



CAMPUS RESOURCES FOR DIVERSITY & INCLUSION



LAND ACKNOWLEDGMENT

We humbly and respectfully honor the fact that we are on Dakota land. This is the ancestral homeland of the Dakota People (particularly the Sisseton and Wahpeton bands) who were forcibly exiled from the land because of aggressive and persistent settler colonialism. We honor the Dakota people as well as the land itself.

You will likely encounter this statement in various learning environments, events, and meetings on campus. It is important to recognize that Macalester itself has origins in oppression and that social justice really begins by naming our history.



Macalester is committed to being a preeminent liberal arts college with an educational program known for its high standards for scholarship and its special emphasis on internationalism, multiculturalism, and service to society.





CAMPUS DEPARTMENTS

Department of Multicultural Life (DML)

This department spearheads efforts on campus to make a more inclusive, welcoming campus climate, particularly focusing on students. The DML hosts events, provides support for various student groups, and executes different awareness and involvement campaigns. It also includes the Lealtad-Suzuki Center and the Gender & Sexuality Resource Center.

Lealtad-Suzuki Center (LSC)

Programs and Resources

Allies Project:

The Allies Project gives faculty, staff, and students the opportunity to demonstrate their commitment to creating a safe environment and community for all people regardless of sexual orientation, race, ethnicity, national origin, gender, religion, age, or ability.

Identity Collectives:

These groups provide students with the opportunity to talk together about identity within their specific identity communities. Faculty/Staff participate by serving as mentors and joining community building events.

Resource Library:

The center has more than 250 books, DVDs, and audio recordings covering subjects related to multiculturalism that may be checked out for two-week intervals.

Faculty/Staff Affinity Groups:

The DML organizes affinity spaces for LGBTQIA+ and/or Indigenous People, People of Color (IPOC) at Macalester.

Gender & Sexuality Resource Center

Programs and Resources

Intentional Community Spaces:

Weekly Tea Times, events, and newsletters help foster community building.

Specialized Trainings:

New programming can be developed to address topics or issues not already provided for.

Department of Title IX

This department connects campus members with emotional, physical, and legal support systems both on campus and in the community. It can also offer guidance to mandatory reporters on navigating difficult conversations with students who may have been involved in a Title IX incident.

Title IX and Survivor Resources

Bias Response Team:

In the unfortunate instance that a hateful event occurs on campus, there is a team ready to assess the situation and respond for the betterment of Macalester. It includes members of Senior Staff, Student Affairs, Security, Title IX and Equity, and other campus partners.

Disability Services for Students

Disability Services serves as a resource exclusively for students with identified disabilities in our community.

Center for Religious and Spiritual Life

The mission of this center is to recognize and affirm the diversity of religious and cultural experience at Macalester. In the spirit of diversity, the hope is that here all students, regardless of religion, creed, or beliefs, can find a place of peace, rest, and shelter from the stresses of the outside world.

Religious Leaders:

Christian, Jewish, Muslim, Buddhist, and multifaith religious leaders are available for counsel and spiritual guidance.

Holiday Celebrations:

The center hosts festivals and get-togethers in the traditions of Judaism, Christianity, Islam, and various other religions. These are celebrated throughout the year in accordance with the appropriate religious calendar. All community members are welcome.

Kofi Annan Institute for Global Citizenship

The institute fosters global citizenship by advancing scholarship, reflection, and ethical action in our local, national, and international communities.

Programs and Resources

International Roundtable (IRT):

A three-day event every fall, the IRT brings together major speakers and student-organized panels around a central theme. Past topics include the production of race and racism, empathy, sustainable cities, education, and migration.

Faculty and Staff Development:

The institute offers workshops and other educational opportunities that focus on creating equitable learning and working environments.

Employment Services

Employment Services is committed to attracting, selecting, retaining, and developing a workforce that maintains the high standards of Macalester.

Programs and Resources

Staff Affirmative Action Working Group:

A team made up of staff members from all across campus works together during the hiring process to increase the level of diversity among staff.

Employee Relations:

Employment Services can work with various departments to mediate, provide training or coaching, and find solutions to ease interpersonal relationships.





