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ODEI PATHWAYS 2021

HUMBOLDT STATE UNIVERSITY - DIVISION OF ACADEMIC AFFAIRS

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



Introduction – By Dr. Elavie Ndura



Greetings HSU Students and Colleagues! Greetings Community Partners!

Radiant fall colors are brightening our campus and community, and making the beautiful North Coast trails even more enticing! We hope that you take time to enjoy your surroundings, maybe even catching peacefully tumbling fall leaves as you welcome the changing season with awe. We are grateful for our partnerships with the City of Arcata, local organizations, and businesses as we work together to make Humboldt County a safe and welcoming place for everyone, our diverse backgrounds and experiences, a home away from home!

We are pleased to share with you the October 2021 issue of *ODEI Pathways*, the monthly newsletter of Humboldt State University's Office of Diversity, Equity, and Inclusion. The Office of Diversity, Equity, and Inclusion (ODEI) is Humboldt State University's (HSU) leading force in building bridges of caring and engaging critical social consciousness to bolster commitments and actions that seek to dismantle oppressive structures in policy and practice while elevating all community members' sense of belonging, success, and well-being.

ODEI's mantra is "Listen-Collaborate-Transform." Grounded in our HSU institutional framework of inclusive excellence and in partnership with other campus units, we offer a variety of professional development opportunities that enhance capacities to communicate across differences and work together to build affirming communities in and outside the classroom. Cross-cultural communication is essential to create communities where all students, staff, faculty, and neighbors can bring their authentic voices and experiences.

ODEI's transformative work extends beyond the HSU campus. Through equity arcata, a premier University-community partnership, we collaborate with the City of Arcata, local organizations, and businesses to create and nurture a safe and welcoming community throughout Humboldt County and the California North Coast. This issue of *ODEI Pathways* highlights the positive impact of such partnerships.

OCTOBER 2021 Newsletter

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Introduction – By Dr. Elavie Ndura (Continued)

We start by acknowledging and featuring Indigenous People's Week that HSU celebrates October 7th through October 14th. During Indigenous People's Week and beyond, we invite you to take a moment to reflect and take intentional action to support our HSU Indigenous students, faculty, staff, and community members.

Following the Indigenous People's Week acknowledgement, we share program updates related to ODEI and equity arcata. We conclude by sharing ways in which you can engage in our shared quest for inclusive excellence and efforts to create safe and welcoming communities on and off campus.

Please come visit us in our new office suite, Siemens Hall Room 215. Enjoy *ODEI Pathways*, and feel free to contact us with comments and suggestions through our office email address at diversity@humboldt.edu.

Peace,
Dr. Elavie Ndura
Associate Vice President & Campus Diversity Officer

MISSING AND MURDERED INDIGENOUS WOMEN (MMIW)



MMIW is a movement working to end physical and sexual violence against Indigenous women, girls, and two spirit people. Of all reports of missing and murdered women, the highest percentages are of Native women and girls. Twice as many Native women experience violence than in the total population, and four out of five Indigenous women experience violence. The murder rate for Indigenous women is 10 times the U.S. average and the murder rate is three times the rate of white women. These 2018 statistics for MMIW as well as more information can be found at the [National Conference of American Indians Policy Research Center's](#) Research Policy Update.

If you have information that could help find MMIW victims, text BIAMMU and your tip to 847411. To report a case, call 1-833-560-2065 or email OJS_MMU@bia.gov.



HUMBOLDT STATE UNIVERSITY

TOPIC OF THE MONTH

INDIGENOUS PEOPLE'S WEEK OCTOBER 7TH THROUGH THE 14TH

HSU celebrates Indigenous People's Week October 7th through October 14th. This week encompasses Indigenous People's Day that centers the Native experience and acknowledges that calling the day Columbus Day erased the history of the genocide caused by colonizers. Another important detail to note is that Christopher Columbus never set foot on the shores of what we now call North America. He reached the shores of Taíno territory in what is now called the Caribbean. We celebrate the vitality and resilience of Native peoples to right this history.

