

# Diversity & Inclusion MONTHLY

*“All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential.”*  
— Harvey Milk



## Looking Back: Events of October 2020

### LGBTQ HISTORY MONTH: CLEAR THE CLOSET

As part of LGBTQ History Month, the LGBTQ Resource Center and the Career Development Center sponsored Clear the Closet on October 8. The goal of the event was to provide an opportunity for students, staff and faculty who may be changing their gender presentation or style to select clothes for free. The clothes have been donated through various clothing drives.



“The students sign in, get some non-latex gloves and a bag, and they can go around – we have about ten stations full of different styles and sizes of clothing. They can just shop for whatever they want. I am encouraging students to take as much of it as they want.” -Vernon Cooper, LGBTQ Resource Center Coordinator

### CONVERSATION OF UNDERSTANDING: STRATEGIES AND ACTIONS TO DISMANTLE SYSTEMIC RACISM



The fourth Conversation of Understanding was held on October 14. The event brought together students, faculty, staff and alumni to discuss their experiences and ideas on the evening’s topic: “Strategies and Actions to Dismantle System Racism.” The YouTube event received more than 350 views from SIU Carbondale and SIU Edwardsville. President Dan Mahony, Carbondale Chancellor Austin Lane and Edwardsville Chancellor Randy Pembroke were in attendance as speakers. [youtu.be/-e7\\_t4hxK9Y](https://youtu.be/-e7_t4hxK9Y)

### PAINT AND SIP

“Paint and Sip” was hosted by the Black Affairs Council and had full attendance within COVID capacity. This was the last outside event for the Black Affairs Council before midterms, providing students the opportunity to relax and paint together.



“The event is called Paint and Sip. We aren’t promoting alcohol, but we have some Izzy’s and fake wine cups.”  
-Avian Wilkins, President of BAC

### SALUKI FRESH CHECK DAY



Saluki Fresh Check Day was on September 24. The dancing presenters include the LGBTQ Resource Center, SIU Wellness and Health Promotion, the SIU Recreation Center and others. Saluki Fresh Check Day is a way to promote mental health by setting up interactive booths and allowing engagement with students. This year, Fresh Check Day was on Zoom, but that did not stop staff from organizing another successful event. The live stream currently has more than 180 views.

# NATIVE AMERICAN HERITAGE MONTH

Fall 2020

## UPCOMING EVENTS

### NATIVE AMERICAN ROCK ART OF ILLINOIS

**Thu., Nov. 12**  
**Noon**  
**Zoom**

Dr. Mark Wagner, Director of the Center for Archaeological Investigations, has been studying Native American rock art of southern Illinois for the past 20 years.

### INCLUSIVE CONVERSATION: MISSING AND MURDERED INDIGENOUS WOMEN

**Fri., Nov. 13**  
**12:15 pm**  
**Zoom**

Inclusive Conversations are designed to create opportunities to discuss cultural matters relevant to the health of the University community. At this session, Krista English will introduce participants to the epidemic of missing and murdered indigenous women.

### APPRECIATION AND APPROPRIATION (PANEL DISCUSSION)

**Wed., Nov. 18**  
**4 pm**  
**Zoom**

The panelists will share information about cultural tools and symbols and offer advice on how to appreciate culture without appropriating it.

### NATIVE STORYTELLING

**Thu., Nov. 19**  
**6 pm**  
**Zoom**

Terry Brockie and John Stiffarm, two A'aninin speakers from Montana, will share indigenous stories that have been passed down to them.

### DIGITAL FLYER WITH ACTIVE LINKS AT [SMRC.SIU.EDU](https://smrc.siu.edu)

# College of Health and Human Sciences (CHHS): Diversity, Equity and Inclusion Committee Plans and Vision



Stephanie Bennett, Chair

*“To me, diversity is important because we need to have appropriate inclusion and opportunities for all Southern Illinois University faculty and staff. People should be treated the same regardless of things such as gender, age, socio-economic status, sexual orientation, race and other ideologies. We need to create a safe and welcoming environment for everyone who looks to call Southern Illinois University their home.”*

*-Stephanie Bennett, Chair of the CHHS Diversity, Equity and Inclusion Committee*



Cara Doerr, CHHS Recruitment and Retention Coordinator

## *What is your professional relationship to the committee?*

Cara Doerr: “I am on the committee. I handle recruitment and retention for the college. I have been at the university for a long time, and I have been in CHHS for a long time as well. I’m very familiar with the diversity, equity and inclusion initiatives of the university and with the initiatives of our college.”

