

HEART

HIGHER EDUCATION ANTI-RACISM TEAM

The **Higher Education Anti-Racism Team (HEART)** is a regional collaborative formed in 2002 to advance the development of anti-racism goals and initiatives at institutions of higher education and community organizations in Minnesota and North Dakota. Comprised of six partners—Minnesota State University Moorhead, North Dakota State University, St. Cloud State University, Bethel University, the Minnesota Collaborative Anti-Racism Initiative (MCARI), and the Minnesota State Colleges and Universities Office of the Chancellor—HEART provides its institutional members and the communities in which they are embedded with opportunities to organize systemic transformation and “institution building” for racial, ethnic and social inclusiveness.

Bethel Antiracism and Reconciliation

Commission (BARRC) Bethel University

... is a 27-member body of faculty and staff from all schools of Bethel and under the leadership of Leon Rodrigues, Special Assistant to the President and Chief Diversity Officer. Appointed in December 2001 by President Brushaber and the Board of Trustees, this university-wide commission is the chief body responsible for initiating and coordinating antiracism and reconciliation efforts across all branches of Bethel University.

Specific goals are to:

- Set the tone for a proactively inclusive Bethel by shaping and inspiring a biblical vision.
- Identify core issues and develop analyses of the systemic and structural features of these concerns.
- Engage and assist senior administration in working for improvement.
- Promote the cause of full inclusion by communicating with the entire Bethel community and cooperating with other multicultural efforts at Bethel.

Summary of Progress

Bethel University has taken a number of concrete steps, in the past decade in particular, to become a community that is thoroughly antiracist and reconciling in Christ. Here are major milestones in that progress.

- Increased hiring of faculty and staff of color
- Admissions counselors of diversity who relate to prospective multicultural students
- Targeted, need-based financial aid programs designed to assist students of color from Minnesota, the Twin Cities, and beyond
- Review and revision of curriculum to incorporate culturally diverse perspectives
- One of the nation's only B.A. degrees in Reconciliation Studies from a faith-based perspective
- Introductory and advanced antiracism training completed across all divisions and an expanded training team prepared for additional sessions

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Community Anti-Racism Education (CARE) Initiative at St. Cloud State University

... is a 26 member leadership team comprised of faculty, students, administrators, staff and community members. Debra Leigh serves as the coordinator. Recently, the new President, Dr. Earl Potter joined the team and with his leadership all of the administrative team have a common analysis and are beginning to think and plan from an anti-racist perspective.

Accomplishments: Since its creation the CARE Leadership Team has initiated university policies and programs that support anti-racist education, conducted institutional assessments, and become actively involved in providing anti-racism training to over 2000 students, faculty, staff, and administrators at St. Cloud State University, as well as other HEART team campuses and the greater St. Cloud and surrounding central Minnesota communities. With the Center for Teaching Excellence, developed book talks, round tables, and lunch discussions with anti-racism topics to enhance curriculum and professional development. Held the first annual Anti-Racist Pedagogy Across the Curriculum conference for SCSU faculty in 2009.

Goals: To enhance campus/community climate and promote equal opportunity by:

- Examining &critiquing unequal distribution of power & privilege along racial lines in the university and community.
- Building/sustaining culturally respectful educational system.
- Building and sustaining a culturally respectful living and working environment that respects and values the richness of every group within an anti-racist community.
- Advancing multicultural understanding and competence and
- Provide training and strategies to confront ethnic/racial prejudice and discrimination as well as institutional racism.
- Dismantling institutional racism to make the University and other organizations in the greater community multicultural and anti-racist.
- Addressing racial discrimination, prejudice, stereotypes and racism.
- Addressing inequalities between the majority population and populations of color.
- Promoting a welcoming environment for all races.

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Training Our Campuses Against Racism (TOCAR) Minnesota State University Moorhead

Minnesota State University Moorhead and North Dakota State University are partners in Training Our Campuses Against Racism (TOCAR), a collaborative created in response to community dialogues that addressed a U.S. Commission on Civil Rights report entitled “The Status of Equal Opportunity for Minorities in Moorhead Minnesota.”

TOCAR’s goal is to dismantle institutional racism and to make our colleges and universities multicultural/anti-racist organizations through an intentional process.

