



mines.edu/diversity

SEPTEMBER 2020

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT



Welcome back

We know it's not the same; COVID-19 has been and continues to be rough on everyone. Mines DI&A is working to identify and minimize resulting inequities. The incidents this summer, from the murder of George Floyd to Jacob Blake, the resulting protests, and the BIPOC_at_Mines Instagram prompted us to look deeper, listen closer and act to more quickly to accelerate change. As a result, Mines DI&A hosted listening sessions between our communities of color and leadership, re-evaluated the institutional commitments in our DI&A Strategic Plan and developed new programs to support learning and development for all Orediggers. We welcome your continued engagement in DI&A. We hope that every Oredigger finds a way to support DI&A, equity and justice in our campus community. Below are the latest happenings and opportunities. We hope you'll find something to join this semester.

Dr. Amy E. Landis

Presidential Faculty Fellow for Mines DI&A

Oredigger Network, a Mines mentoring program

On August 17, campus launched the Oredigger Network, as part of the Mines Mentoring Program. Response has been tremendous. As of this publication, 595 people have joined the community as mentors and mentees! It's not too late to [register](#), but act quickly. Registration closes **September 7**. The program is a rare-access online community where business professionals, industry leaders, alumni, faculty/staff and others volunteer to individually mentor, or be mentored by, members of the Oredigger community. The Oredigger Network and the opportunities it offers are funded by a generous gift from Phillips 66.

You may be wondering the genesis of this program and who is supporting it. During the DI&A Strategic Plan planning period, one recommendation was to extend formal mentoring opportunities to all Mines community members. Over the course of a year, colleagues across campus contributed curriculum to over 30 documents

that help guide conversations. These resources aid mentoring pairs as they work toward achieving personal and professional goals. In addition, students, faculty and alumni shared where they need (or could lend) support to inform the structure of the program and ITS helped improve the user experience through SSO and data integration. This collaboration to launch the Oredigger Network is the definition of *shared responsibility*.

Learning & skill development opportunities

We all witnessed the tragic death of George Floyd and the local, national and global protests for black lives matter over the summer. We read the heartbreaking stories on [bipoc at mines](#) Instagram feed. Campus leaders vowed to do better to create an equitable, safe and inclusive campus community for all Orediggers. One of several ways campus is listening to and responding to calls for change is by contracting with consultants and Diversity, Equity and Inclusion (DEI) experts who will lead us in learning & skill development opportunities.

EXPLORING IMPLICIT (UNCONSCIOUS) BIAS

This interactive workshop unpacks implicit/unconscious bias, invites participants to consider their own biases and the ways biases manifest in an organization. Specific strategies and skill-building are offered for minimizing them on both personal and organizational levels.

Workshop facilitated by Dena Samuels from Dena Samuels Consulting.

SEPTEMBER 16, 9:15-11:45 AM
SEPTEMBER 22, 1:30-4:00 PM
VIRTUAL SESSIONS

MINIMIZING MICROAGGRESSIONS

Through interactive skill-building group work, this professional development opportunity discusses how to challenge microaggressions (unintentional slights or invalidations often directed toward members of underrepresented communities) when they arise and how to become agents of change.

Workshop facilitated by Dena Samuels from Dena Samuels Consulting.

SEPTEMBER 29, 1:30-4:00 PM
OCTOBER 5, 9:15-11:45 AM
VIRTUAL SESSIONS

[Registration is now open](#) for exploring implicit (unconscious) bias and minimizing microaggressions. Two offerings are available for each topic. Whether this is a new area of learning for you or continuing education, all Orediggers are encouraged to participate and work toward becoming an advocate or ally for racial equity.

DI&A Ambassadors

Mines DI&A Ambassadors program is a new strategy to meet the growing requests for diversity and inclusion workshops across campus. A nine-week certificate professional development program will be hosted by external DEI experts to equip Mines faculty, staff and students with skills so they can facilitate their own workshops effectively. This opportunity kicks off **October 13**. To become a DI&A Ambassador, active participation in the exploring implicit (unconscious) bias and minimizing microaggressions workshops is required, as well as a brief application highlighting interest in the program. Ambassadors are required to demonstrate effective training skills before a certificate is awarded. Financial compensation will be given after successful completion of the training program and for each campus workshop delivered, up to three workshops for the spring semester.

#OrediggersForEquity

On June 10, many of you joined us for [#ShutDownSTEM](#). You dedicated the day to learning more about systemic racism and ways you can work toward being an antiracist. We know one day a year is not enough. This year, campus is launching #OrediggersForEquity.

Every Monday, the Mines community is asked to set aside 30 minutes to learn how to be a better ally for those underrepresented in our community. Orediggers unite to support an equitable and just campus community. Share what you're learning with others by using #OrediggersForEquity. Not sure where to start? Check out our evolving list of [racial equity resources](#). Over the course of the year, in the Daily Blast and on the Mines DI&A website, we will feature what others are doing across campus so we can learn from and join their efforts to create an equitable campus community for all Orediggers. Check out [Woke Wednesdays with Admissions](#).



Council meetings begin September 14

The purpose of monthly DI&A council meetings is to engage all departments and campus units in Mines DI&A shared responsibility, support implementation plan efforts, share best practices in alignment with the Strategic Plan for DI&A and facilitate communication between the campus community and leadership. Please ensure that your department or unit has one representative present at each meeting.

Meeting schedule and groups

- Second Monday of the month: general council, also open to Mines community
- Third Monday of the month: parallel mission
- Fourth Monday of the month: key partners

Council (holds monthly meetings)

- One representative from each department, unit, and major student leadership (e.g., Graduate Student Government, Undergraduate Student Government, Greek Life)
- Units with parallel DI&A missions
- Key partners, executive champions
- External Advisory Boards (alumni & corporate partners)

Units with parallel DI&A mission

- WISEM
- MEP
- Mines Veterans Alliance
- Transfer Students
- Disability Support Services
- Trefny Center
- K-14 Center
- Wellness Center
- Campus Life and Student Success
- Mines Foundation
- Admissions
- Human Resources
- Faculty Senate
- Academic programs

DI&A Key Partners

- Human Resources
- Provost
- Student Life
- Enrollment Management
- Chief of Staff

Mines Community Alliances

You may be familiar with Employee Resource Groups (ERG) common in industry. These groups are employee-driven, provide community for underrepresented individuals, and are sponsored by an executive leader. The corollary at Mines is Mines Community Alliances (MCA). MCAs are aligned with the institution's overall strategic initiative of building a high performing organization and creating a great place to work. There are four active MCAs this fall: Black, Latinx, LGBTQ and Women. All groups are [inviting new members this fall!](#) MCAs operate in an inclusive manner encouraging all employees to join groups regardless of their race, color, religion, national origin, gender, sexual orientation, disability, veteran's status or other protected classification.

As always, we welcome your ideas, thoughts and feedback at diversity@mines.edu. Thank you for being a member of an inclusive Oredigger community and an advocate and ally for change.



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