

APRIL 2021

# Diversity & Inclusion MONTHLY

*To amplify the voices of underrepresented communities and enable their ability to inspire us all.*

*"We have to build things that we want to see accomplished, in life and in our country, based on our own personal experiences ... to make sure that others ... do not have to suffer the same discrimination."*

— Patsy Mink



*Patsy Mink was the first woman of color elected to the U.S. House of Representatives and the first Asian American woman to serve in Congress. In addition to writing bills like Title IX, Mink also authored the Early Childhood Education Act and the Women's Educational Equity Act.*

## JUNIPER OXFORD, STUDENT WRITER



"I was the *first* writer of the Diversity and Inclusion Monthly. I will not be the last one, nor should I be. Southern Illinois University Carbondale's mission – to prioritize the needs of diverse communities – should not stop either. We had absolutely no shortage of content over the seven editions that we published.

When the Office of Associate Chancellor for Diversity was coming up with a mission statement, we decided on a short, simple, yet effective message: To amplify the voices of underrepresented communities and enable their ability to inspire us all. Thank you to the Office of Associate Chancellor for Diversity for your hard work and commitment to diversity."

Last July, the Chancellor's Diversity and Inclusion Task Force recommended that SIU publish a diversity newsletter. In September 2020, we launched the Diversity & Inclusion Monthly newsletter. The April issue is the last one until school resumes next fall. With the help of many contributors, we were able to report on a variety of diverse activities, topics and celebrations from across our campus. The Office of Associate Chancellor is proud to have been a part of this initiative and looks forward to continuing it next fall.

We would like to acknowledge our student writer, Juniper Oxford, who enthusiastically embraced our vision of the newsletter each month and did an outstanding job of finding and creating the stories.

Thank you, Juniper, for a job well done!

SIU CARBONDALE

# ASIAN-AMERICAN & PACIFIC ISLANDER HERITAGE MONTH

## APRIL 2021

*Southern Illinois University Carbondale is celebrating Asian-American and Pacific Islander Heritage Month in April to allow the entire campus and community to take part in the activities before the semester ends. Asian-American and Pacific Islander Heritage Month is celebrated nationally in May.*

**THURSDAY April 1**  
**Kickoff**  
**5 pm | Zoom**

<https://zoom.us/j/>

94246153395?pwd=MVBhVHBzZ0hGOXgrWVlzRGxOTzVMQT09

Join us virtually for a wonderful start to this great month! Ramesh Neupane, SIU's Associate Director for Study Abroad, and SIU Provost Meera Komarraju will join us to share stories about their fascinating journeys.

**Candlelight Vigil Display**  
**Student Center Art Alley**

The SIU community will be able to offer their respect to those recently lost by visiting a display honoring the victims of the recent violent attacks on the Asian American and Pacific Islander community. This display will be up all April.

**FRIDAY April 30**

**International Coffee Hour**

**3 - 5 pm | Center for International Education**

This event is traditionally an informal social event, created to promote social interaction and friendly conversation between American and international communities. Keeping the safety of our Saluki family in mind, there will be no gathering allowed, but you can still stop by the parking lot outside of the Center for International Education to pick up a snack bag of individually wrapped refreshments.

**Asian American and Pacific  
Islander Heritage Month:  
Reading List**  
**Morris Library**

Beginning April 1 there will be a book display in Morris Library featuring Asian American and Pacific Islander authors. The display will be up until May 31.

**International Fest:  
Cooking Show**  
**Facebook**

<https://www.facebook.com/ISCSIUC>

Throughout the month there will be online video tutorials featuring students making traditional food from around the world.



# HOPE<sup>FOR</sup> JUSTICE

## The Fight to End Modern Slavery



April 7, 2021  
6:00 - 7:30 p.m.

**SIU** SOUTHERN ILLINOIS UNIVERSITY  
CARBONDALE **STUDENT HEALTH SERVICES**

   
@SIU\_Wellness

WELLNESS.SIU.EDU  
618/536-4441

In recognition of Sexual Assault Awareness Month, Wellness & Health Promotion Services is hosting a virtual event featuring Dr. Richard Schoeberl titled “Hope for Justice: The Fight to End Modern Slavery.” Dr. Schoeberl is an expert on national security and law enforcement, and he will be discussing his work investigating human trafficking and the global effort to combat its spread.

We invite all members of the SIU community to attend this FREE virtual event on Wednesday, April 7 at 6 p.m. Space is limited, so attendees must RSVP at: <http://wellness.siu.edu/hope/>.

