



mines.edu/diversity

OCTOBER 2020

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT



Happy fall

Cooler temperatures and changing colors illuminate the transition from summer to fall and remind us winter snow is on its way. Fall is one of my favorite times on campus, marked by enthusiasm for work already completed and anticipation for things underway to help meet the changing needs of our faculty, staff and students. A cornerstone of Mines Strategic plan for Diversity, Inclusion and Access is a culture of shared responsibility. As you'll notice in this month's digest, between learning communities, DI&A Ambassadors and conversation series, Mines community members are stepping up and leaning in to be agents for positive social change on campus. We hope you'll find something to join.

While we recognize progress, we acknowledge a lot of this work feels long overdue for many of our underrepresented colleagues and students. We know this has been a tough year. We hope you and those closest to you are staying healthy and well despite so much uncertainty in our personal, professional, social and political spaces.

Dr. Amy E. Landis

Presidential Faculty Fellow Mines DI&A

Mines' guidance on recent executive order combating race and sex stereotyping

Mines DI&A continues to work closely with Mines Office of General Counsel, Office of Research and Administration and the Vice President of Research & Technology Transfer to interpret the implications of the White House's September 22, 2020 [Executive Order on Combating Race and Sex Stereotyping](#) (EO).

A few words of advice as you and your teams continue to proceed with your diversity work:

- Utilize language from the EO as you talk about your DI&A learning and development work. Use the words in the EO as motivation for holding these workshops.

- Avoid saying, “By virtue of your race or ethnicity you have bias.” Talk about bias correctly (e.g., “We recognize we all have biases. We are conducting these workshops to learn more about biases and how to mitigate them.” (Again, use language from the EO).
- Avoid using the phrase ‘systemic racism’ and ‘white privilege.’ Discussing privilege as a standalone term without a race associated with it is fine.
- Continue to promote workshops as voluntary, not required.

Phrases federal agents are searching for to identify trainings/workshops that may conflict with EO:

- “critical race theory,” “white privilege,” “intersectionality,” “systemic racism,” “positionality,” “racial humility,” and “unconscious bias”

We share these phrases to keep you informed, not to discourage discussion or cancellation of activities where these phrases are central to your work or a topic of conversation. We encourage you to be mindful of the context, words and phrases you use on your webpages, social media and/or printed or digital materials to describe your programming and events.

Classroom discussions are exempt (or protected) from this order.

- (b) Nothing in this order shall be construed to prohibit discussing, as part of a larger course of academic instruction, the divisive concepts listed in section 2(a) of this order in an objective manner and without endorsement.

If you have any questions or concerns about diversity and inclusion learning and development workshops you are hosting, contact diversity@mines.edu; we’re here to help.

Mines DI&A Ambassador program underway

We are excited to announce the first cohort of Mines DI&A Ambassadors who will take a deeper dive into learning about implicit bias and microaggressions during a nine-week training and certificate program this fall. This program is a new strategy to meet the growing requests for diversity and inclusion workshops across campus.

[Meet the ambassadors](#)

Mines community members can schedule a DI&A Ambassador-led training for their campus unit, academic department or student organization starting January 2021.

Fall learning & skill development opportunities recap

Last month through early October, 240 Mines community members participated in one or both fall learning & skill development opportunities hosted by Dr. Dena Samuels from Dena Samuels Consulting. The workshops, *Exploring Implicit Bias* and *Minimizing Microaggressions*, invited attendees to consider their own bias, the ways biases manifest in an organization and how to respond to harmful microaggressions when they arise. Student attendance was lower than intended. Based on feedback received from student leaders, Mines DI&A will

develop and deploy 1-hour mini sessions to take directly to student organizations, athletics teams, peer mentors and Greek Life communities later this semester.