## *How is the chair of your committee chosen?*

“At our first meeting, we typically ask for a volunteer to chair the committee and Stephanie Bennett, an automotive technology student, volunteered. The committee members were really excited that we had a student who wanted to chair because it’s an important committee – one that is really for students. We were especially excited since Stephanie is in the college.”

## *What are the objectives of this committee?*

Stephanie Bennett: “Our objectives are to retain our diverse population within the students and the faculty. Some of the ways that we are trying to do that are offering resources to students and faculty about diversity and inclusion throughout the college – resources that they can use.”

## *How does the CHHS Diversity, Equity and Inclusion Committee help the college toward its goals?*

Cara Doerr: “We are currently organizing a book club by compiling lists of recommended books as well as documentaries and movies. Once all of the lists are compiled, we will designate a leader for each discussion. We will make these lists available for everyone in the college and hopefully invite others across campus to join our book club. The hope is that there will be books that will apply to the fields that students are studying. For example, one book the committee talked about was *The Immortal Life of Henrietta Lacks*. That particular book has to do with ethical research, people who are marginalized, and when [those who are marginalized] are taken advantage of. The story also has to do with various aspects of the healthcare industry – it could apply to a lot of areas in the college.”



## Student Spotlight: Katya Saldana

Katya Saldana is a senior cinema and photography major at SIU Carbondale. She is minoring in radio and television.

“I am mostly interested in screenwriting, maybe cinematography and directing, but mostly screenwriting,” she says. “When I came to SIU, I started to love screenwriting a lot more, whether it be for a television show or a film, feature length or short film. I am very interested in writing and some camera work as well.”

Saldana works at the Student Multicultural Resource Center (SMRC) and at WSIU as a graphic designer.

“At first I was hired at SMRC as a publicist. I wanted to capture the events that were happening during Hispanic/Latinx Heritage Month, Black History Month and Native American Heritage Month. I was taking photographs and videos to promote SMRC. SMRC helped me so much so I wanted to let other students know, especially incoming students, that these resources are available. If you feel out of place as a minority, the staff at SMRC are available to assist you. They helped me a lot when I first came to SIU. As a transfer student, I really did not know anyone. SMRC connected me to other people and other students who were in a similar position. Whether you are a transfer student or a freshman, the staff at SMRC are here to help you.”

Saldana also is a Deferred Action for Childhood Arrivals (DACA) student.

“My friends would travel to other countries. They would have vacations and go to other places. They would ask ‘Hey, why don’t we go to Mexico or Canada?’ and I would say, ‘well, that is not really a possibility because if we leave, we won’t be able to come back or it would be extremely difficult to come back home.’ I really did not understand why until I got older, and I started to learn more about what being undocumented meant and what struggles other people like me would go through.”

For a time, the educational future for Katya was hard to think about.

“At the end of my middle school years, there was talk about high school and college, especially college,” she says. “People would talk about financial aid; you could get these scholarships and stuff, but they were only for U.S. citizens. I was told that I could not receive the same opportunities because I was not born here, because I was missing a couple of papers.”

“Then DACA became a thing, and there were more scholarships and more doors opening. That allowed me to go to school, and SIU was a school that was DACA-student friendly. SIU offered generous scholarships and that was what made me come here.”

At SIU, Saldana was able to find allies in the faculty and staff.

“Cristina Castillo, one of my advisors, welcomed me on the first day that I moved in. She wanted to meet with me, talk to me and tell me of all these resources that were available to me. The faculty have been very welcoming, and SIU’s resources have been very, very helpful.”

“As a transfer student, I really did not know anyone. SMRC connected me to other people and other students who were in a similar position. Whether you are a transfer student or a freshman, the staff at SMRC are here to help you.”

# Dr. Thomas Parham, SIU Alumnus, Hosted Diversity Week Keynote Presentation

Dr. Thomas Parham is the current president of California State University, Dominguez Hills (CSUDH). He is also an alumnus of Southern Illinois University Carbondale. On Monday, October 19, he gave a presentation entitled “Where Do We Go From Here? A Call to Action.”