MSUM TOCAR was commissioned in 2002 and is currently comprised of a steering team and four additional working teams: academics, campus services, student support services, and athletics. Each team meets monthly, focuses on various aspects of campus life, and has developed its own set of work objectives.

The mission of Minnesota State University Moorhead TOCAR team (MSUM TOCAR) is to enhance campus climate and promote equal opportunity by 1) advancing multicultural understanding and competence and 2) confronting ethnic/racial prejudice, discrimination and institutional racism.

Accomplishments:

- Engaged over 800 administrators, faculty, staff, students and the community-at-large in introductory or comprehensive anti-racism training.
- Designed and sponsors an annual faculty development workshop, “Anti-racist Multiculturalism Across the Curriculum” to help infuse anti-racist, multicultural content into the curriculum.
- Facilitated alternative forms of training and campus conversations about race
- Designed and conducted conversations about a campus climate survey.
- Revised language used in job vacancy notices.
- Infused more than 75 courses with some antiracism content.
- Enhanced relationships with six community organizations to ensure a cross-cultural scope of topics and participants.

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North Dakota State University Training Our Campuses Against Racism (NDSU TOCAR)

NDSU TOCAR helps develop strategies that address and dismantle institutional, inter- and intra-group racism; creates linkages between the campus community and the community-at-large; and offers programs that encourage new partnerships and resource networking at campus, local, and regional levels.

NDSU TOCAR engages faculty and academic deans and requires evidence of action in departmental annual reports. NDSU TOCAR also works with the Student Activities Office to ensure that leaders of campus student organizations and those in student government receive anti-racism training.

Accomplishments:

- Engaged administrators, faculty, staff and external campus community members in introductory anti-racism training.
- Explored and implemented alternative forms of training and campus conversations about race.
- Assisted in the design and implementation of a campus climate survey.
- Enhanced relationship with community organizations, Centro Cultural, Mujeres Unidas, YWCA.

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Minnesota Collaborative Anti-Racism Initiative (MCARI)

Minnesota Collaborative Anti-Racism Initiative (MCARI) is a nationally recognized anti-racism consulting, training, and organizing resource. Though sponsored by the **Saint Paul Area Council of Churches**, MCARI’s constituency primarily consists of public and private institutions of higher education, public sector agencies, and non-profit social service organizations. MCARI works in four focus arenas to accomplish its long-term work in higher education: ongoing organizational capacity building within MCARI itself; anti-racism leadership team development at HEART institutions; strengthening HEART’s collaborative capacities and organizational viability; and impact and engagement within the broader community.

MCARI is a unique presence at the HEART table. Whereas other HEART members come with an institutional commitment to the mission of higher education, MCARI represents an institutional commitment to building organizational capacity to dismantle systemic racism. MCARI brings a long-term commitment to building and sustaining anti-racism organizing in higher education in the upper Midwest.

MCARI staff and consultants, along with fellow HEART members, developed a nuanced understanding of the unique and complex challenges that systemic racism brings to higher education. MCARI staff/consultants utilize a wide variety of tools in their work with HEART anti-racism teams. These include an anti-racism analysis framework; a consistent, flexible organizing strategy; and a consulting, training, mentoring and coaching dynamic that helps to link disparate institutions together in a common effort. MCARI works closely with the anti-racism initiatives at each HEART campus to strengthen the capacity for effective organizing and training at their respective institutions and communities.

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Minnesota State Colleges and Universities Office of the Chancellor (MnSCU)

Because diversity of persons as well as diversity of views is an essential element in higher education, the Office of the Chancellor is committed to creating and maintaining a climate that welcomes and is inclusive of all racial, cultural, religious, and socioeconomic groups.

The **Office of the Chancellor's Diversity and Multiculturalism Division** focuses on policies and services designed to foster a diverse faculty, staff and student body. The division is responsible for managing and coordinating the policies, procedures and programs that govern affirmative action, diversity and equal opportunity. The division consults, advises, trains and provides policy development in the areas of non-discrimination investigations, anti-racism, diversity, multiculturalism and affirmative action. Raul Ramos is the liaison to HEART.

The Diversity and Multiculturalism Division also develops partnerships with business, community, and civic and educational organizations that assist Minnesota State Colleges and Universities in achieving its goal of providing high-quality education that prepares students to live and work in diverse societies. This focus is enhanced by the work of a Community Action Diversity Council, a group that provides advice and counsel on implementation of the system’s diversity initiatives.

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