



mines.edu/diversity

NOVEMBER 2020

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT

You make Mines great

We're rounding the corner on another semester—a semester we'll not soon forget. While this semester has been marked by many things outside of our control, I stand proud to be an Oredigger for the ways the campus community continues to show up with compassion, creativity and a fire in their bellies to ensure our students, faculty and staff are cared for. This is hard work. Some of the many efforts are highlighted in this month's Digest. Words fall short to adequately express my appreciation—thank you. You make a difference.

May you and those closest to you stay safe and maintain good health over the Thanksgiving holiday break.

Dr. Amy E. Landis

Presidential Faculty Fellow Mines DI&A

November is OreGivers month



OreGivers

Who is an OreGiver? It's you. It's me. It's all of us. Orediggers are OreGivers who donate their time, talent and treasure to Mines and through Mines. This could be monetary contributions, advising a student group, volunteering for commencement or a special committee, or serving alongside the Mines community to support our local community. Whether you're new to campus or looking for new ways to contribute, check out a few of the featured initiatives: Blaster's Basket—canned food collection to help students stave off food insecurities, the [Student Emergency Fund](#)—financial support to help students bridge the gap and stay in school through a tough time, or the [Employee Relief Fund](#)—just-in-time assistance for Mines faculty and staff employees experiencing financial hardship. However you give to fellow Orediggers, thank you!



I appreciate the opportunity to connect with a mentor who has opted in to the program and is happy to meet with me and help me work on professional goals. Finding time and a willing mentor would be much harder without this program. Thank you!

Mines Faculty



Loving this program; just giving the opportunity and platform to connect with Mines alumni and receive/give mentoring advice is awesome and has really been helping me with my graduate applications.

Mines Undergraduate Student,
Chemical & Biological Engineering

Oredigger Network has a noticeable impact in its first semester debut

In August, campus expanded access to mentoring to all Orediggers via the Oredigger Network. As the program rounds the corner on its first semester, early indicators show the program is well underway toward achieving some of its intended outcomes: 1) foster a greater sense of belonging through meaningful mentor-mentee connections, 2) expand mentoring opportunities to all students, faculty and staff, 3) provide a non-financial opportunity for alumni and industry representatives to meaningfully support the Mines community.

By the numbers:

- 878 profiles received
- 780 users with published profiles
- 198 on-going connections (6 month experience)
- 84% pairs have talked about and set their goals
- 76% of pairs say the connection plan tasks and suggested activities/resources are **useful to extremely useful** to the overall mentoring experience

Program administrators will analyze the impact participation has on persistence and graduate rates, succession planning for employees and its impact on helping attract and retain faculty, students and staff.

Spring enrollment runs January 4-25, 2021. For more information, visit www.mines.edu/mentoring.

The Oredigger Network and the opportunities it extends is generously funded by Phillips 66.

Resilience training for students by students

Mines Peer Mentors are helping students learn how to build resilience in order to thrive at Mines. Resilient people know when to ask for help and support they need it, have a sense of purpose and goals for the future and are likely to succeed when faced with the day-to-day demands of schoolwork and relationships. This one-hour training is available to student organizations by request. Email peereducation@mines.edu to request a training.

Your feedback requested on Mines draft indigenous land acknowledgment

Chris Thiry (Library) and Mines DI&A collaborated on an indigenous land acknowledgment that can be used at the beginning of a presentation or at a campus event to recognize the land on which campus resides. You are invited to [share your feedback](#) on the following draft:

It is important to understand the longstanding history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation (Northwestern). We recognize that the university sits upon land within the territories of the Ute, Cheyenne, and Arapaho peoples. Further, we acknowledge that 48 contemporary tribal nations are

historically tied to the lands that make up the state of Colorado. Hear these words, but know that deeds are what count. Therefore we strive for equity and inclusion at Mines.

Once the statement is finalized, it will be turned into a slide that you can include in your presentation deck.

