY, INCLUSION, ANTIRACISM PLUS THROUGHOUT CAMPUS

Our campus community is actively engaging in transformative work to advance diversity, equity, inclusion and antiracism (DEIA+) right before our very eyes. Many times, this work is completed without notoriety and may seem immobile. In the fall semester alone, our campus has invested in some seminal projects and actions centering DEIA+.

Exploring our efforts, the [A.C. Clark Library](#) has begun the Library Exhibits project. This student-led project is intended for our campus community to display their artwork centering multiculturalism. Exhibits are on display for a full semester and are securely managed by the professionals in the library. Visit the library for more details on this project.

The Office of Diversity, Equity and Inclusion has provided DEIA+ training and education through Experiential Learning Opportunities to faculty and staff. During fall 2022, faculty and staff have participated in the following trainings: The Effects of Racism, Queer+ Ally and Advocacy, and Cultural Awareness.

Through a quadruple partnership between the Office of Diversity, Equity and Inclusion, Alumni and Foundation, Department of Athletics, and the Center for Diversity, Equity and Inclusion, the Title IX 50th Anniversary Awareness and Education Initiative is underway. This initiative was developed to celebrate the progression of our country as we move towards a more socially just reality for women especially in education. It was also created to elevate the truth that led to the development of Title IX law.

The Affirmative Action Office in the Center for Civil Rights has brought to campus a central DEIA+ training learning management system through Vector Solutions. The opportunity is primarily targeted at hiring authorities, search advisory committees, and other workforce populations. It can be found after logging into your MyNTC and scrolling to DEIA+ Training. Visit the Affirmative Action Office for more details.

In the world of committee work, the ADA committee has been actively working on the Accessibility Climate Team (ACT) initiative. ACT will be responsible for the collection of data (qualitative and quantitative), evaluation of that data, development of action plans, and advisement to administration centering advocacy for change concerning accessibility and accommodations of our campus.

There is much more work occurring throughout our campus that centers on the dismantling of oppressive systems and transformative change. It is essential that students, staff and faculty involve themselves with change efforts that are substantive and sustainable. To learn more about what is happening on our campus, visit the [Office of Diversity, Equity and Inclusion](#).

As we spring into the next semester, the Center for Diversity, Equity and Inclusion is excited to announce that we will be hosting our annual Dr. Martin Luther King Jr. Celebration. All year long, and with emphasis we celebrate a pillar of change who was seminally involved in civil rights, Dr. King, Jr.

Dr. King Jr., started his Civil Rights journey in 1955 during the Montgomery bus boycott in Alabama inspired by Rosa Park's arrest. He was later elected president of the Montgomery Improvement Association. The organization that organized the successful boycott. During his journey as a Civil Rights Movement leader, Dr. King has led multiple successful events to advocate for the black community. In 1964, Dr. King was on the cover of Time magazine, which was in the same room as the signing of the Civil Rights Act and was the first African American to be awarded with the Nobel Peace Prize.

Dr. King continued his fight for another four years until his assassination in Tennessee. His selfless effort has created a path for us to continue the fight for equity and inclusion.

On January 16, 2023, Dante King will serve as our keynote speaker at our Dr. Martin Luther King Jr. Celebration. We will also have a performance by our very own Blue Ice Jazz Band. They will be playing impact music inspired by the civil rights movement.

[Dante King](#) is from San Francisco, California. King holds a Bachelor of Arts degree in African American Studies and Masters degree in Education. He has also studied human resources management. In his doctoral work, he focused on white supremacy and anti-blackness and their cumulative impacts on black people.

King has been a champion of change and accountability throughout his work. Within his 15 years of experience as a human resource management professional specializing in the implementation of anti-racist practice, organizational development and change, King transforms institutions at the macro level. He has challenged others to lead in the right direction. He is the author of the new book, *The 400-year Holocaust: White America's Legal, Psychopathic, and Sociopathic Black Genocide and the Revolt Against Critical Race Theory*. He will enlighten us with a reflection on how far we have come and the fight that is still before us.

To learn more about the event, please visit [Beaver Link](#).

AFFIRMATIVE ACTION MODEL OF PRAXIS

What is Affirmative Action?

Affirmative Action is not the name of one specific law, but instead a development of many landmark legislative events that continues to grow to this day. As a federal contractor, we are required to comply with federal laws regarding equal employment and educational opportunities. As public institutions of higher education, we comply with Minnesota legislation and administrative rules, and the governing body of Minnesota State Board Trustees. Law and policy infuse and strengthen our work with legal standing and comprise the compliance portion of our affirmative action program.

What is Praxis?

Cambridge Dictionary defines praxis as "the process of using a theory or something that you have learned in a practical way." The Affirmative Action Office of Northwest Technical College and Bemidji State University applies current understanding of affirmative action with best practices and theory for diversity, equity, inclusion and anti-racism *plus* through a four-pronged model of praxis.

