

## **Minnesota State University Moorhead (MSUM)**

### *MSUM History*

The MSUM and NDSU initiatives grew out of the work of TOCAR (Training Our Campuses Against Racism) in the Fargo-Moorhead area. In the spring of 2001, in response to a U.S. Commission on Civil Rights Report on the status of equal opportunity for minorities in Moorhead, a community-wide study circle process took place. Citizen Action Teams emerged from this process, one of which focused on Higher Education. This team decided that its focus would be the development of a multi-campus, anti-racism initiative, and TOCAR (Training Our Campuses Against Racism) was born in the summer of 2001.

In October 2001, TOCAR received its first funding from the Otto Bremer Foundation that provided support to establish the TOCAR chapters at MSUM, NDSU, Concordia College, and Northwest Technical College. The Bremer grant also enabled the campuses to hold antiracism trainings and develop anti-racism teams at the member campuses. MSUM was instrumental in the development of TOCAR and the expansion of the initiatives into the other member institutions.

The MSUM TOCAR team was formally commissioned by MSUM President Roland Barden on November 2002, at a faculty in-service day. The MSUM TOCAR team currently consists of a steering committee and four additional working committees, and an Antiracist Multiculturalism Across the Curriculum workshop, totaling some 85 faculty, staff, students, administrators and community members. Since its inception, the MSUM TOCAR team has held monthly meetings, sponsored numerous anti-racism trainings, implemented a campus-wide survey, and engaged in an ongoing process of

addressing institutional racism. The MSUM TOCAR website, [web.mnstate.edu/tocar](http://web.mnstate.edu/tocar), contains documentation of the action plans developed and implemented by each of the TOCAR committees.

#### *MSUM Accomplishments*

In the past three and one half years, the MSUM TOCAR team has hosted numerous introductory and advanced anti-racism trainings, resulting in over 400 faculty, administrators, staff, students, and community members trained. Twenty steering team members engaged in a 5 day strategic planning training and five team members participated in a five-day “training the trainer” event in the summer of 2005. The Campus Services Unit of TOCAR has sponsored one-hour “mini-trainings” for general maintenance workers and other staff, and the Student Support Services Unit is sponsoring 4-hour trainings for students. The one and four hour trainings were conducted by MSUM and NDSU TOCAR team members. Along with the teams at NDSU and Concordia, MSUM TOCAR developed a campus and community climate survey that was implemented on the three campuses. The results of this survey have been used on all three campuses to further develop each campus’ anti-racism plan (MSUM’s results are available on the MSUM TOCAR website).

The MSUM TOCAR initiative has increased the ability of the campus community to openly talk about racism and antiracism and has gained the support of the statewide faculty union for antiracism initiatives. MSUM TOCAR has built a coalition across campus hierarchies for participation in the initiative, leading to participation from all levels of the institution and to relationship-building that might not have occurred through prior interaction patterns. The initiative has created a better and more complete

understanding of the institution's structure and dynamics, and has increased campus awareness of the powers of privilege. It has successfully advocated for an antiracism statement to be included in all university job descriptions and performance evaluations, and has also advocated for expanding the resource base for job advertisements. The initiative has been influential in the transformation of the University's Liberal Studies core curriculum through assisting in the development of a core area required of all freshmen on "Critical and Multicultural Thinking." The Academics Unit of the initiative is also in the process of developing an elective upper level anti-racism course that will be offered to students and community members. In addition, MSUM TOCAR is sponsoring an annual "Antiracist Multiculturalism Across the Curriculum" workshop in May for up to 20 faculty to learn how to better incorporate anti-racist multicultural content into their courses. Since our first workshop in May 2006, 20 faculty have been working to transform 30 courses – 17 courses in the College of Social and Natural Sciences, three courses in the College of Education and Human Services, five courses in the College of Arts and Humanities, and five courses from the Corrick Center. MSUM TOCAR has worked to gain TOCAR representation on key campus committees and, along with the Office of the President, sponsored a staff holiday brunch in December 2005 that will now become an annual event.

#### *MSUM Work Plan*

The MSUM TOCAR steering team oversees the MSUM campus initiative. Members of the steering team co-chair separate anti-racism committees, or units, which represent different constituents on campus. These committees include the Academics Unit, the Campus Services Unit, the Student Support Services and Administration and Alumni

Unit (SSSAA), and a new Student Unit. The following outcomes and indicators were developed in a series of meetings with members of the steering team as well as one large group meeting with members from all of the units. The outcomes are based on goals and objectives already formulated by the MSUM TOCAR team. As a result of the large group meeting, the following long-term outcome statement was developed for the MSUM TOCAR initiative:

MSUM's campus life reflects full participation and mutual power-sharing of diverse groups in determining and implementing its mission, policies, and practices for ensuring a restored sense of community.

