



Office of Human Resources

The Inclusion Council

Dear Colleague,

Our April Inclusion Council newsletter focuses on Celebrate Diversity Month, honoring the differences that help us to gain a deeper understanding of one another. We will touch on a variety of diversity topics highlighting our work here at the University, in our local communities, and across the world. Diversity is something that benefits everyone. Take accessibility, for example: By designing things to be more accessible for people with disabilities, we make things more usable for everyone, whether they have a disability or not (think curb cutouts and ramps). Join us as we explore the many ways we can celebrate diversity.

Committee Is Reviewing Equity in University Policies



President Gabel has asked a team to review all administrative policies from the perspective of equity, with a deadline of June. The Equity Lens Policy Review Committee considers the impact of each policy on underrepresented groups and addresses other related issues such as gender-neutral language and accessibility. This [Minnesota Daily story](#) has more details.

Supporting Diversity and Inclusion in University Hiring



In January, a volunteer group of unit and central HR professionals and representatives from the Disability Resource Center and Equal Opportunity and Affirmative Action took on the challenge of creating a plan for improving diversity, equity, and inclusion in University recruiting and hiring. The workgroup released a report highlighting OHR leadership support, root-cause analysis, and preliminary recommendations. The committee is now sharing it with stakeholders.

April Is Autism [Acceptance](#) Month



The autism community is calling for a change from “awareness” to “acceptance” this April to foster inclusivity for those affected by autism.

Cabinet Confirmation Marks a Historic Moment



We celebrate a historic moment with the U.S. Senate confirmation of Rep. Deb Haaland (D-N.M.) as Secretary of the Interior. Haaland is the first Indigenous person to be confirmed in a presidential cabinet. By March, the Biden administration was on par with the Obama administration for one of the most mixed teams across race and gender at cabinet-level positions. Of secretaries confirmed by the Senate, seven are women, eight are BIPOC, and one is openly gay.

A Powerful Image

Equality



Equity



Speaking of accessibility, I just love this image (click it to see an enlarged version). Whenever I hear someone say, "That's not fair," I think of this. While fairness or equality means everyone gets the same thing, equity means everyone gets what they need.

Links to More Resources

- U of M resources
 - The [Office for Equity and Diversity](#) is a great resource for DE&I news and events.
 - The [Medical School's Office of Diversity, Equity, and Inclusion](#) is another very useful source.
- [The Diversity Gap](#). In this podcast series, Bethaney Wilkinson explores the gap between good intentions and good impact as it relates to diversity, inclusion, and equity. She begins every guest interview by asking, "When did you first realize you had a race or ethnicity?," which serves as a starting point for a deep discussion of individual experiences, accomplishments, and struggles of each guest.
- [The Will to Change: Uncovering True Stories of Diversity & Inclusion](#). CEOs, bestselling authors, and entrepreneurs visit this regular podcast hosted by Jennifer Brown to talk about their true stories of diversity and inclusion. Brown is an entrepreneur, speaker, and author on diversity and inclusion who works with business leaders to create healthier and more productive workplaces.

- [The Forum on Workplace Inclusion Podcast](#). Attendees from a variety of industries around the world visit this monthly forum to share their ideas on diversity, equity, and inclusion topics.
- [\(In\)Accessible](#). In this podcast, host Andrea Pasquale and producer Jaye McAuliffe highlight the stories of people in Arizona with disabilities, while highlighting resources for making the state more accessible.
- [Ableist Language](#): This web page has assembled a list of words, many of them commonly used, that may be considered potentially offensive or inappropriate to people with disabilities.
- [Crip Camp: A Disability Revolution](#): A Netflix documentary follows a groundbreaking summer camp for teens with disabilities.

Questions to Consider and Share on the OHR Inclusion Council Slack Channel

- How can you view your work or any upcoming projects through an accessibility/inclusion lens?
- What actions can you take to advance accessibility/inclusion work in your personal and professional life?
- How do you discuss topics about diversity and inclusion with your family, friends, or coworkers?

Sincerely,

Josh Iniguez
OHR Inclusion Council Chair

THE LAND

The University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. Minnesota comes from the Dakota name for this region, Mni Sota Makoce—the land where the waters reflect the skies. Each day, the students, faculty, staff, and community members who traverse this campus engage with Dakota territory and should reflect on the ongoing relationship that Dakota people have to this area.

—Adapted from a statement by Iyekiyaipiwiŋ Darlene St. Clair, Bdewakaŋtuŋwaŋ Dakota

This email was sent to OHR staff on behalf of Josh Iniguez on April 8, 2021, by the Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement](#).

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