

Diversity & Inclusion MONTHLY

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

— Maya Angelou



Chancellor Lane on Diversity at SIU Carbondale

What would you say to someone who says SIU does not have events and opportunities related to diversity?

Chancellor Lane: "I would say that sometimes, believe it or not, those events exist but they may not be communicated to the masses in terms of where they are, what actual activity it is, and how students can connect to those activities. So, I don't think there is ever enough. School is not just academics. It's not just classroom work. It's actually coming to school so you can find yourself. It's trying to find out who you are, finding out some of the things you have not been exposed to, whether it is other cultures, other genders or personalities or religions. The beauty of coming to college is that you can explore and be able to find out the direction and path you want to take. Those diversity and inclusion activities can actually help that. That is the idea, that it can spark a thought or interest in something you did not even know existed."

What is your vision for SIU in terms of diversity and inclusion?

Chancellor Lane: "SIU, if you look back on the history of our institution, we actually were a university where we have been diverse before other universities that I attended. I went to University of Oklahoma, University of Alabama, and a lot of those institutions did not even allow African American students to attend until close to the late '60s and early '70s. The first African American graduate of SIU actually bears my last name. His name is Alexander Lane. He was here late 1800s. You talk about Dr. Harold Bardo and some other legends that were here. Dr. Seymour Bryson was here in the mid-'50s. There weren't a lot of African Americans able to go to any state universities that were predominantly white in the mid-'50s. SIU has always had this diversity angle, whether it was for African Americans, students of color, or women, if you start thinking of women in terms of our status as a teachers' college. What I hope to achieve as a university is to have diversity as it relates to race, as it relates to gender, as it relates to sexual orientation, as it relates to socio-economic status. I want us to be a



Chancellor Lane and students handing out face masks.

melting pot of all of those things because that is what the world is. I don't want our university to operate in a bubble. We can't operate in a bubble. It won't work. I want to have differences of opinion. I want conversations of understanding. I want people to agree to disagree, but to do it in an environment that still has respect and that is free of discrimination, harassment or intimidation. That is what we are having in terms of the problems of the world right now. It is because those things are not cared for. I would hope that we would be training the next generation of students that go out and are able to express themselves because they were able to do it here."

What can you tell us about the task force for diversity and inclusion?

Chancellor Lane: "The task force is being led by Mr. Todd Bryson. That is a task force that we put together after the first couple of days that I had arrived. The idea was that this task force would take a broad look at our university and really assess how we were doing in the area of diversity as it relates to our policies and certain practices that we have here, as it relates to employees,

faculty, staff and students. We wanted to take a broad look at how diverse we really are. And to take an even broader look at putting things in motion if we needed to fix some areas that are just, quite frankly, out of sorts. The idea with that committee is that they identify key areas across campus and in our community of things that we need to focus on – things that have probably been neglected over some time or things we haven't really put attention on. The biggest piece there is the idea of systemic racism that may exist within our institution without us really even knowing it. How do we finally have conversations? You may have heard of the systemwide Conversations of Understanding that we have had on Zoom. I think we have had two or three. How do we have those discussions within our institution to really deal with those, sometimes, issues that are hard to talk about and that people don't always talk about? We are really trying for this committee to be our guiding light on identifying areas where we can get better as it relates to diversity and inclusion."

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Who is someone at SIU who has inspired you because of their hard work to promote diversity and inclusion?

Chancellor Lane: "The students. I have got to put it back on the students. When I was almost here, doing the research to come here, I was just impressed with the amount of social activity among the students. They were engaged. I have been to places where they have not been engaged. The students here impress me because they have been engaged in movements that have had a profound impact on the entire country. They are not here just throwing frisbees or throwing footballs in their off hours, out here on the lawn. They are actively engaged in societal issues as it relates to social injustice, racial discrimination, you name it, our students are doing it. I think that is a very good thing."

Any words you have for the staff, faculty, and students at SIU about this new term?

Chancellor Lane:

For faculty,

"Continue to inspire the minds of our students as it relates to what's happening out here in the world. I think our students want to be engaged with research and knowledge that can help move our society forward. Our faculty have a great opportunity to keep opening up the minds of our students, and they do that well."

For students,

"Rob the faculty of their knowledge. Rob 'em, right? You paid for it in tuition, but there is so much more that you can pull out of their minds because they've got it, they've got the information. You have got to go get it. You have to take that information and mold it into a way that will help you with your career and your life. Stay engaged, get the information, steal the knowledge. You don't have to steal it. You know what I mean."

For staff,

"Support our students on their journey. Support faculty and their journey in terms of what they are doing in the academic world. The faculty is the core of learning but the staff is the glue that holds it together."



Feyisayo Arowolo is Awarded SIU George Floyd Equity and Justice Scholarship

Arowolo's essay on what she learned from the issues or national response associated with the death of George Floyd won her the George Floyd Equity and Justice Scholarship. Arowolo was picked from dozens of applicants and will be receiving a \$1,000 scholarship. The scholarship is funded by donations to the SIU Foundation and will be awarded each year to an entering SIU freshman.