We encourage you to make time to attend one or more of the following events.

For more information, please reach out to ITEPP and/or the Department of Native American Studies.

Tentatively scheduled events include:

Thursday, October 7th

ITEPP Fall Native Student Welcome

Featuring Indigenous Comedienne Adrienne Chalepha

Friday, October 8th

NAS Food Sovereignty Lab Groundbreaking

Monday, October 11th

ITEPP Frank Wain, award-winning Sicangu Lakota hip hop artist and music producer from the Rosebud Reservation in South Dakota

Tuesday, October 12th

ITEPP HSU Alumni Native Women Panel

Carolyn Dunn, Heather Hostler, Maggie Steele, and Penelys Druz

Wednesday, October 13th

Decolonizing Sustainability Speaker Series: We Have Always Been Scientists.

Western Science, Sustainability & the Delegitimization of Indigenous Knowledge Systems

ITEPP HSU Alumni Native Men Panel - Cory Gray, Calvin Hedricks



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PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

Faculty Cluster Hiring

The Faculty Cluster Hiring (FCH) process continues to evolve. At HSU, the goal of the FCH is to animate our institutional vision of inclusive excellence and make demonstrable progress toward HSU's main strategic priority of inclusive student success. With HSU soon to become a Polytechnic Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI), we must redress the current cultural mismatch between our faculty and student demographics and increase the numbers of faculty from historically excluded and minoritized groups. Increasing faculty diversity will help enhance the student experience inside and outside the classroom as well as support the success and retention of existing BIPOC faculty.

In September, Dr. Elavie Ndura met with SenEx and the entire University Senate to speak to the purpose of the FCH initiative, hear concerns, answer questions, and get input. During the month of October, Dr. Elavie Ndura will meet one-on-one with each college dean to continue this process. The timeline of the rollout of the initiative will slow down to allow more time to listen, engage stakeholders, seek feedback in participation, and revise the plan.



Moving Beyond Bias

The Moving Beyond Bias (MBB) HSU Team continues to meet on a weekly basis, alternating between the Curriculum and the Rollout team, and making strides to adapt the MBB curriculum to HSU needs. The goal is to begin to offer the session to the university community, including students, faculty, staff, and administrators, by late in the fall semester. The curriculum consists of three sections: 1. What? (Science of Bias); 2. So What (How Implicit Bias Affects Behavior); and 3. Now What? (Moving Beyond Bias). Each session will last two hours for a total of six.



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PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

Anti-Racism Action Plan Update

The Anti-Racism Action Plan is in development. It continues to be revised, updated, and improved with each review. In September, members of the Diversity, Equity, and Inclusion Council (DEIC) offered feedback. Commenters on the plan want to ensure that there is accountability to the goals and objectives at all levels of the institution. Next steps include: 1. Building out a robust section that focuses solely on curriculum and instruction in collaboration with leaders of teaching and learning on campus and 2. Meeting with on-campus assessment experts to establish baseline and process measures that align with the plan's goals and objectives. Much gratitude to everyone who has offered positive and critical feedback on the plan thus far.

DEI Professional Development and Community Building

In September, Dr. Elavie Ndura supported HSU's women's softball team to complete their first of three sessions of diversity, equity and inclusion (DEI) training. Additionally, she facilitated a DEI conversation with members of the Enrollment Management Leadership Team to articulate ways in which Enrollment Management can collaborate with ODEI in advancing inclusive student success. To welcome new colleagues to HSU and orient them to the work of ODEI, Dr. Elavie Ndura presented at the New Employee Orientation in collaboration with Human Resources and other units.

This month, Dr. Elavie Ndura also met with Douglas Smith, Coordinator, and student leaders of the Umoja Center for Pan African Student Excellence. The group discussed strategies for recruiting and retaining Black, Indigenous, and/or identify, in whole or in part, as a Person of Color (BIPOC) faculty, students, and staff.



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HSU-ESCALA!

