



The Minnesota State University Association of Administrative and Service Faculty denounces the reprehensible actions taken by President Trump in issuing [Executive Order on Combating Race and Sex Stereotyping](#) on Sept. 22, 2020, that is scheduled to go into effect on Nov. 21, 2020. The very fabric of the work we do is to educate students and our communities in what it means to honor, advocate for, and empower the diversity that surrounds us. This involves needing to look inward at our personal thoughts and actions and determine where we need to improve as human beings so that we can truly see *how and where* our ingrained beliefs affect our fellow humanity. A lot of this personal growth is done through trainings, conversations, and actionable steps taken in the higher education setting, many conducted by our very own members.

If a university is meant to be a marketplace of ideas and our missions strive for all of us to be positive, contributing members of our societies, then restricting our abilities to learn how to successfully combat racism and sexism that we know exists around us negates the impact that we all can have in creating change. If the horrendous actions taken against Black, Indigenous, and People of Color this year are not enough of a reason why equity and inclusion training opportunities need to be emphasized in the workplace, then what will be the reason? We affirm our place with all other faculty, professionals, students, and leaders within higher education as we continue to work hard to fight back against the deeply damaging impact of societal inequities and oppose this executive order.

A handwritten signature in black ink, appearing to read "Tracy Rahim".

Tracy Rahim
State ASF President/Grievance Officer
November 2, 2020