Saluki Conversations

Tuesday, September 29 • 5 - 7 p.m.

"The Disparate Impact of Covid-19"

Zoom link and more information provided later.



Saluki Athletics Announces Creation of Student-athlete Led Saluki Unity Organization

Saluki Unity will focus on LGBTQ issues, mental health and well-being, women's empowerment, and racial and social justice. The student-led group will report to the Student-Athlete Advisory Committee and meet regularly with members of administrative staff, including Director of Athletics Liz Jarnigan. According to a press release by Saluki Athletics, "Jarnigan leads the department's Diversity and Inclusion Committee that consists of more than 20 athletics staff. The committee focuses on addressing athletic department policies as they relate to equity and diversity, in addition to providing listening space for student-athletes, and planning for continued implementation of initiatives throughout the year."

Saluki Athletics Department's goals for the academic year will be to:

1. Actively **listen** to student-athletes and engage them in the process of educating hearts and souls,
2. Establish a united front between student-athletes and staff in efforts to establish meaningful and impactful racial and social justice initiatives,
3. Ensure every student-athlete and staff member is trained in diversity, equity and inclusion.

The Black Resource Center will be hosting **Motivation Mondays**

Motivation Monday will occur on even Mondays throughout the semester with a morning and afternoon session beginning on September 28.

For more information or to register, email brc@siu.edu.

SALUKI SCANNER: THE SIGNS OF SIU



SIU displayed signs welcoming students, staff, and faculty from all backgrounds to campus.

SALUKI SUCCESS: SEMESTER SCHEDULE INCLUDES DIVERSITY AND INCLUSION

The Saluki Success course, also known as UNIV 101, is a course that all incoming students take. It is a primary orientation for students to SIU and their academic units. For this reason, we added to our workbook a special statement on ongoing protests for racial equality.

We have discussion points on D&I at multiple times during the semester; during these discussions we invite students to share stories related to experiences they have connected to their identities – good or bad – as they join the Saluki family. Instructors report issues, which we pass along to the provost and the dean of students. We aim to ensure that any reports of instances of microaggressions are not tolerated.

We are most proud to be engaging students with a video “The Diversity History of SIU Carbondale.” This video, narrated by Dr. Nilanjana Bardhan of the Department of Communication Studies, was produced by Office of Associate Chancellor for Diversity and highlights many important facts about SIU, including that SIU graduated many black alumni well before most universities in Illinois had desegregated.

Our goal with these initiatives is to show our newest Salukis that we must all work together to achieve the mission of the institution, a mission that explicitly outlines D&I as one of its pillars of success.

Craig L. Engstrom, Ph.D.
UNIV 101 - Course Advisor

Hispanic/Latino Resource Center to Host 2020 Hispanic/Latinx Heritage Month

Hispanic/Latinx Heritage Month occurs from September 15-October 15. Resource Center Coordinator Cristina Castillo released the following calendar of events:

EVENT	DATE	TIME	PLACE
Kick-Off	Tuesday, September 15	4 - 5 p.m.	Zoom and Youtube
Training*	Thursday, September 17	10 a.m. - 12 noon	Virtual live
Training*	Monday, September 21	10 a.m. - 12 noon	Virtual live
Salsa Dance	Wednesday, September 23	6:30 p.m.	Virtual live
Piñata Making	Wednesday, September 30	4:30 p.m.	Virtual live

For more information: visit Hispanic/Latino Resource Center at SIU on Facebook, visit @siu_hlresource on Instagram. Questions? Email HLRC Coordinator Cristina Castillo at cristina.castillo@siu.edu.

*Best Practices: How to Better Serve Hispanic/Latinx Students in Higher Education.

LGBTQ Students Listserv

Stay up-to-date on campus events and announcements for LGBTQ Students. Subscription is confidential! Just create a login with your SIU email address and you're ready to connect. Email Coordinator Vern Cooper at vernon.cooper@siu.edu for the Listserv link.

Coming Soon

QUEER MENTORS AND LEADERSHIP PROGRAM

Interested in getting on the mentor track? Just want to meet some people and get some experience?
Subscribe to the listserv to receive the application open announcement.

Paul Simon Public Policy Institute Internship Opportunities

ALEXANDER LANE INTERNSHIP

In honor of the first African-American male graduate of SIU, this internship sends one student to Springfield to work with a minority member of the Illinois General Assembly during the legislative session.

LATINO HERITAGE LEGISLATIVE INTERNSHIP

This internship sends one minority student to Springfield during the spring 2021 legislative session to work with the Illinois Legislative Latino Caucus.

BARBARA BROWN INTERNSHIP

In honor of Barbara Brown, a three-degree Saluki and SIU professor, this internship sends two students to Springfield, Illinois, during the spring 2021 legislative session.

All applications for Spring 2021 internships are due by Monday, October 12, 2020.

Apply at paulsimoninstitute.org/student-opportunities and email paulsimoninstitute@siu.edu with any questions.

The deadline for the October issue of *Diversity & Inclusion Monthly* is September 18. Please send information to diversity@siu.edu.

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

Diversity & Inclusion MONTHLY

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