What is our Affirmative Action model of Praxis?

Our four-pronged model focuses on the four concepts of *recruitment, retention, education, and compliance* to address our diverse workforce needs and to ensure compliance with federal and state law. Each prong of the model of praxis provides resources and services that serve the four identified protected groups we aim to recruit, retain, and develop: women, ethnic or racial minorities, individuals with disabilities, and veterans.

The key to achieving our goals within each of these prongs of our model is successful and continuous assessment of our strategies and services. The Minnesota State system of colleges and universities requires the development of affirmative action plans in two-year cycles with limited review to ensure compliance. At Northwest Technical College and Bemidji State University, we aim to improve and assess, striving for *transformative* action. To learn more about our affirmative action plans, goals, and services, please visit the [Affirmative Action Office](#) webpage.

UNDERSTANDING HUMAN RIGHTS AND CIVIL RIGHTS

Human Rights and Civil Rights are two key terms which you have probably heard of, but what do they actually represent? What are the differences between them?

Civil rights that occur as a result of a legal grant of that right, and those rights, such as those described in the [United States Constitution](#) and many state constitutions

Human rights are the rights you have simply for being a human being. Human rights are derived from natural law and are universally protected and applied. Civil rights are specific rights you are entitled to through being a citizen of a particular country, nation, or state. Civil rights are legally granted by the government for the citizens of that country. No nation may rightfully deprive a person of a human right, but different nations can grant or deny different civil rights and liberties.

Both protect against discrimination, injustice, and inequality and are closely linked. For example, if you are denied a fair trial, you are being denied your human right. In many, but not all countries and states, you are also being denied your civil right.

On an international level, countries or the United Nations may take action to enforce human rights but will be less likely to take action to enforce a nation's violation of its own civil rights.

Human Rights were established through the [United Nations Declaration of Human Rights in 1948](#). This Declaration, which is international law, recognizes the inherent dignity and inalienable rights of members of the Human family and lays out fundamental human rights to be universally protected. The Declaration was adopted following World War II to protect against the types of genocidal actions that happened under the Nazi regime. Some key examples include the right to life, the right to food, the right to education, protection from torture, and the right to work.

Civil Rights are designed to protect an individual's freedom from violation by governments, political and social organizations, and individuals. Civil rights are designed to protect against discrimination and grant certain freedoms but are specific to the state or nation in which an individual resides. Examples of civil rights in the United States include free speech, due process, the right to vote, equal protection, and so forth. Civil rights can be thought of as the agreement between the nation, state and the individual citizens they govern.

Federal law provides a minimum level of protection, but state and local law can go beyond federal law to provide additional protection. As an example [Title IX](#) is a federal law. Individual educational systems, like Minnesota State, have developed [policy](#) and [procedure](#) that enforce and strengthen the federal law.

When a person's civil rights are hindered or denied because they belong to a specific class or group, that is considered 'discrimination'. Measures have been taken to protect people from discrimination due to race, religion, national origin, sexual orientation, age, and gender. Often these safeguards are disrespected and there are areas of discrimination that are not yet protected by law. One example is that in some states gender identity and sexual orientation are still used as reasons to terminate an employee. Minnesota State protects against discrimination in employment and education through its [policy](#) and [procedure](#).

The [battles](#) to obtain and/or maintain civil rights continues to be fought in the United States and around the world. With battles often comes fear and one of those fears can be retaliation. In most cases, retaliation in connection with the exercise of civil rights is prohibited. This means that your employer or school cannot take adverse action against you for filing a complaint or participating in civil rights investigations or proceedings. Retaliation is prohibited at Minnesota State. Individuals who engage in retaliation are subject to disciplinary action.

Please support the human and civil rights in our community. If you see something, say something. Complaint processes for sexual violence and violations of non-discrimination policy, as well as other important links can be found on the [website](#) for the Investigation Office of the Center of Civil Rights.

TIME FOR SELF CARE



NEED TO KNOW RESOURCES

JOIN AN EMPLOYEE RESOURCE GROUP

Please click the button below for the group you are interested in joining, or reach out to affirmativeaction@bemidjistate.edu with any additional questions:

2SLGBTQIA+

Employees of Color

Employees with Disabilities

Employees with Young Children

CONTACT US

Division of Diversity, Equity and Inclusion



Important Emergency Contacts

Scan the code or [click here](#).

We recognize that mental health is just as important as physical health. Check out Therapy Assistance Online (TAO)!

Scan the code or [click here](#).





Scan the code or [click here](#).

Donate to Diversity, Equity and Inclusion Today.
Scan the code or [click here](#).



Together We Can! Together we will!

Division of Diversity, Equity, and Inclusion

Office of Diversity, Equity and Inclusion

905 Grant Ave. SE

Bemidji, MN 56601

Office Phone: (218) 755-4121

Edition: January 2023

Copyright © 2023 Bemidji State University. All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).