By Guest Contributor

Dr. Amy Sprowles

**Hispanic-Serving
Institution** **HSI**

HSU-ESCALA is a collaboration to build institutional capacity at HSU as an HSI, and equitable, culturally responsive learning for HSU students.

HSU students come to campus with an abundance of cultural wealth. The collaboration between HSU and ESCALA Educational Services is designed to assist faculty, staff, and administrators in removing barriers to inclusive student success, in order to foster environments that will allow the full spectrum of assets that HSU's diverse student body bring with them to be fully recognized.

ESCALA Educational Services is perhaps the only national provider of programming focused on culturally responsive pedagogy and equitable practices for Hispanic-Serving Institutions (HSI).

Our efforts began in 2017 as a collaboration between ESCALA Founder and CEO Dr. Melissa Salazar, HSU Interim Associate Provost Mary Glenn, Chair of the HSU Integrated Curriculum Committee (ICC) Dale Oliver, Executive Director of the Office of Diversity, Equity, and, Inclusion Cheryl Johnson, Director of the Office of Institutional Effectiveness Lisa Castellino, Co-Chairs of the Center for Teaching and Learning (CTL) Search Committee Julia Alderson and Kim Vincent-Layton, and the Directors of HSU Howard Hughes Medical Institute (HHMI) Inclusive Excellence and HSI STEM programs Amy Sprowles and Matt Johnson. This group launched the HSU Student Success Summits, a series of four workshops funded by the HSU HHMI Inclusive Excellence Award. During the Fall 2017 and Spring 2018 semesters, 151 faculty, 15 staff, and 2 administrators participated in at least one of four sessions, which were co-hosted by multiple campus divisions and co-facilitated by teams of HSU faculty and ESCALA Educational Services.

The HSU Student Success Summit post-workshop assessments revealed challenges in creating a campus "culture of equity." In addition, racism and otherization were identified as quite present in our campus community. To address these issues, we've continued our partnership with ESCALA to create additional opportunities for faculty to dig deeper into elements of culture in order to create inclusive student learning environments that are validating and rigorous at HSU.

As a result, HSU faculty have been able to spend more time exploring concrete examples as well as the nuances of implementing culturally responsive teaching in different disciplinary contexts. Since the first ESCALA professional development experience, 141 HSU Faculty, Staff, and Administrators have participated in ESCALA Educational Services programming. Many faculty have expressed how impactful ESCALA has been to their role on campus.



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HSU-ESCALA! By Guest Contributor Dr. Amy Sprowles (Continued)

- 31 HSU faculty, staff and administrators worked on developing a document that outlines [HSU's Guide to Equity vs. Equality](#)
- 53 HSU Faculty, Staff and Administrators have participated in the summer faculty institute for teaching and learning in Hispanic-Serving Institutions
 - Link to [ESCALA poster presentations](#) on CTL website from Fall 2020 Teaching Excellence Symposium
- 34 have completed a 27-hour course, the ESCALA *Certificate in College Teaching and Learning In Hispanic-Serving Institutions*, which entails a long-term implementation and evaluation of a change in teaching practice on student outcomes.
- 8 HSU Faculty and staff have been trained by ESCALA to serve as Faculty Peer Coaches to other HSU faculty members implementing classroom projects centered on culturally responsive Practices
- 12 HSU Faculty and Staff serve as facilitators for ESCALA informed on-campus programing
- 3 HSU Faculty have Served as Equity Advocates to campus
- 3 HSU Faculty have published papers that document cultural shifts in their classrooms
 - [Boyle](#), Liza, and Jason Patrick Marcus Reid. "Turning Office Hours into Study Sessions: Impacts on Students' Homework and Exam Grades." *2021 ASEE Virtual Annual Conference Content Access*. 2021.
 - [Cashman](#) and Archibald, 2021. Equity of Voice In the Classroom. *Frontiers in Education in press*
 - [Otero-Diaz](#), Margarita, and Melissa Salazar. "Impact of MESH teaching strategies on Latinx and URM students' self-reported engagement in online Environmental Engineering courses in a Hispanic Serving Institution." *2021 ASEE Pacific Southwest Conference-"Pushing Past Pandemic Pedagogy: Learning from Disruption"*. 2021.