# INTERNATIONAL FEST 2021

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE, APRIL 5-9

## IN-PERSON EVENTS

### PARADE OF FLAGS

Monday April 5, 10am: Meet outside of Center for International Education  
(Rain Location: SSB Pavilion)

### PROCLAMATION

Monday April 5, 10:30am: Faner Plaza

### INTERNATIONAL COFFEE HOUR

Friday April 9, 3pm - 4:30pm: Center for International Education (parking lot)

## VIRTUAL EVENTS

### STUDY ABROAD FAIR

April 6-8: 2pm - 3pm

### LANGUAGE HOUR

Wednesday April 7, 1pm-2pm

### TALENT SHOW

Friday April 9, 6pm

### COOKING SHOW WINNER ANNOUNCEMENT

Friday April 9, 12pm - International Student Council Facebook page

(Submissions can also be viewed on the ISC facebook page)

LINKS TO ALL  
VIRTUAL EVENTS  
CAN BE FOUND AT  
[STUDENTCENTER.SIU.EDU](http://STUDENTCENTER.SIU.EDU)

CELEBRATING DIVERSITY  
- TOGETHER & STRONGER -

# APRIL 2021 DIVERSITY TRAINING SCHEDULE

DATE	TIME	TRAINING	LOCATION
Thursday 4/1/21	10 am – Noon	<b>How to Use Pronouns</b>	Zoom
Tuesday 4/6/21	10 am – Noon	<b>Ableism in Higher Education</b>	Zoom
Monday 4/12/21	9 am – 11 am	<b>Anti-Racism Level 2</b>	Zoom
Thursday 4/15/21	9 am – 11 am	<b>Ableism in Higher Education</b>	Zoom
Thursday 4/22/21	9 am – 11 am	<b>Fatphobia</b>	Zoom
Monday 4/26/21	Noon – 2 pm	<b>Diversity &amp; Inclusivity Level 2 (Staff only)</b>	Zoom
Thursday 4/29/21	8:30 am – 10:30 am	<b>White Privilege</b>	Zoom

Register at <https://oacd.siu.edu/diversity-training/> under the diversity training sign-up link on the right.

## TRAINING DESCRIPTIONS

### How to Use Pronouns

This training will explore gender in a diverse context, including explaining the importance of proper pronoun usage. This training is meant to teach cisgender, heterosexual folks how to use pronouns in an effective and kind way – in a safe space that allows for messing up, asking questions, and generating a collaborative learning environment. This training is facilitated by LGBTQ+ folks and will be discussion based. You will learn ways to remember pronouns, practice using gender neutral pronouns such as they/ them and learn tips for practicing allyship and inclusivity.

### Ableism in Higher Education

This training will provide information about specific ways professors/ instructors can practice inclusivity for their students who have disabilities. This training will provide information about practical steps professors can take to make syllabi and classroom content more inclusive, as well as provide information about resources on campus that their students can access. This training is meant to provide skills, and allow instructors the opportunity to ask questions, learn about the disabled community, and acquire skills for practicing allyship. Instructors will leave with an attachment that can be added to course syllabi that gives information about campus resources for students with disabilities.

### Anti-Racism/Anti-Bias Level 2 – Staff or Students

This training is meant for those that have already taken Anti-Racism/Anti-Bias Level 1 and want to learn above and beyond that curriculum. This training will be more discussion based and provide the opportunity to ask in-depth questions in order to facilitate a better understanding of what it means to practice anti-racist allyship. This training will provide specific, practical suggestions via case analysis.

### Fatphobia: What is it, how does it affect people, and how do I contribute to it?

This training will lead students and staff through a discussion where they will learn what fatphobia is and the ways in which fatphobia is inherently linked to anti-Blackness. Additionally, this training will discuss ways in which we live in a society that is inherently and systemically fatphobic and provide a discussion that will focus on how to contribute to a body-positive and size-inclusive culture.

### Diversity & Inclusivity Level 2 - Staff ONLY

This training is meant for those that have already taken Diversity & Inclusivity Level 1 and want to learn above and beyond that curriculum. This training will focus on practical ways to practice allyship for minority communities, specifically LGBTQ+ folks, people of color, and the disabled community. This discussion-based training will provide the opportunity to ask questions, and learn tangible, specific skills via case analysis. This training is for staff only.

