Sarah Marbes is the Women’s Resource Center Coordinator and the Coordinator for the Center for Service-Learning and Volunteerism.

“In that role, I do the two things in the name. I help faculty use community service to teach course concepts, and I help students make a positive impact in the Carbondale community through volunteerism,” Marbes said.

Marbes recently joined the Student Multicultural Resource Center as the Coordinator of the Women’s Resource Center at the beginning of this academic year. She had previous experience working with the previous Coordinator, Samantha Patterson, on events for the WRC.

“I have been with the Center for Service-Learning and Volunteerism for over two years now, and this summer, I was really excited when there was this opportunity to help students in a different way, through the SMRC,” Marbes said.

Marbes helped to organize Native American Heritage Month in November of last semester. She also worked with the Wellness Center for an event for Domestic Violence Awareness Month in October of last semester.

“This semester, I am really focused on Women’s History Month. I am so excited for March! We have such a great variety of programs to interest students, educate students or just be somewhere they can have fun,” Marbes said.

After March, Marbes will be helping out with the Wellness Center with Sexual Assault Awareness Month in April to develop educational programs. Marbes said there is an exciting kickoff event for Women’s History Month.

“Of course, we will have President Mahoney and Chancellor Lane there to inspire us as the month gets started. Our keynote speaker will be Illinois Comptroller Susana Mendoza to talk about being a woman in leadership and in government. We will have a presentation by the RSO Women of Action,” Marbes said.

Women of Action will be doing a presentation over the WHM theme, “Refusing to be Silenced.” The theme was carried over from last year’s theme, which was “Valiant Women of the Vote: Refusing to be Silenced.”

“We will be looking at some really impactful women from history and be helping our students on the path to achieve great things for themselves,” Marbes said.
MONDAY, MARCH 1
WOMEN’S HISTORY MONTH KICKOFF
5 PM
Speakers include President Dan Mahony, IL Comptroller Susana Mendoza, and Chancellor Austin Lane
YouTube: https://www.youtube.com/channel/UCjwzDpk94qviPM5xLp9Eq

MARCH 1-5
COLLEGE PANHELLENIC ASSOCIATION’S CIRCLE OF SISTERHOOD WEEK
Contact rachel.dunning@siu.edu for more information

WEDNESDAY, MARCH 3
WOMEN IN FITNESS
2:30 - 4 PM
Ballroom AB
Hosted by the Black Affairs Council.
Learn more and register on Facebook: https://www.facebook.com/BlackAffairsCouncilSIUC/

BUT I’M A CHEERLEADER – FILM SCREENING
6 PM
SIU Museum Auditorium, Faner Hall
Co-hosted by the LGBTQ Resource Center. Space is limited.
To register email wrc@siu.edu

MONDAY, MARCH 8
WEAR PURPLE FOR INTERNATIONAL WOMEN’S DAY
LIFE AND LEGACY OF ELEANOR ROOSEVELT
7 PM
The program will include a documentary and panel discussion. Sponsored by the United Nations Association of Southern Illinois and Social Work, School of Human Sciences.
Zoom Registration: https://zoom.us/meeting/register/tJAtfuyrqDwjE9jbwSiIkjuvEMPkh3IUqhqF

THURSDAY, MARCH 11
EMPOWERED TO LEAD: PROFESSIONAL WOMEN IN THE WORKFORCE
5:30 PM
A panel of women from different fields will talk about what professionalism looks like in their industry and whether the standards are different for men and women. Co-Sponsored by the Career Development Center.
Zoom Registration: https://zoom.us/meeting/register/tJIlc-mqrEwE9H31DQJzk9iXV38huUAHfGs

WEDNESDAY, MARCH 17
BLACK WOMEN’S BRUNCH
12:30 - 2:30 PM
Ballroom B
Hosted by the Black Affairs Council. Learn more and register on Facebook: https://www.facebook.com/BlackAffairsCouncilSIUC/

THURSDAY, MARCH 18
THE MARMADUKE LECTURE SERIES PRESENTS AFUA OWUSU
During her 22-year career, Afua Owusu has worked in both radio and television with iHeart Radio as on-air personality and promotions manager, with WLS-TV ABC7 Eyewitness News Chicago as a writer and line producer and with WGN Morning News as the supervising producer. She is the Executive Producer for The JAM TV Show at Weigel Broadcasting.
1 pm – Student & Career Q&A – Students Only
7 pm – Community Discussion with WSIU’s Jennifer Fuller
Learn more and register for these virtual events: http://mcma-events.loxi.io/