CAMPUS CELEBRATIONS AND RECOGNITION

In addition to the numerous panels, speeches, roundtables, workshops, and colloquia Macalester holds almost daily, there are annual events celebrating diversity, inclusion, and equity. These are primarily organized by various campus departments and groups that also maintain resources and support systems on campus.

Lavender Reception/Graduation

A community of LGBTQIA+ campus partners welcome new students and celebrate graduation with students who identify with that community.

Denim Day

Part of Sexual Violence Awareness Month, every April 24 we wear denim to honor survivors and stand in solidarity with them.

Women's History Month

Macalester hosts a number of events annually in March to celebrate the role women play in American culture and history.

MLK Day and Black History Month

Macalester participates in events memorializing Dr. Martin Luther King, Jr. and coordinates additional activities throughout the month of February.

Indigenous Peoples' Day

We celebrate Indigenous Peoples' Day in lieu of Columbus Day to honor Native and Indigenous peoples, cultures, and histories.

First-Generation Day

On this day, first-generation students, staff, and faculty are recognized for their achievements.

Campus Culture

The Macalester community talks a lot about race, gender, sexual orientation, and many other topics that fall under the umbrella of diversity and inclusion.

GLOSSARY OF TERMS

There are certain buzzwords, concepts, and practices that you'll hear and experience around campus relating to these topics that may be new to you, are in a new context, or have a localized meaning. We're including some of these terms and ideas here, along with the ways they are often defined or incorporated into daily life at Macalester.

Bias

Preconceived notions or judgments about certain groups or assumed identities

Dominant Narratives

Histories and stories told on a systemic level. For example, many American textbooks teach about the country's founding fathers while erasing women and Native or African people.

Fragility

The discomfort that members of majority groups may feel when discussing power, oppression, and privilege. This can manifest as guilt, anger, fear, or disengagement.

Identity

The tags people use to describe themselves, such as indigenous, queer, female, married, aged, first generation, etc.

Implicit Bias

Learned stereotypes that are stored so deeply in the brain that a person may not realize that they hold such biases

Intersectionality

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

Marginalized

Groups that do not enjoy the mainstream experiences of society due to their race, sexual orientation, gender, ability, etc.

Microaggressions

Everyday comments and actions that go unrecognized as racist or biased by the initiator, but that are derogatory or hurtful to members of the targeted group

Power

The hierarchy in the room: student to faculty, first-year to senior, people of color (POC) to white people, female to male—each has a dynamic that empowers one person over the other

Prejudice

Negative feelings one group harbors against another based solely on group affiliation

Privilege

Benefits granted an individual by their socioeconomic class, nation of origin, native language, etc.

Racism

The American systemic oppression of people based on race



KEY CONCEPTS

Equity vs. Equality

Equity gives everyone the appropriate tools to achieve the same result. Equality gives everyone the same tools, regardless of the resources one may already have.

Grounding Assumptions

Particularly when in conversation regarding power, privilege, and oppression on campus, it is standard for the facilitators to put a few conversational structures in place to ease the discussion.

Some common examples include:

*Use "I" statements
and speak your truth:*

Speak only for yourself
and not for others.

Listen for understanding:

This is a dialogue, not a debate;
there's nothing to win.

Unpack assumptions:

Challenge current ideas
and be open to new ones.

Lean into discomfort:

This conversation will
be uncomfortable, but the
current comfort zone isn't
comfortable for everyone.

Expect and accept non-closure:

These problems won't be
resolved here, but we can
start the work.

Intent vs. Impact

Words and actions have power beyond what the speaker may have meant to say. Someone may intend no harm, but can still wound the listener. Intention is not an excuse for the resulting impact.

Liberation

A community will be truly liberated when everyone is treated fairly and justly based only on who they are rather than what other (primarily dominant) groups interpret or assume them to be.

Pronouns

It's common, but not required, to introduce yourself with your pronouns to make space for non-passing/non-binary trans people.

Social Justice

The movement or work that crosses boundaries and demographics, often encountering resistance by those in power, to highlight bias with equity and liberation as the goal.

WAIT

Why Am/Aren't I Talking is a tool to check in and think about why you or someone else may or may not be participating in a conversation or activity.



MACALESTER