How to get involved

Currently, 16 HSU faculty, staff and administrators are collaborating with Dr. Salazar at ESCALA to develop HSU-specific workshops on becoming a Hispanic-Thriving Institution and on institutionalizing professional development on culturally responsive teaching practices as an HSI. The first workshops will be offered to campus through the HSU Center for Teaching and Learning in Spring 2022. Be on the lookout for the opportunity to participate!



HUMBOLDT STATE UNIVERSITY

HSU-ESCALA! By Guest Contributor **Dr. Amy Sprowles (Continued)**

The HSU-ESCALA Working Group

Chair and Professor of Environmental Resources Engineering, **Dr. Eileen Cashman**

Co-Director of ¡Échale Ganas! And Associate Professor of Fisheries Biology, **Dr. Rafael Cuevas Uribe**

Professor of World Languages and Culture, **Dr. Matthew Dean**

Center for Teaching and Learning Director, **Dr. Enoch Hale**

HSU Advising Fellow and Associate Professor, **Dr. Maria Iturbide**

HSI STEM Director, Co-Director of ¡Échale Ganas! and Wildlife Professor, **Dr. Matthew Johnson**

Assistant Professor of Fisheries Biology, **Dr. Jose Marin Jarrin**

Academic Coaching Coordinator, **Michele Miyamoto**

Professional Advisor, **Nora Montoya**

Associate Vice President of Diversity, Equity, and Inclusion and Campus Diversity Officer, **Dr. Elavie Ndura**

Learning Skills Specialist and EOP Fall Bridge Instructor, **Jasmine Nunley**

Assistant Professor, **Dr. Margarita Otero-Diaz**

La Comida Nos Une Project Coordinator and Anthropology Lecturer, **May Patiño**

Chair of the HSU HSI Steering Committee and Coordinator of El Centro Académico Cultural, **Mr. Fernando Paz**

Associate Director of the Office of Diversity, Equity and Inclusion, **Dr. Edelmira Reynoso**

Founder and CEO of Escala Educational Services Inc., **Dr. Melissa Salazar**

Director of the HSU HHMI IE '17 Award and Associate Professor of Biological Sciences, **Dr. Amy Sprowles**

HSU Equity Fellow and Assistant Professor of Psychology, **Dr. Brandilynn Villarreal**

Educational Developer in the Center for Teaching and Learning and Lecturer, **Kim Vincent-Layton**



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

equity arcata



equity arcata Donates More than 200 Welcome Bags to Cultural Centers for HSU Students

equity arcata will have donated more than 200 bags of goodies to welcome HSU students by the end of this month. Bags have already been dropped to the Umoja Center for Pan African Student Excellence, El Centro Académico Cultural, and the Social Justice, Equity, and Inclusion Center. On October 4th, ITEPP will receive their delivery. The bags include gift cards to local businesses, USB drives, and other school supplies. Thanks to all who donated to support students with materials they need for the semester. And welcome students! We're so glad you are here.

The Sum of Us Book Club Has Begun!

The Sum of Us Book Club is underway and had its first meeting on September 20th. A diverse group of attendees from HSU, equity arcata, Humboldt Area Foundation, and the broader community explored zero-sum theory and the author's claim that everyone must move beyond looking at racism as a zero-sum game to move forward for racial justice. Author Heather McGhee argues that data shows it is mostly the white population that sees race as a zero-sum game and that African-American people do not. Where McGhee insists that racism also hurts white folks, book club members discussed the problematic implications of over-centering white people and their well-being in eradicating racism. During the next gathering on October 4th, we'll look deeper into McGhee's examination of how many white people voted against their own interests in the 1950s to defund Parks and Recreation Departments and close public pools instead of opening them to people of all racial identities.