October 21 is international pronouns day

Here are some quick tips to incorporate pronouns in your classrooms, virtual meetings or event registrations:

- **Classrooms**, start of the semester- ask students to introduce themselves by their preferred name and pronouns. You can do this round-robin style or in an introductory email (recommended) before the first class meeting. Need an example? "Welcome to CSM101, I'm excited to meet you tomorrow in class. Before we meet, I'd ask for two things to help create an inclusive classroom: 1) If your name is different than what is written on trailhead or on the class roster, please send me your preferred name; 2) I also invite you to send your pronouns: he/him, she/her/hers, they/them/theirs." Note students' preferences on your roster.
 - **Virtual meetings**- encourage attendees to add their pronouns to their displayed name. This can be temporarily changed by right-clicking on your name and 'rename', or more permanently by updating the name in your meeting profile settings.
 - **Event registrations**- ask registrants to select or enter their pronouns on the event's registration form. Print these along with their preferred name for nametags.
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Implicit bias & microaggressions bystander learning community begins October 22

Mines DI&A committed to extending additional opportunities for campus to practice skills learned in either the *Exploring Implicit Bias and/or Minimizing Microaggressions* workshops this fall. You are invited to continue the conversation and further develop your skills through the learning community. The community meets every other Thursday, starting October 22 from 10:30-11:00 AM via zoom. Join us as your schedule allows via the zoom meeting access credentials: www.rb.gy/ezrkkc. RSVP is not required.

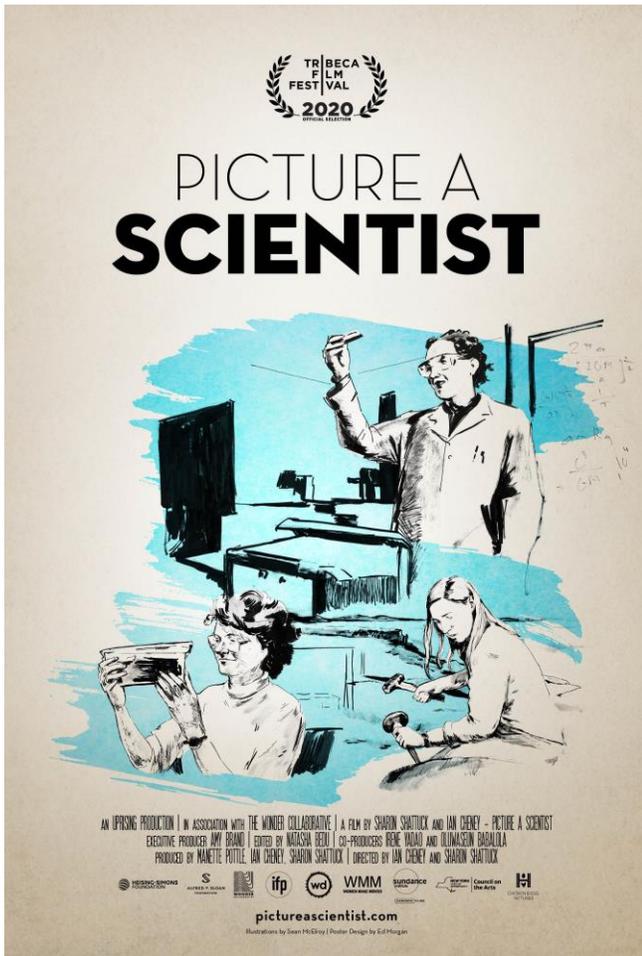


Mines & Golden community conversations series starts October 22

Community conversations is an event series partnering Mines and the Golden Anti-Racism Collective in conversations about race, ethics and equity. The first community conversation focuses on the book, *The Immortal Life of Henrietta Lacks*, by Rebecca Skloot. Skloot follows the story of Lack's cell line (HeLa), which has been used in over 70,000 publications without her permission. Her story intersects race, medicine, ethics and equity in a way that makes it an ideal foundation for a community conversation. All are invited to join the

conversation this Thursday at 5:00 PM. Advanced [registration](#) is requested.