SATURDAY, MARCH 20
POLITICS IN PINK
3 PM
Join Alpha Kappa Alpha Sorority for a discussion on the significance of Women Leading in the Political Landscape. The panelists are women in politics from across Illinois.
Learn more and register for Zoom: https://carbondalepubliclibrary.org/register/politics-in-pink/

WEDNESDAY, MARCH 24
DR. ISABEL COBB - SERVING CHEROKEE HEALTH AT THE TURN OF THE 20TH CENTURY
NOON
Dr. Farina King will highlight the life and work of Dr. Isabel Cobb, one of the first female Native American physicians who served her Cherokee Nation between the late nineteenth century and early twentieth century.
Zoom Registration: https://zoom.us/meeting/register/tJEpdeuorTwiEtH01iG3UXakUV38hzUAHGKs

THURSDAY, MARCH 25
INSPIRING LATINAS, SALUKIS’ ALUMNAE: SHAPING THE FUTURE
4:30 – 6:30 PM
A group of Latinas are coming together to have a virtual Charla to catch up and inspire as they share their unique stories of courage, resilience, and empowerment, and how they are shaping the future.
Zoom Registration: https://zoom.us/meeting/register/tJEpdeuorTwiEtH01iG3UXakUV38hzUAHGKs

FRIDAY, MARCH 26
SIU CONFERENCE ON WOMEN
9 AM – WELCOME
This cross-disciplinary virtual conference will educate and empower the SIU community and beyond. Sessions will include round tables, research presentations, and personal and professional development workshops.
Sponsored by: Network of Empowering Women; Success in Engineering through Diversity (SEED); Office of the Associate Chancellor for Diversity; Women’s Leadership Retreat; Organization for Women, Gender and Sexuality Studies (WGSS); Department of Communication Studies; College of Mass Communication and Media Arts; Women, Gender, and Sexuality Studies Program (WGSS); School of Journalism; College of Liberal Arts
Learn more & purchase tickets: https://conferenceservices.siu.edu/conferences/womens-conference.php

TUESDAY, MARCH 30
CONVERSATIONS OF UNDERSTANDING
This series hosts a space for where students, alumni, faculty, staff and the broader SIU communities can share their experiences and thoughts on themes related to diversity, inclusion and equity.
YouTube: https://www.youtube.com/channel/UCvFbnX4azLtmHHw3cz4ubgA

WEDNESDAY, MARCH 31
WHAT’S HER NAME?
NOON
The hosts of What’s Her Name will highlight a few of the women featured on the podcast and take questions on history, storytelling, and podcasting.
Zoom Registration: https://zoom.us/meeting/register/tJMcOmpioq45S_bxujEaEvuSS8ts1bRXeWk
Held Virtually | 9 A.M.- 4 P.M.
Register by March 22

Students - $5 | SIU Faculty/Staff - $10 | Community - $20

Scholarships Available

Individuals with disabilities are welcomed. Call 618/453-5738 to request accommodations.

Conferenceservices.siu.edu

Featured Keynote Speaker: Jackie Spinner
By Dr. Meera Komarraju

“In their book, Through the Labyrinth: The Truth About How Women Become Leaders,” social psychologists Alice Eagly and Linda Carli provide a scientific analysis in making the case that for women, the path to a leadership position is not easy. Women seeking to be leaders follow a route that is a complex journey through a labyrinth (overcoming various obstacles) rather than a traditional climb up a career ladder.

The metaphor of a “labyrinth” captures my personal journey from where I started to my current position as the Vice Chancellor for Academic Affairs. Approximately thirty years ago, I arrived at SIU Carbondale as a part-time, non-tenure track instructor, accompanying my husband as he started a tenure-track teaching position. With a two-year old and an unfinished dissertation, my start in academe was slow. Then came a three-year hiatus as a full-time stay-at-home mother raising our two sons. Still keen on pursuing my professional aspirations, I maintained a tenuous foothold in the academic world for the next fifteen years, teaching part-time or full-time, and keeping up with my research.

So, what kept me going? A love of teaching and a keen desire to excel. Additionally, the support from mentors and encouragement from family were invaluable in maintaining my motivation. Then, about fifteen years ago, a door opened.