### Discussing White Privilege: What is it, what does it mean, and what should we do with it?

This training is a discussion-based training that is geared towards White students. The purpose of this training is to learn more about what White privilege is, why it's important, and what to do with it. This training will allow folks the opportunity to ask questions and learn in a safe space. The goal is to grow in our own understanding of our privilege and to learn how to use our privilege in order to practice anti-racist allyship. Training will be available for students, faculty and staff.



## ACROSS CULTURES: HOLIDAYS CELEBRATED DURING APRIL

### **March 27 - April 4**

Passover

### **April 1**

April Fool's Day

Kha b-Nisan (Assyrian)

### **April 2**

World Autism Awareness Day

Good Friday

### **April 4**

Easter

### **April 6**

Tartan Day

### **April 7**

World Health Day

### **April 8**

Feast of the First Day of the  
Writing of the Book of the Law  
(Thelema)

International Romani Day

### **April 9**

Day of the Finnish Language

Remembrance for Haakon  
Sigurdsson (Germanic Heathenry)

### **April 11**

World Parkinson's Day

### **April 14**

Dhivehi Language Day

Day of the Gregorian Language

N'Ko Alphabet Day

Pan American Day

### **April 15**

Jackie Robinson Day

Universal Day of Culture

### **April 16**

Emancipation Day

### **April 17**

World Hemophilia Day

### **April 19**

Dutch-American Friendship Day

### **April 20**

UN Chinese Language Day

### **April 21**

Grounation Day (Rastafari)

### **April 22**

Earth Day

### **April 24**

St. Mark's Eve  
(Western Christianity)

### **April 25**

World Malaria Day

### **April 26**

Lesbian Visibility Day

# DIVERSIFYING HIGHER EDUCATION FACULTY IN ILLINOIS (DFI) FELLOW KIMBERLY TURNER

Kimberly Turner will receive her PhD in Political Science at SIUC this summer. Kimberly received the DFI Fellowship two years.

“The Fellowship has been immensely helpful in getting my research done and allowing the time to set up the networks that I needed in order to place the way that I did,” Turner said.

## *What has been your experience as a DFI Fellow?*

“It has been really excellent! Prior to applying for the DFI Fellowship, I spent an awful lot of my time teaching as a graduate instructor and doing research for professors as a GA,” Turner said. “As a result, I did not have a lot of time to do my own research. Graduate students have

an extremely high bar in order to place nowadays. We have to have our own publication record, research agenda and network setup.

“I just did not have two major things: time and institutional resources. DFI provided both of these things for me. DFI gave me the funding to focus on my own research and provided networking conferences which are critical to postdocs and job placement.”

## *What are your future plans?*

“I am off to Harvard in the fall for a postdoc, and then I will join Brown for a couple years for a postdoc,” Turner said. “After that, we will see what happens! I graduate in the summer and then I am officially off to the East Coast.”

## *What advice would you give to students about programs like DFI?*

“I think that the program is something students do not know a lot about and, as a result, they don’t take advantage of the amazing resources that are available here,” Turner said.

“The DFI program gives grad students, regardless of where they are in their program, the same opportunity. Some may think, ‘I am too far into my program to be considered or they aren’t going to want me.’ That is not true. Those last two years of your program are important to setting yourself up as an individual scholar, setting up a research agenda, and showing what you can do. That makes all the difference when you go into job talks and job meets.”

To find out more about the DFI Fellowship and other diversity scholarships available, visit: <https://diversity.siu.edu/scholarships.php>.



## LGBTQ+ HEALTH SECTION OF STUDENT HEALTH SERVICES WEBSITE REDESIGNED, PRIORITIZING INCLUSIVITY

The new section of the Student Health Services website gives more detail on the resources available to LGBTQ+ students at SIUC.