This series was developed by Gyasi Evans (Library), Amanda Davis (Human Resources), Jason Spaniol (Golden community), Estelle Cronmiller (graduate student) and Melodie Glasser (graduate student).



Picture a Scientist film screening & panel discussion, October 24-27

Picture a Scientist started from exploring reports in the late 1990s that exposed significant gender inequity across the sciences. The film raises visibility around these critical issues of diversity, equity and inclusion in science and invites viewers into a deeper conversation about how to make science more inclusive.

Film screening: On-demand, October 24, noon – October 26, noon. Watch trailer.

Panel discussion with two of the film’s featured scientists and directors: Virtual, October 27 at 5:00 PM. Panel is moderated by Dr. Alexis Stitcler, Geology and Geological Engineering.

[Advanced registration](#) is required for both the screening and panel discussion.



CLASSROOM EQUITY & INCLUSION LEARNING COMMUNITY

participants prior to each meeting.

Classroom equity & inclusion learning community kicks off October 29

The classroom equity & inclusion learning community is a space for instructors to engage in dialogue and learn about equity in the classroom, share experiences, learn from one another and learn from experts. The learning community is open to the Mines community; however, content and topics are designed with academic faculty and graduate teaching assistants in mind.

Advanced [sign-up](#) required. Calendar invite (access link included) and agenda will be sent to all



Mines Society of Women Engineers extends STEM conference access to more Coloradans via virtual Girls on the Rise

[Girls on the Rise](#) usually involves gathering middle school girls (grades 6-8) on campus to explore what it means to be an engineer and scientist through student led hands-on experiment stations. The half-day conference, like all in-person events, was not immune from COVID-19. Instead of cancelling, the event director, Azlan Tubbs (B.S. Applied Mathematics & Statistics, 2023), viewed this as an opportunity to re-engineer.

Over 100 middle school girls spanning as far north as Windsor, CO to as far south as Rico, CO were mailed a box of supplies containing nine at-home experiments. Girls were encouraged to hypothesize an outcome, test their hypothesis, collect results, and make conclusions on the scientific principles they witnessed. To retain the event's personal connection, all experiments had an [on-demand video demonstration](#) featuring SWE members, a hand-written note of encouragement and a dedicated Facebook page where participants posted photos and videos of their experience.

October is Disability Awareness month

This year marks the 30th anniversary of the Americans with Disabilities Act. To honor this milestone, Mines Disability Support Services is elevating the contributions of Judith Heumann, an internationally recognized leader in disability rights and Alice Wong, founder of the [Disability Visibility Project](#), an online community dedicated to amplifying disability media and culture.

Judith is featured in a Netflix documentary, Crip Camp: a disability revolution ([view the trailer](#)) and [Our fight for disability rights-and why we're not done yet](#) (Ted Talk, 2016).

Community grants available

Up to \$5,000 is available! Mines DI&A recognizes and supports diversity initiatives with impact through community grants. Grant money is given to a Mines individual or group who actively promotes inclusive excellence and contributes to and enhances the campus climate through a sustained commitment to improve opportunities for the diverse communities we serve. [Grant applications](#) are accepted and reviewed on a rolling basis through the end of the fiscal year (June 30, 2021).

Save the dates

Hyperlinks = virtual meeting access information. All times are Mountain Time.

- **10/22 @ 10:30 AM** Implicit bias & microaggressions bystander learning community

- **10/22 @ 5:00 PM** Community conversations series- Mines and Golden anti-racism collective join for conversations about race, ethics and equity
- **10/24 @ noon – 10/26 @ noon** Picture a Scientist film screening
- **10/27 @ 5:00 PM** Picture a Scientist panel discussion
- **10/29 @ 1:30 PM** Classroom equity & inclusion learning community
- **11/9 @ 10:30 AM**, general Mines DI&A council meeting-open to all of campus

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 positive social change.



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