After securing a tenure-track position in Psychology, my professional life surged forward. My progress through the milestones of gaining tenure and achieving the rank of Full Professor happened even as I served in administrative roles as Undergraduate Program Director, Associate Dean, Department Chair, College Dean and then my current position. It has been a journey through a labyrinth. My advice for readers, particularly women, who may be interested in pursuing leadership positions? Seek out mentors, strive to excel in everything you do (small or big), lift up others even as you climb, serve selflessly, and let your work speak for itself.”
“March is designated by Presidential proclamation as Women’s History Month. It’s a month set aside to honor the many contributions women have made throughout history. The College of Business and Analytics is proud of the passionate leadership provided by our faculty and staff, as they model what it means to be inclusive and strive to leave a legacy that empowers women.

“This year, the Office of Diversity and Inclusion for the College of Business and Analytics continues this tradition by hosting a 2-day virtual summit “Innovate 2021: Diversifying the Future of Business,” where speakers and workshop facilitators who have national and international business experience will share with our students how the business world is working towards a more inclusive future and how they can contribute to moving the business world forward in a positive way.

“Join us as we explore what’s next in the world of business as we listen, learn, network, and discover with speakers and workshop facilitators actively engaged in diversifying the future of business!”

Jennifer Butler, Ph.D.
Director of the Office of Diversity and Inclusion
College of Business and Analytics
Pronouns: She/Her

INNOVATE 2021:
DIVERSIFYING
THE FUTURE OF
BUSINESS
Virtual Summit
MARCH 16 - 17, 2021

Join us as we explore what’s next in the world of business as we listen, learn, network, and discover with speakers and workshop facilitators who have national and international business experience!

https://business.siu.edu/services/diversity/innovate.html
OPPORTUNITIES FOR WOMEN IN STEM: S.E.E.D. PROGRAM

The Success in Engineering through Excellence and Diversity (SEED) program was founded under the premise of supporting our students through leadership, and excellence, while providing a safe space for underserved populations. Women have and continue to play a critical role in technological innovation and creativity. During the month of March and beyond, we celebrate the women who have been instrumental in advancing technology into what we see today. Women such as Katherine Johnson, Sally Ride, Mae Jemison, Grace Hopper, Hedy Lamarr, Joan Higginbotham, Henrietta Lacks, and countless others have made indelible contributions to STEM and should be recognized. The contribution of women in STEM has long been overlooked and under celebrated. We want to honor these women and celebrate them not just during the month of March but 365 days a year.

To honor our commitment to encouraging and empowering women in STEM we, the SEED program, participate in, organize and support several programs (listed below). We have a continued commitment to support women and want to take this time to show solidarity in the fight for equitable pay, gender equality, equal opportunity, the cessation of gender stereotyping in regards to STEM participation, and an increased understanding pertaining to importance of recruiting and retaining women in STEM academic programs and careers.

S.E.E.D programs in support of women in STEM

- **Girls Involved in Science, Technology, Engineering, Agriculture, Math:** Summer camp for girls grades 6-8
- **Women’s Leadership Retreat:** Empowerment two-day retreat for female students who attend SIUC
- **Conference on Women:** Full-day conference created to support, encourage and empower women
- **WeSTEM mentoring community:** Mentoring community to support women in S.T.E.M. academic programs
- **Society of Women Engineers SIUC:** This is not a SEED program, but we fully support and collaborate with this RSO on a consistent basis.

Tarnisha Green, BSEE, MAT
Director
SUCCESS IN ENGINEERING THROUGH EXCELLENCE AND DIVERSITY (SEED)

By Lori Stettler, Vice Chancellor for Student Affairs

As the vice chancellor for student affairs, I am proud to be an advocate for programming that supports the contributions of women on the SIUC campus. The events and activities surrounding Women's History Month provide us with the opportunity to assist women within our division. Our goals within Student Affairs support and enhance the contributions women have made to our campus and within our division. We celebrate the contributions many women have made to the history and culture of SIUC. As the first female vice chancellor for student affairs, I believe it is my responsibility to assist others in achieving their professional goals. I am committed to increasing the diversity of our division and making opportunities available for others to thrive on our campus. I welcome the opportunity to support and assist other women on campus achieve their goals and dreams.
HISTORICAL PROFILE: 
CHRISTINE JORGENSEN

Christine Jorgensen was born on May 30, 1926. As a trans woman, Christine faced adversity of extreme proportions in early 1950s America when she underwent her transition. Christine was one of the first trans women to undergo SRS (Sex Reassignment Surgery, now called GCS—Gender Confirmation Surgery.)

Christine was known widely for her wit, sense of fashion, her tenacity, and her role in educating the public on transgender issues. She had written a book about her life experiences, titled “Christine Jorgensen: An Autobiography.” The book was later made into a movie, which provided a more fictionalized account and sensationalized her transition in order to promote its success.

