The Bemidji ALLY
In Honor of American Indian and Indigenous peoples heritage and history, we acknowledge, we celebrate, and we advocate.

Our efforts to eradicate racial oppression and White-supremacy mentality at Bemidji State University is at an all-time high. We recognize the destruction that American Indian and Indigenous People have endured and continue to endure. We stand beside our sisters, brothers, and nonbinary siblings as we acknowledge their pain, celebrate their triumphs, and embody inclusivity as we move forward through time together. We welcome all members of the Bemidji State community to celebrate the legacy and lives of our American Indian and Indigenous People.

Miigwech,

[Signature]

Campus Diversity Officer

Office of Diversity, Equity, and Inclusion

Moving Forward to a More Inclusive and Culturally Competent Workforce

Experiential Learning Opportunities (ELO) consist of training, and programs (i.e., guided dialogue, and watch and chat). Each modality of ELO focuses on a critical topic involving diversity, equity, inclusion, anti-racism, social justice, racial justice, plus (DEIA+). ELO are meant to engage the learner, challenge and support the learner, and supply the learner with a greater capacity to interpersonally and intrapersonally reflect. ELO are offered to faculty and staff only.

Experiential Learning Opportunities for this Semester:

Title: Effects of Racism
Location: Northwest Technical College, Conference Room A
Date: November 23, 2021
Time: 8:00 a.m. to 12:00 p.m.
Facilitator: Steven D. Parker
Affirmative Action Plan update:

The 2020-2022 Affirmative Action Plan (AAP) for Bemidji State University is currently under final peer review. Once that is completed, the AAP will head to the System Office for approval, and then on to MMB. When that is finalized, the approved plan and data will be made available on our Affirmative Action webpage. While the plan itself is late in being approved, the initiatives and commitment included in the plan have been ongoing, and will continue to be advanced going forward as we approach a new AAP cycle.

Employee Resource Groups Expanding:

In the pursuit of supporting Veterans at BSU and NTC, the Center for Civil Rights is currently seeking interested employees in forming a military-focused Employee Resource Group (ERG). This group will work to support and advance the needs of employees who have served, are serving, or may serve in the future while employed at BSU and NTC. This group will be in addition to other programs and services that we seek to
develop and establish at our campuses. If you have questions, or would be interested in membership, please reach out to Nicholas Taylor on Teams, or by email at Nicholas.Taylor@bemidjistate.edu.

We thank the veterans of the United States armed and unarmed forces who fight for social justice, racial justice, and world peace for all people. We acknowledge you, and we support you.

Happy Veterans Day!

Center for Diversity, Equity, and Inclusion

Celebration of the Past, Present, and Future of American Indian Peoples

We recognize and celebrate the American Indian and Indigenous People Heritage Experience as the CDEI lounge will be set up with related themes under the guidance provided by the American Indian Resource Center (AIRC) for the month of November.
Meet Our Team:

In our efforts of developing inclusive and equitable professionals, the Center for Diversity, Equity and Inclusion has adopted a pre-professional development model for student employees. To inquire about our transformative leadership model, contact Dr. Solar Hong.

Check out our pre-professional staff by clicking on "Meet our Team". Welcome pre-professionals!

Join Us!

**Title:** The Day of the Dead Celebration/Altar  
**Dates:** October 29, November 1, and November 2 from 9:00 a.m. to 4:00 p.m.  
**Location:** Center for Diversity, Equity, and Inclusion Lounge, HMU #260

**Title:** Overcoming Racism Conference - The Fierce Urgency of Transformation Now!  
**Date:** November 12 from 8:00 a.m. to 5:00 p.m.  

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**Time for Self Care**

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Need-to-Know Resources

Issues with discrimination or sexual violence? Visit the Center for Civil Rights: Investigation Office.

Open Office Hours

Division of Diversity, Equity and Inclusion

Together we can! Together we will!

Division of Diversity, Equity, and Inclusion

Office of Diversity, Equity, and Inclusion

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