

28 October, 2003

**Letter: CODE focuses on anti-racism**

*From CODE members, Michael Tripp, chair, St. Cloud State University*

Diversity

The St. Cloud Times published an article titled "\$24,000 grant will go to SCSU diversity plan" on Oct. 12.

The members of the Committee on Diversity Education are very excited to announce the initiative funded by the Bremer Foundation: "C.A.R.E. – the Community Anti-Racism Education Initiative." We are writing this letter to offer the campus and community a more comprehensive picture of the C.A.R.E. project.

Two years ago, a Faculty Association committee was formed to develop a diversity education program that would serve faculty, staff, students and administrators on campus. Given the rapid diversification of the entire MnSCU system, CODE decided to follow the new approach of other state universities and focus on anti-racism education.

We identified an experienced Minnesota collaborative (MCARI) that specializes in systemic change to guide us toward our goals.

Thanks to the Bremer Foundation, we can move toward developing a campus-community leadership team with the training and skills required to create a process for educating the campus through hands-on anti-racism training and communication.

The task is to organize the institution for systemic change. The initial goal will be realized when the campus community understands how racism is a systemic issue more than personal or attitudinal one, and how it is manifested individually, institutionally and culturally.

CODE members appreciate the support of the university administration and Faculty Association. Also, thanks to those community members on the task force who will be building the leadership team to bring anti-racism training to SCSU and the St. Cloud area.