Christine had chosen her name after an endocrinologist who helped her transition, Christian Hamburger. Initially, all Christine wanted was privacy after getting back to the United States from her surgery, but she was relentlessly harassed by the press. The New York Daily News ran a story on their front page shortly after entitled “Ex-GI Becomes Blonde Beauty.” After her choice in being publicized was made for her, she decided to make appearances, give lectures, and educate the general public on what it meant to be transgender. In a 1982 interview with Tom Snyder, Christine said she had spoken with over 200,000 students through her lectures.

Though treated with disrespect and contempt by the press and the public, Christine Jorgensen’s contribution led to the de-stigmatization of trans women in the United States. Christine’s example encouraged the trans community to pursue their transition in the face of adversity, including changing legal name and gender marker. Trailblazing trans women like Christine Jorgensen, Lili Elbe, April Ashley, Frances Thompson, Lucy Hicks Anderson, Crystal LaBeija, and countless others, have given women of transgender experience the courage to be their authentic selves today.

FIRST SALUKI CENTER, DR. LANEL LOVE AWARDED SILVER AWARD

Lanel Love, PhD and the First Saluki Center program have received the 2021 National Association of Student Personnel Administrators (NASPA) Excellence Silver Award in the First-generation Student Success Category.

NASPA Excellence Awards are awarded every year to our members who are transforming higher education through exceptional programs, innovative services, and effective administration. “The First Saluki Center Program at Southern Illinois University has proven to be an outstanding program that contributes to the success of students and the continued growth of the student affairs profession.”

Congratulations again to Lanel and the First Saluki Center Program!

—NASPA
# MARCH 2021 DIVERSITY TRAINING SCHEDULE

<table>
<thead>
<tr>
<th>DATE</th>
<th>TIME</th>
<th>TRAINING</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, Mar. 2</td>
<td>9 – 11 am</td>
<td>White Privilege (staff only)</td>
<td>SSB 150/160</td>
</tr>
<tr>
<td>Tuesday, Mar. 2</td>
<td>Noon – 2 pm</td>
<td>Allyship for the LGBTQ+ Community: How to Use Pronouns</td>
<td>Zoom</td>
</tr>
<tr>
<td>Thursday, Mar. 4</td>
<td>9 – 11 am</td>
<td>Diversity &amp; Inclusivity Level 2</td>
<td>Zoom</td>
</tr>
<tr>
<td>Monday, Mar. 8</td>
<td>10 am – Noon</td>
<td>Ableism in Higher Education</td>
<td>Zoom</td>
</tr>
<tr>
<td>Tuesday, Mar. 9</td>
<td>1 – 3 pm</td>
<td>Anti-Racism/Anti-Bias Level 2</td>
<td>Zoom</td>
</tr>
<tr>
<td>Thursday, Mar. 11</td>
<td>10 am – Noon</td>
<td>Diversity &amp; Inclusivity Level 1</td>
<td>Zoom</td>
</tr>
<tr>
<td>Monday, Mar. 15</td>
<td>10 am – Noon</td>
<td>Fatphobia: What is it, how does it affect people, and how do I contribute to it?</td>
<td>Zoom</td>
</tr>
<tr>
<td>Tuesday, Mar. 16</td>
<td>5:30 – 7:30 pm</td>
<td>Diversity in the LGBTQ+ Community (by LGBTQ+ folks, for LGBTQ+ folks)</td>
<td>Zoom</td>
</tr>
<tr>
<td>Thursday, Mar. 18</td>
<td>Noon – 2 pm</td>
<td>Allyship for the LGBTQ+ Community: How to Use Pronouns</td>
<td>SSB 150/160</td>
</tr>
</tbody>
</table>

## TRAINING DESCRIPTIONS

### Allyship for the LGBTQ+ Community: 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.

### Anti-Racism/Anti-Bias Level 2 – Staff or Students
This training is meant for those who 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.

### Diversity & Inclusivity Level 1
This is a basic training on concepts of diversity, privilege, power, intersectionality and allyship. This training will provide information and education as well as opportunities to discuss how diversity and inclusivity apply to your context. This training is for both staff and students.