“*Where Do We Go From Here* is the title of a book that Dr. King wrote back in 1967,” Parham said. “A lot of people were asking, well why would you write a book about where we go from here? Well, when he wrote the book in 1966, he made two observations. One was, despite the historic legislation, the country had been slow to actually change. The whole country had raised their sensitivity to a range of social issues but they had not decided on whether they were prepared to usher in a different measure of equality.”

“The second observation that he made was that the movement was made by many young people, in terms of its composition,” he said. “The young people in the movement were getting very reckless. He understood that he had to talk with them and understand the young people who were anxious and reckless for progress to occur.”

Parham received his doctorate in psychology from SIU Carbondale in 1982. He came to Carbondale as a graduate student in 1978 after receiving his master’s from Washington University in St. Louis, Missouri.

“The challenge for SIU going forward is to try to develop a set of metrics that will allow them to chart how they are making progress in some of those areas,” he said. “That would be most important and essential for them, but also to approach the task with a measure of hope that we can be better, that we can be more authentic in our relationships with people, and that we can find a way to achieve that sense of equity if we all just work towards it.”

To watch *Where Do We Go From Here*, presented by Dr. Parham: [youtu.be/1BQiyieQyOc?t=113](https://youtu.be/1BQiyieQyOc?t=113)



# Graduate Student McCall Logan on Women, Sexuality, and Gender Studies and Playwriting



McCall Logan is a theatre major with a concentration in playwriting. Logan will be receiving a certificate in Women, Gender, and Sexuality Studies (WGSS) and also teaches classes in WGSS.

“My second-year play already went up and is available on YouTube; my thesis play, I think, will be performed in February or March of next year. I am still working on my thesis play,” Logan said.

Logan’s second-year play was about individuals coming out to their family as nonbinary.

“It was largely based on my coming out to my family for the second time. I had come out to them previously as a lesbian back in 2013. I came out again to them as a nonbinary person a couple years ago. It’s definitely not the exact story of me in my coming out experience. I did take some creative liberties,” Logan said.

Logan teaches three classes: Multicultural Perspectives on Women, Gender, and Sexuality, Gender and Sexuality in Film, and a 101 course on Public Speaking. All three of these classes will be taught in the spring semester, and Logan is currently confirmed to be teaching the WGSS courses.

“We talk about, for one, how women experience the world and what it is like for them. We talk about how gender and gender roles affect people. We also talk about how vast sexuality is and gender is. Some people think it is very simple, that if you have XX chromosomes or XY chromosomes, your destiny is set, basically, but that is not true. We learn that gender is a performance that we put on every day and you don’t even realize it, that you are performing every day. You learn about yourself, really. You learn that the world is a lot more complicated than you could ever imagine, really,” Logan said.

Logan’s second year play, entitled Death of a Woman: [youtu.be/TQ3MuMDRGQ8](https://youtu.be/TQ3MuMDRGQ8)

## UPCOMING VIRTUAL EVENT FOR THE COLLEGE OF BUSINESS

The Office of Diversity and Inclusion for the College of Business and Analytics is hosting a virtual event entitled, “Influence and Inclusion: A Conversation on How Marketing is Becoming More Diverse and Shaping Societal Change” on November 12, 2020, from 4 - 5pm.

Marketing has the power to influence society through its messages. Companies and brands are responding to an ever-diversifying base of consumers and a call for social justice. A climate of change is upon us. Join us as we have a conversation with the CEO/ Founder of Black Girl Digital, the Founder/Creative Director of Brazen Marketer, and the Senior Director of Integrated Intelligence for the W2O Group. The experiences they bring, the insights they’ll share, and the passion they have for marketing and making marketing inclusive makes this an event you won’t want to miss.

Register to join the conversation by going to [poply.com/r/BVYeXG](https://poply.com/r/BVYeXG) or by emailing Dr. Jennifer Butler at [jennifer.butler1@siu.edu](mailto:jennifer.butler1@siu.edu).

# INFLUENCE AND INCLUSION: A CONVERSATION ON HOW MARKETING IS BECOMING MORE DIVERSE AND SHAPING SOCIETAL CHANGE

November 12, 2020, 4pm



**Vanessa Rowley**  
Founder, Brazen Marketer



**Jocelyn Jackson**  
Sr. Director, W2O Group



**LaToya Shambo**  
CEO, Black Girl Digital

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

# *Diversity & Inclusion* MONTHLY

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