



A Message from MCAN's Board Chairs

Dear MCAN community,

Welcome back. Winter Term has started, most students have returned to campus, and the weather is brisk. Carleton is having a period of metamorphosis. National events have shone a spotlight on the inequities around us and Carleton has been taking a hard look at the ways it has perpetuated these inequities and how to change that going forward.

Unfortunately, for every step forward we seem to be taking one backwards as well. Despite the rhetoric impressed upon the alumni community that the College was taking instances of racism and hate speech seriously, we have started the new year with an incident that proves it has a long way to go.

A video has circulated of a New Year's Eve party attended over winter break by a Carleton student making a racist statement. The College's initial response, a two paragraph blog post on the Dean of Students website, should have been more timely and more proactively communicated. We hope that the College could do more to address inclusivity, diversity, and equity.

While there was a video of this instance, we know that much of the racist behavior at Carleton goes unrecorded. This student has demonstrated a fundamental lack of respect for his fellow students, faculty, and staff and he has endangered their mental and emotional well being.

While the College cannot discuss a specific student's punishment, it **CAN** address punishment for hate speech and for violating the standards of community respect that Carleton athletics demands of its athletes. The College **CAN** show that they take these incidents seriously through a proactive, collaborative statement across campus to show what is being done to address these instances when they arise. The College **CAN** more thoroughly show plans to make further progress on the student demands for a more equitable institution, in order to show the steps they are taking to prevent similar instances in the future. We, as alumni, **CAN** hold the College accountable to a higher standard and we **CAN** work with the College to make it the place we know it can be.

The College **CAN** do better and they **SHOULD** do better.

Jessica Brooks '09 and Jennifer Lopez '02, MCAN Board Co-Chairs

Read more from the College:

- The [statement](#) from the Dean of Students Office
- A [statement](#) from the Bias Incident Report Team has recently been posted.
- [Updates](#) from the Inclusion, Diversity, and Equity Steering Committee.

News from Campus



Carleton's Office of Intercultural & International Life (OIIL) Celebrates Justice, Unity, and Hope in honor of Dr. Martin Luther King Jr. and his works

A Martin Luther King Jr Service of Remembrance and Celebration was held Sunday, January 17 and throughout this week, students, staff, and faculty are invited to stop by an interactive display in Upper Sayles.

Carleton Joins Racial Equity Leadership Alliance

Carleton is among 51 inaugural member institutions of the newly established Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA), a collaborative effort to provide colleges with the tools to support racial equity work on their campuses. Read the [recent news for more information about LACRELA](#).

Alumni Annual Fund Board Announces New IDE Designation

Gifts to the Alumni Annual Fund's Inclusion, Diversity, & Equity (IDE) designation are an avenue for alumni to support Carleton's commitment to providing an inclusive, equitable experience for all community members. Learn more about the new [IDE Designation](#).

Carleton Recognized as a First-Gen Forward Institution

Carleton is one of 77 colleges and universities nationwide to be recognized as a First-Gen Forward Institution for its demonstrated commitment to advancing first-generation student success. [Learn more about Carleton's programs for First-Gen students](#).

Día de los Muertos Event Offers Space for Reflection Amid Pandemic

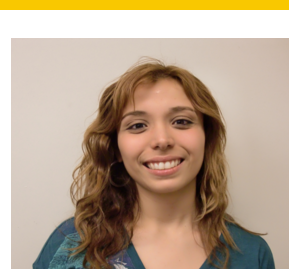
Carleton's Latin American Student Organization (LASO) held their annual Día de los Muertos (Day of the Dead) service—from afar. Live footage was streamed from the Chapel, where the centerpiece was the beautiful Día de los Muertos altar. Read the [story in The Carletonian](#) to learn more.

Student Health and Counseling hiring for Multicultural/BIPOC Counselor

Carleton is currently seeking a Multicultural / BIPOC Counselor in its Student Health and Counseling Office (SHAC). To learn more and apply, visit the [job posting](#).

MCAN Thanks Brisa Zubia '05 for her Service to Carleton

Larry Gould, former Carleton president, famously said, "You are a part of Carleton and Carleton is a part of you." **Brisa Zubia '05** has embodied this notion, going above and beyond for Carleton and its students for 11 years. Brisa's last day in the OIIL office was December 2.



MCAN wants to thank Brisa for her tireless service for Carleton's students. She has fought to make Carleton a more inclusive and equitable place, even if she had to work against the established procedures and attitudes. We are thankful for her and all she has done for Carleton. Thank you, Brisa!

Learn more about [Brisa's impact at Carleton](#) online. Please share your thanks, memories, or other wishes for Brisa on this [Kudoboard](#).

Upcoming Convocations of Interest

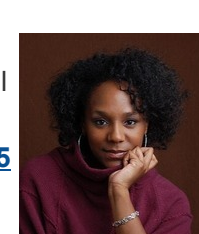
Friday, January 22 at 12:30 pm (CT)- Kristina Wong

Kristina Wong is a performer and cultural commentator featured in the *New York Times*' Off Color series "highlighting artists of color who use humor to make smart social statements about the sometimes subtle, sometimes obvious ways that race plays out in America today." Visit the [January 22 event listing](#) to learn more and register.



Friday, February 5 at 12:30 p.m. (CT)- Bree Newsome

Bree Newsome first garnered national attention for her act of peaceful disobedience in June 2015 and is a recognized and celebrated voice on the topics of injustice and racial discrimination. Visit the [February 5 event listing](#) for more information and to register. *Sponsored by the Office of Intercultural and International Life*



MCAN Opportunities to Support Career Center Initiatives

The Career Center is excited to partner with MCAN to create opportunities for Carls of color to successfully launch in the world after college.

- **Share your experiences** as a professional of color through our 30 Minutes program, industry panels, or skill development workshops. Email [RJ Holmes-Leopold](#) to express interest.
- **Create or share job and internship opportunities** for Carls of color through Handshake, our main opportunities platform. Email [recruiting](#) to have your opportunity shared with Carls.
- **Connect 1:1** with emerging professionals of color to provide direct guidance on career exploration, navigating the job or internship process, or general advice on thriving at and beyond the Carleton. Email [RJ Holmes-Leopold](#) to express interest.

Ways to Connect with MCAN

Interested in what's happening on campus and beyond in our MCAN community? Check out our recently redesigned [MCAN webpages](#), like us on [Facebook](#), and follow us on [Instagram](#)!

Do you have questions, comments or ideas you'd like to share with the MCAN board? Reach out via our [online form](#). Interested in getting more involved? Check out how [alumni](#) and [current students](#) can participate.

2020-2021 MCAN Board of Directors

Jessica Brooks '09 (Chair), Jennifer Lopez '02 (Vice Chair), Micah Evans Rivera '02 (Past Chair), Bethany Bobo '20, Ricardo Garcia '21, Courtney Kimmel '20, Todd Olson '97, Debra Ponce de Leon '81, Luis Reynaldo '86 and MCAN Staff Support: Anita Fisher Egge '94, Alumni Annual Fund and Krista Herbstrith P'24, Alumni Relations

Get to know us by reading our minibios on the [MCAN webpage](#).



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