There are still a few spaces available (and free books, too!) if you are interested to join the book club. The group is excited that two students from PSCI381S Community Leadership in Action, the equity arcata class, will be joining the group next week. [Register here](#) to attend on the first and third Mondays of each month from 4-6pm through December 2021.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

PSCI 381S Community Leadership in Action Examines Collective Impact Framework

Students in PSCI 381S are exploring collective impact, the systems change framework that is used by equity arcata. Operating under collective impact, equity arcata members agree that “no single organization, however innovative or powerful, could accomplish” the task of creating equity for all community members in health, housing, education, and employment in Arcata. [Kania, John and Kramer, Mark. “Collective Impact.” *Stanford Social Innovation Review*, Winter 2011, https://ssir.org/articles/entry/collective_impact](https://ssir.org/articles/entry/collective_impact), Accessed 28 September 2021.)

In a collective impact model, the five conditions for success are a common agenda, shared measurement systems, mutually reinforcing activities, continuous communication, and a backbone support team that serves as project managers, data managers, and facilitators. In addition to these five practices, students learn that the group must be willing to navigate through discomfort, develop a shared language, and disaggregate data [Kania, John and Kramer, Mark, “The Equity Imperative in Collective Impact.” *Stanford Social Innovation Review*, 6 October 2015, https://ssir.org/articles/entry/the_equity_imperative_in_collective_impact#](https://ssir.org/articles/entry/the_equity_imperative_in_collective_impact#). Accessed 28 September 2021).

Next week, students will use a jamboard to facilitate a discussion about what they understand about collective impact and apply the theory to what they observe in equity arcata meetings. equity arcata members strive to enact the values of collective impact and recognize that we must exhibit ongoing self-reflection and critique in order to regularly refine our work to move forward successfully. The group is so grateful to HSU students who offer their input and support the goals of equity arcata!



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

Avoiding Unconscious Bias (AUB) in the Hiring Process

Research across multiple disciplines repeatedly demonstrates the prevalence of unconscious bias in daily life and institutional processes. The hiring process in academia is no exception. Studies surface every year that illustrate the effects of gender and racial bias, both in academic and non-academic recruitment situations. Almost every HSU faculty, staff, and administrator will be involved in a hiring committee at one time or another. The purpose is for all employees to be up-to-date on best practices so that they can apply them during their participation in a search with the goal of ensuring equitable outcomes. Employees have the opportunity to attend AUB 1.0, tailored for new employees, or AUB 2.0, a refresher course. AUB 1.0 is 2 hours, and AUB 2.0 is 1 hour and 15 minutes. AUB sessions are offered every third Thursday and Friday of the month.



Please do not wait until you will participate in a search committee to take an AUB session. Sign up for an upcoming class on the Human Resource's [Training and Professional Development](#) website.

CDOR
CAMPUS & COMMUNITY
DIALOGUE ON RACE

**SAVE
the DATE**

**OCTOBER
25th - 29th**

For more information, please go to:
dialogue.humboldt.edu

HUMBOLDT STATE UNIVERSITY

**Dismantle
& Heal**
BUILDING COALITION
AGAINST FORCED DIVISION

For course credit, sign up for:
"Ethnic Studies 480"

Campus & Community Dialogue on Race

The 23rd Annual Campus & Community Dialogue on Race (CDOR) event is underway and is scheduled to take place in the last week of October. Events begin with a kickoff on Monday, October 25th, and end on Friday, October 29th. We encourage you to make room on your calendar to attend the workshops and presentations that will be offered by members of our campus community. Please visit the website <https://dialogue.humboldt.edu/dialogue-welcome> for more information.



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

ODEI Training Calendar on ODEI Website

ODEI is happy to share that its website features a Diversity, Equity, and Inclusion (DEI) calendar. In it you will find listings for all DEI-related training on campus and in the community. We encourage you to check it out periodically and learn about our DEI offerings. The calendar is listed under *Quicklinks*, *About*, and *Diversity Initiatives and Events* on the navigation panel.

Web link: [ODEI Training Calendar](#)



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