

FROM WHERE WE BUILD

THE DIVERSITY, EQUITY, AND INCLUSION ECOSYSTEM PROJECT IDENTIFIES EXISTING CAPABILITIES THAT CAN HELP MOVE THE COLLEGE FORWARD WITH ITS ANTIRACISM WORK. HERE ARE OUR MULTIPLE, INTERCONNECTED STARTING POINTS.

In the wake of George Floyd's killing last summer, Gustavus outlined a plan for a deepened commitment to diversity, equity, inclusion, and antiracism. The President's Council on Diversity, Equity, and Inclusion (DEI), formed by President Rebecca Bergman in her first year at Gustavus, set about discovering where strides are being made to advance DEI and antiracism efforts on campus.

The Council learned there are strong pockets of dedicated efforts throughout campus. Growth means—in part—strategic coordination, leadership, and innovation across these areas.

Despite the constraints of COVID, this work has progressed in significant ways. Since June of last year, 19 listening sessions have been held with various campus constituencies to better understand the gaps that exist in the current Gustavus culture with respect to equity and inclusion. Two new counselors have been hired in the Counseling Center to increase support for students who are Black, indigenous, and people of color. And The Dive

has been remodeled as the new home for the Center for Inclusive Excellence (formerly the Diversity Center). In lieu of a public Rev. Martin Luther King Jr. Memorial Lecture, students, faculty, and staff focused on learning together as a campus community this year. And plans are developing to hire for a cabinet-level position focused on diversity, equity, and inclusion.

An ecosystem is a complex, interconnected, interacting network. Having a diverse, equitable, inclusive, and antiracist ecosystem here at Gustavus means all Gusties thrive within it.

OFFICES + GROUPS + COMMITTEES

From first-years to seasoned faculty to alumni near and far, individuals have joined together in groups to advance diversity, equity, and inclusion on campus and wherever Gusties gather.

- President's Council on Diversity, Equity, and Inclusion | Center for Inclusive Excellence (formerly the Diversity Center) | Faculty Diversity, Equity, and Inclusion Committee | Indigenous Relations Working Group (through the Office of the President) | Center for International and Cultural Education | Student Diversity Leadership Council & 27 student organization members | Bias Response Team | Title IX Compliance | Student Senate Inclusive Excellence Chair | Student Senate Antiracism Committee | Within the Chaplains' Office: Multifaith Advisory Board & Interfaith Strategic Plan, Bonnier Multifaith Center & Multifaith Leadership Council | Americans with Disabilities Act Human Resources Accelerator Group | Accessibility resources in the Academic Support Center | ABIDE (Alumni Belonging, Inclusion, Diversity, and Equity) liaison on Alumni Board | Faculty Associate for Diversity, Equity, and Inclusion in the Kendall Center for Engaged Learning | Queer & Questioning Support Group | Achievement Allies | Global Engagement Committee | BIPOC Minds Matter

EVENTS

There is an event celebrating or advancing diverse cultures, communities, and ideas virtually every month at Gustavus (mostly held virtually right now).

- Rev. Dr. Martin Luther King Jr. Memorial Lecture | Raoul Wallenberg Memorial Lecture (focused on issues of refugees, migrants, and immigrants) | Moe Visiting Lectureship (bringing top feminist scholars to campus) | Building Bridges Conference + Diversity Achievement Summit | MAYDAY! Peace Conference | Diversity Week (student led) | Nobel Conference programming focused on DEI | Critical Dialogues Series (bringing the Gustavus community together to discuss difficult questions) | Womxn of Color Summit | Rosh Hashanah, Iftar, and other religious holiday celebrations | Out of Scandinavia week | Day of the Dead | Dozens of events from student-led organizations | Linguistic Diversity Film Series | Hispanic Film Festival | DEI events during Homecoming and Reunion Weekend

For more information on antiracism work at Gustavus, visit gustavus.edu/racialjustice.

- 30+ DEI-focused scholarships for students | Pronouns in database records | College Possible partnership (empowering students from underserved backgrounds) | Airfare reimbursement for college visits for Pell-eligible students | Membership and participation in Minnesota Admission Counselors of Color college fairs | OutFront Minnesota College Fair sponsorship and participation for LGBTQ high school students | Specific recruiting of high school students from historically underrepresented groups and those outside of the U.S. | First Forward (a first-generation networking group for students) | Bruce Gray Postdoctoral Fellowship (to increase faculty diversity at liberal arts colleges) | Gustavus Residential Life Experience curriculum | Service activities across various student groups | Let's Talk series (making career counseling more accessible) | Courageous Conversations (opportunities for the Gustavus community to discuss challenging topics) | Crossroads (bringing together international and domestic students curious about language and culture) | GAIN Summer Institute (first-year students of color and from historically underrepresented groups participating in a week of early access and engagement)

OUTREACH + RECRUITMENT

How are we reaching and recruiting prospective students from diverse backgrounds? How are we connecting with diverse communities outside of our own? Wherever we can, and in surprising ways.

“Diversify and Expand the Gustavus Community.”

—Goal One of the Gustavus Acts Strategic Plan

ACADEMIC EXPERIENCE

In addition to these interdisciplinary programs, departments are reviewing curricula and pedagogy through a DEI lens. And through the new general education Challenge Curriculum, every student studies global affairs and cultures, and U.S. identities and difference.

- Latin American, Latinx, & Caribbean Studies | Gender, Women, & Sexuality Studies | African Studies | Peace, Justice, & Conflict Studies | Japanese Studies | Scandinavian Studies