Strong attendance at bi-weekly learning communities shows Orediggers' commitment to creating positive social change

The unconscious bias & microaggressions bystander learning community extends additional opportunities for Orediggers to practice mitigating unconscious bias, and identifying and responding to microaggression incidents when they occur. Unconscious biases are thoughts or assumptions based on stereotypes of different parts of one's social identity. A microaggression is a comment or action that subtly, and often unintentionally, expresses a prejudiced attitude toward a member of a marginalized group. Participants are guided through 30-minute interactive sessions based on scenarios commonly experienced by underrepresented individuals on campus that illuminate problematic behaviors resulting from unconscious bias and microaggressions. The learning community is open to the Mines community. Contact diversity@mines.edu to receive the recurring meeting invitation.

Mines Society of Women Engineers extends STEM conference access to more Coloradans via virtual Girl Scout Engineering Day



[Girl Scout Engineering Day](#) called all Junior Girl Scouts to a virtual STEM event last weekend. The event *usually* involves gathering troop members (grades 4-5) and leaders on campus to explore what it means to be an engineer and scientist through volunteer led, hands-on experiment stations. This year, the two-hour event was reimaged to meet the constraints and opportunities of a virtual program. The event director, Maddy Keck (B.S. Chemistry, 2022), viewed this as an opportunity to build off the success of SWE's virtual Girls on the Rise conference earlier in the semester,

expand access to more Girl Scouts and help them earn their engineering patch.

Over 150 fourth and fifth grade girls spanning across the state of Colorado to as far as Florida, could either assemble their own science boxes using common items found around the house, or purchase a kit from SWE containing supplies for seven experiments. With the help of over 30 SWE volunteers rotating through breakout rooms during the live-streamed event, participants were guided through the scientific process as they made simple water filtration systems, balloon rockets and gliders. [Watch some of the activities](#). The event concluded with a panel discussion which allowed Girl Scouts to ask questions and learn about the neat ways SWE members are applying their STEM education.

#OrediggersForEquity popping up across campus



**Be yourself—
we like you that way.**
#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. This semester, we've heard people are listening to new podcasts (faculty, Department of Applied Mathematics and Statistics), bi-weekly department DI&A coffee hours (faculty, Department of Geology), round table discussions on race in America (staff, ITS) and Woke Wednesdays: open discussions on diversity, equity and inclusion (staff, Admissions). Learn more about each of these initiatives on the [advocates for racial equity resource page](#). While there, consider adding your own so others can learn from and join efforts to create an equitable campus community for all Orediggers.

Transgender Awareness Week & Transgender Day of Remembrance

This summer, the [Supreme Court upheld the 1964 Civil Rights Act](#) which extended employment protections to transgender individuals, upholding it is unlawful to discriminate based on sexual orientation. While this marked a significant, long overdue step forward for LGBTQ community, it doesn't diminish feelings of isolation, physical violence, unwanted comments, exclusion from spaces or microaggressions commonly experienced by transgender individuals. November 13-19 is set aside as Transgender Awareness Week. The Gay & Lesbian Alliance Against Defamation (GLAAD) encourages everyone to watch the documentary *Disclosure*, streaming on Netflix. The film explores the history of trans representation in TV and film in unprecedented form, revealing how Hollywood simultaneously reflects and manufactures people's deepest anxieties about gender. Awareness week concludes on Transgender Day of Remembrance— November 20, to commemorate those who lost their lives by the hands of others or to suicide.

Executive order combating race and sex stereotyping still applies, Mines' guidance

Even with the outcome of the 2020 Presidential election, the White House's September 22, 2020 [Executive Order on Combating Race and Sex Stereotyping](#) (EO) still stands. 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.

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.

Save the dates

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

- **11/19 @ 10:30 AM** Unconscious bias & microaggressions bystander learning community
- **12/1 #GivingTuesday**
- **12/7 @ 10:00 AM** Monthly DI&A Council meeting (open to campus)
- **1/28 @ 9:00 AM-3:30 PM** Annual Mines DI&A Campus Symposium

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.



mines.edu/diversity