### 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 in 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.

### 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.

### Diversity & Inclusivity Level 2 - Staff
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.

### 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.

For more information, contact us at 453-2126 or diversitysiu@siu.edu. For disability accommodations call 618-453-5738.
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

REDUCING BIAS AND INCREASING DIVERSITY

FOR ADMINISTRATORS
Tailored for those overseeing the hiring process. Topics will include: information and best practices for advertising language, charge meetings, legal requirements, advertising vs. recruiting, and implicit and explicit bias in the hiring process. Sessions offered as remote meetings through Teams.

Administrator sessions (90 minutes)
Wed., March 17, 9:30 am

FOR SEARCH COMMITTEES
Designed for anyone who is or may in the future serve on a search committee. Topics include: information on reviewing applications, writing interview questions, choosing disposition codes, selection procedures, confidentiality, researching applicants, checking references, interacting with applicants and overall best practices. Sessions offered as remote meetings through Teams.

Search Committee sessions (90 minutes)
Wed., March 3, 9 am
Tue., March 9, 2 pm
Thu., March 18, 1:30 pm
Tue., March 23, 10 am

FOR SUPPORT STAFF
Created for personnel who assist in the hiring process. Topics include: cultivating SIU Carbondale’s image and reputation with applicants and ways to assist search committees and administrators with their roles in the hiring process. Sessions offered as remote meetings through Teams.

Support Staff sessions (60 minutes)
Thu., March 4, 1:30 pm

All workshops will be via Microsoft Teams

Please register at AFFACT.SIU.EDU
A TRIBUTE TO HER STRENGTH AND SIGNIFICANCE DURING HER TIME AS OUR FIRST LADY

“The sculpture commission was an important opportunity for me. During the project, I was able to meet with Dorothy Morris on several occasions and learn a bit about her history and time at SIUC. The project was inspired by an alumnus who was very interested in commissioning the sculpture. In meeting with the donor, I learned how important Mrs. Morris was to students and others who knew her. Dorothy Morris had a deep commitment to students and the vital mission of SIUC and was much loved.

“In meeting with Dorothy Morris, I learned that the Morris’s first campus residence had been located where Faner Hall now stands. In discussing the potential locations for the commission, Mrs. Morris expressed the strong desire for her likeness to be located within the present garden area at the north end of Faner, as this had been the site of her garden and former home. This conversation greatly informed my vision for the portrait commission. The idea for her strong, yet gentle presence, with a gaze and stance which could imply movement through the garden was important. I became aware that during her time as SIU’s first lady, she regularly interacted with students and frequently invited students for tea and conversation in her home and garden. Dorothy Morris was loved and appreciated by many students and others who knew her. My portrait of her is intended as a reflection of and tribute to her strength and significance during her time as our first lady.

“After I completed the modeling of the sculpture in oil clay, the sculpture was cast at SIUC School of Art and Design’s foundry under the direction of sculpture professor emeritus Tom Walsh. Numerous graduate students in the sculpture area contributed to the process, with then graduate student Todd Frahm taking the lead with fabrication and finish after all the components for the sculpture were cast. Initially I was approached for the commission due to my experience with figurative work. Although I am a painter and teach drawing and painting in the School of Art and Design, I had some experience working from the figure sculpturally and believed I could take on this project. This commission was my first portrait commission and the only life-sized full figure sculpture I have ever made. It was important to the donor that the work for the commission be conducted at SIUC if possible.”

Erin Palmer, Associate Professor, School of Art and Design
ACROSS CULTURES AND TIMES: HOLIDAYS CELEBRATED DURING MARCH

March 10
Harriet Tubman Day
National Women and Girls HIV/AIDS Awareness Day

March 15
World Day of Muslim Culture, Peace, Dialogue, and Film

March 17
St. Patrick’s Day (Western Christianity)

March 20
Feast of the Supreme Ritual (Thelema)
National Native HIV/AIDS Awareness Day
Disablót (Asatru)
Ostara (Paganism)

March 21
World Down Syndrome Day

March 22
World Water Day
Emancipation Day (Puerto Rico)

March 31
Transgender Day of Visibility
César Chávez Day
Equal Pay Day
Thomas Mundy Peterson Day

SIU LGBTQ RESOURCE CENTER
ON TRANSGENDER DAY OF VISIBILITY

“Visibility is a complicated issue for transgender people. There is risk in being seen. But the path to acceptance unfortunately requires that risk. Days like Transgender Day of Visibility allow us to be seen on our own terms, and there is power in that. The day is a way for us to invite allies to join us in celebrating ourselves. It’s important to recognize that we are more than our stereotypes and our struggles. We are also just people trying to live a life of meaning and dignity.”

Vernon Cooper, LGBTQ Resource Center Coordinator

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

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