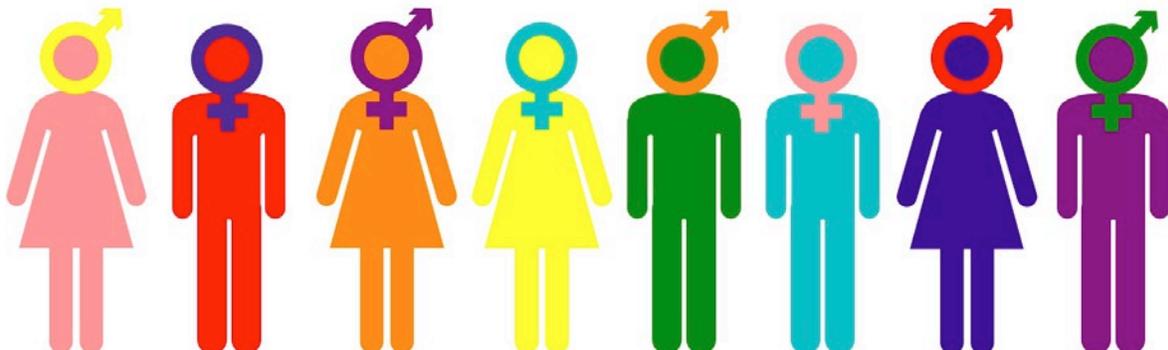
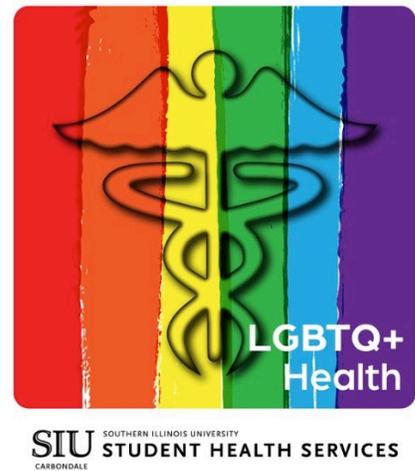
“SIU Student Health Services staff welcomes and affirms students of all gender identities and sexual orientations. We recognize that LGBTQ+ students have many of the same healthcare needs as all SIU students. We also recognize that some of your healthcare needs may be unique and require a greater understanding of LGBTQ+ healthcare. We are committed to providing you with the best care that celebrates and affirms who you are,” the website reads.

Though the website is a recent change, the Student Health Center has been providing services for LGBTQ+ for much longer. Student Health Services has received a perfect score on the 2020 Healthcare Equality Index for their services.

“SIU’s Student Health Services received the coveted Leader designation after scoring a perfect 100 on the 2020 Healthcare Equality Index (HEI),” the website reads. “The Healthcare Equality Index (HEI) is the national LGBTQ+ benchmarking tool that evaluates healthcare facilities’ policies and practices related to the equity and inclusion of their LGBTQ+ patients, visitors, and employees.”

One of the most detailed sections of the website is the Frequently Asked Questions page, where it gives information regarding Hormone Replacement Therapy, PrEP, misgendering, and more.

To visit the website: go to <https://shc.siu.edu/lgbtq-health/>



# PRE-COMMENCEMENT CEREMONIES

“The **Hispanic/Latinx Recognition Ceremony** will be held on Thursday, April 29, at 5:00 pm in the Student Center Ballrooms. We have 162 Hispanic students graduating this spring and summer, including web-based distance learners.

“This is one of the most regarded times of our Latinx students, and I cannot be happier to be able to host this event and collaborate with Hispanic Student Council (HSC). Our keynote for this event will be SIU professor and director of graduate studies in Architecture, Dr. Rolando Gonzalez Torres.”

Cristina Castillo, Hispanic/Latino Resource Center Coordinator

“**Lavender Graduation** is the LGBTQ Resource Center’s annual celebration of SIU’s graduating LGBTQ seniors and grad students. In a normal year, we’d all get together and have a fancy dinner and give ourselves lots of applause. Unfortunately, COVID-19 still has a pretty tight grip on what we can accomplish in-person, and the fact that Lav Grad is usually a well-attended affair, we’ve had to make other arrangements.

“This year’s Lavender Graduation will be held virtually on the LGBTQ Resource Center’s Facebook page on April 30 at 6 p.m. Graduates can register for graduation photos by appointment, reserve a gift bag, and will still receive the customary rainbow cords and certificate!”

Vernon Cooper, LGBTQ Resource Center Coordinator

Follow this link for updates: <https://smrc.siu.edu/lgbtq/lavender-graduation/>

You can contact Vern Cooper with any questions at [vernon.cooper@siu.edu](mailto:vernon.cooper@siu.edu)!

“Black Affairs Council is hosting our annual **Black Excellence Ceremony** on Friday, April 30, 2021, and Saturday, May 1, 2021. The Black Excellence Ceremony is a pre-commencement service and an award-based ceremony to give thanks to those who help Black students succeed on this campus, to the outstanding service for the campus and community, and to those students who have had tremendous success in academics.

