

TO: The Gustavus Community

FROM: Siri Erickson, chair, President's Council on Diversity, Equity, and Inclusion (PCDEI)

SUBJECT: DEI Education Final Participation Numbers

DATE: June 21, 2021

Last summer, the President's Council on Diversity, Equity, and Inclusions (PCDEI) set an ambitious institutional goal: 100% of Gustavus faculty, staff, trustees, and students would participate in DEI education during the 20-21 academic year. I am grateful to all who participated in this important educational effort and especially for the leadership of PCDEI members, the President's Cabinet, Faculty Senate, and supervisors across campus who encouraged employee and student learning about racism, microaggressions, bias, identity, intersectionality, and racial justice and inclusion, among other topics. I am excited to report our final participation results to you here:

98% of staff participated

95% of faculty participated

95% of trustees participated

35% of students participated

This is a huge leap forward from last year, when we met our goal of 25% of employees participating in DEI education. We will continue to work on new ways to engage students in this ongoing, campus-wide educational effort. I have already briefed our incoming Vice President for Equity and Inclusion, Dr. Doug Thompson, on these results so that he and the PCDEI can continue building from the momentum we generated this year.

More important than numbers, though, is the impact that such widespread participation in these important learning activities will have on the advancement of a culture and campus where everyone feels like they truly belong and can benefit from exceptional educational opportunities at Gustavus.

Gratefully,

Siri