



*Joint written submission to the Board of Trustees from Inter-Faculty Organization (IFO), Students United, Minnesota State University Association of Administrative & Service Faculty (MSUAASF), LeadMN, and the Indigenous Men and Men of Color Caucus (IMMOC).*

The Equity 2030 Coalition, composed of members of leadership from IFO, MSUAASF, Students United, LeadMN, and IMMOC, are writing to you today to express our joint support for the goals, process, and final language for the Minnesota Transfer Curriculum Goal Area 7.

Minnesota State announced a multi-pronged approach to law enforcement education reform in the summer of 2020 following the murder of George Floyd by four Minneapolis police officers. This approach includes convening a law enforcement faculty community of practice, a system-wide taskforce on law enforcement education reform, reviews of Law Enforcement and Professional Peace Officer Education programs, a strategic plan for recruitment and retention of faculty of color, and the revision to MNTC Goal Area 7: Human Diversity to provide a systemwide requirement around race education for graduation.

Prior to convening the group that would provide recommended language for the new Goal Area 7, the Minnesota State System Office provided clear aims for the revision: revise the Minnesota Transfer Curriculum Goal Area 7: Human Diversity to provide system-wide racial issues requirement for graduation. The aim was further defined at the first convening of the workgroup as revising MNTC Goal Area 7 to ensure that Minnesota State students experience course(s) that directly address issues of racism and social injustice. Members of the workgroup included: college and university faculty, students, and administrators that participated in the system office's Transfer Governance Team, Academic Equity Committee, and Academic Affairs Council, Academic and Student Affairs division staff from the system office.

The original work group met eight times over the course of the first year, with representatives from the aforementioned groups present at each convening. After eight meetings, draft language was finished and approved by the workgroup. There were several listening sessions following the approval of the draft language over the course of the next six months, with the final proposed language being posted for its review and comment period in the beginning of February 2022.

Racial biases, stereotypes and discrimination have played a significant and harmful role in the culture of the United States. Each of our organizations believes that education serves as a solution to many problems in our country. We believe that it is our collective responsibility to teach racial and cultural competency to our students in all fields. Law enforcement is one such field where we have witnessed disparate outcomes for students of color. As the main educator of law enforcement officers in the state of Minnesota, with our system graduating 86% of all law enforcement graduates in the state, we are responsible for providing the curricular reforms necessary to shift the paradigm of law enforcement and criminal justice in Minnesota.

Subject areas concerning race and racism in the context of the United States are often misunderstood and are sometimes completely unaddressed with our students prior to their higher education experience. Providing curriculum on the legacy of race and racism, and its intersections with other identities, in the United States should be considered an obligation of any institution of higher education. The undersigned bargaining units and student organizations fully support the purpose, goals, process, and resulting language of Goal Area 7.