“This is our 18th annual Black Excellence Ceremony, and we want to thank everyone who has served the community and the students here at SIU. We expect around 50 people per session at this event. We will be inviting May and Summer graduates, along with faculty, staff, students, community members, and administrators.

“Due to COVID-19, all students will be placed in a session that corresponds with their college. Unfortunately, this year all students cannot celebrate the commencement ceremony all together. Please make sure you select your college. Further instructions and times of the ceremonies will be emailed to you on Monday, April 12, 2021. If you have any questions, please email [blackaffairsCouncil@siu.edu](mailto:blackaffairsCouncil@siu.edu) or stop by our office in the Student Center on the 3rd floor.”

Avian Wilkins, Black Affairs Council President

Please fill out the link below to register for Black Pre-Commencement Ceremony:

[https://forms.office.com/Pages/ResponsePage.aspx?id=55h61U10-UO8kQjeH\\_NxDVkcbrtjGqktJzNnQjhUGx1UQkxJUEdKTk9YN1FQM1FGNkxCNkZRSk9VTy4u](https://forms.office.com/Pages/ResponsePage.aspx?id=55h61U10-UO8kQjeH_NxDVkcbrtjGqktJzNnQjhUGx1UQkxJUEdKTk9YN1FQM1FGNkxCNkZRSk9VTy4u)

*Mark your calendar!*

**DIVERSITY WEEK 2021**

**AUGUST 30 - SEPTEMBER 3**

*Envisioning Inclusivity Call for Proposals*

SIU Carbondale will celebrate its second annual Diversity Week August 30 through September 4, 2021. Through guest speakers, discussions, special presentations, training sessions and various other in-person and virtual events, the Chancellor's Task Force on Diversity and Inclusion seeks to enhance SIU's diversity, inclusion and equity mission.

As new and returning members of the SIU community settle into the upcoming fall semester, Diversity Week 2021: Envisioning Inclusivity will provide an opportunity for individuals from all backgrounds to come together to learn about the SIU system's goals toward Diversity, Equity and Inclusion (DEI) as well as, the rich DEI resources which are available across our campus, classrooms and community.

Diversity Week 2021: Envisioning Inclusivity is currently seeking presentations and proposals from faculty members, students, academic units, administrators, alumni, campus organizations and community partners now through Friday, April 30. If you have any questions, please feel free to contact the Diversity Week Planning Committee Chair, Dianah McGreehan, at [dianah.mcgreehan@siu.edu](mailto:dianah.mcgreehan@siu.edu)

To submit a proposal please go to the following link: <https://form.jotform.com/210765136175152>

**A SEMESTER IN PHOTOS:  
DIVERSITY ON CAMPUS**



Black History Month Kickoff Celebration was hosted by Charah McKinzie, Black Resource Center Coordinator. President Dan Mahony, SIUC Chancellor Austin Lane and Dr. David Briscoe, Professor of Sociology at the University of Arkansas at Little Rock were in attendance as speakers. SIU Alumna Ashanti Weems and Black Affairs Council Coordinator of Administrative Affairs, Avian Wilkins, also participated in the kickoff celebration.



# #ChooseToChallenge

INTERNATIONAL WOMEN'S DAY  
CELEBRATED BY THE WELLNESS AND  
HEALTH PROMOTION SERVICES,  
MARCH 8, 2021.

"It's International Women's Day! Here at Wellness, we #ChooseToChallenge in forging a gender equal world. A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can choose to challenge and call out gender bias and inequity. We can choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world. From challenge comes change, so let's all #ChooseToChallenge."

"The Illinois Senate is now 42% women, and the House is 38% women. ... Even as women continue to break glass ceilings, Covid-19 has exposed a troubling truth: that gender inequities are still very real and fragile. Women are bearing the brunt of the economic fallout."

Illinois Comptroller, Susana Mendoza, speaking at the SIU Women's History Month Kickoff Event, March 1, 2021

Black Women's Brunch was hosted by the Black Affairs Council on March 17, 2021. Thank you to all the women that came out for the event!

# *Diversity & Inclusion*

MONTHLY

*is written by*

Student Juniper Oxford

*edited by*

Office Administrator Jennifer Howell and Administrative Assistant Carol Jackson

*overseen by*

Interim Associate Chancellor for Diversity Todd Bryson

All rights reserved.

Follow us on our social media to keep up on the latest with the Diversity and Inclusion Monthly newsletter.

Facebook: @DIMonthly

Instagram: @dimonthly

Twitter: @DI\_Monthly

---