Each unit developed intermediate and short-term outcomes, appropriate to their unit, which move toward the long-term outcome. The following tables present the intermediate and short-term outcomes with indicators listed for the short-term (one year) outcomes. Each unit has developed implementation briefs that delineate activities and inputs for each short - term outcome, as well as a timeline for accomplishment.

***Steering Team*** – The intermediate outcome addressed by the Steering Team is that MSUM publicly and tangibly commits to sustain TOCAR as an integral part of the institution. Short term outcomes address the funding base as well as the inclusion of TOCAR in key University decision making processes.

<i>Intermediate Outcome:</i> MSUM publicly and tangibly commits to sustain TOCAR as an integral part of the institution.	
<b>Short-Term Outcome</b>	<b>Targets/Indicators</b>
TOCAR's funding base will be broader and more solid.	<ul style="list-style-type: none"><li>■ 10 additional funding sources will be identified.</li><li>■ The Institution commits to TOCAR remaining a line item in budget.</li><li>■ A University budget for TOCAR is developed.</li></ul>
TOCAR is present in key University decision-making processes.	<ul style="list-style-type: none"><li>■ Discussions between TOCAR, the faculty union, and University Administration</li></ul>

	<p>will take place to discuss TOCAR representation on University committees</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> TOCAR representatives will have permanent positions on at least two University committees.</li> </ul>
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**Campus Services** – The Campus Services unit's intermediate outcome is an increased awareness of systemic racism among campus staff, faculty, and students. The first short-term outcome addresses access to anti-racism training. The training will be available to employees and students in at least three formats. The unit will also begin working with the Affirmative Action Office to broaden the scope of sexual harassment training to include other forms of harassment. This is a systems change and requires collaboration with MnSCU as well as with the Affirmative Action Office.

<p><i>Intermediate Outcome:</i> There is increased awareness of systemic racism among campus staff, faculty, and students.</p>	
Short-Term Outcome	Targets/Indicators
Employees and students have access to anti-racism training in a variety of formats.	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> 3 alternative formats are available to employees and students.</li> <li><input checked="" type="checkbox"/> 100 additional employees and students received training through one of the available formats.</li> </ul>
The Affirmative Action Office works collaboratively with TOCAR to broaden the scope of campus sexual harassment training to include other forms of harassment.	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> The AA Office accepts a proposal from TOCAR regarding harassment training curriculum.</li> <li><input checked="" type="checkbox"/> A minimum of one meeting is held between MnSCU, TOCAR and AA to address harassment training curriculum.</li> </ul>

**Student Support Services, Administration and Alumni (SSSAA)** – The SSSAA unit will focus on systematizing the participation of students on the TOCAR team. By definition students are not permanent members of the university community. A system needs to be in place to insure that exiting students are replaced and that there is a

consistent student presence in the initiative. The first step toward this systematic representation is to increase student participation in the initiative and is the short-term outcome for this unit.

<i>Intermediate Outcome:</i> Students are routine participants on the TOCAR Teams.	
<b>Short-Term Outcome</b>	<b>Targets/Indicators</b>
Increased student participation in TOCAR initiative.	<ul style="list-style-type: none"> <li>■ A minimum of two students per Unit will be recruited and trained to serve on the TOCAR Units.</li> <li>■ An ongoing recruitment, training, and mentoring process to maintain consistent student participation is developed and initiated.</li> </ul>

**Academics** – The outcomes of the Academic unit focuses on the infusion of multicultural, anti-racist content throughout the campus curricula. By the end of the first year, a three credit anti-racism course will be developed and approved. Also, faculty will have increased resources and knowledge for creating courses that contain multicultural, anti-racist content.

<i>Intermediate Outcome:</i> Multicultural, anti-racist content will be infused throughout the campus curricula.	
<b>Short-Term Outcome</b>	<b>Targets/Indicators</b>
A three credit anti-racism course is developed and approved.	<ul style="list-style-type: none"> <li>■ Course syllabus and resources are created.</li> <li>■ Course is approved by the MSUM Academic Policy and Advisory Committee.</li> </ul>
Faculty have increased resources and knowledge for creating courses which contain anti-racist/multicultural content.	<ul style="list-style-type: none"> <li>■ TOCAR will offer one 4 day “AR/MC Across the Curriculum” workshop and required follow-up activities for up to 20 faculty.</li> <li>■ 80% of the faculty enrolled in the workshop develop new and existing courses that contain Multicultural/Anti-racist content.</li> </ul>

***Student Team*** – Outcomes are currently in the process of being formulated by the team.