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ODEI PATHWAYS 2021

HUMBOLDT STATE UNIVERSITY - DIVISION OF ACADEMIC AFFAIRS December 2021



OFFICE OF DIVERSITY, EQUITY AND INCLUSION



Season's Greetings!



Greetings HSU Students and Colleagues!

Greetings Community Partners!

Happy Holidays! I am, indeed, very pleased to share this December 2021 issue of **ODEI Pathways**, the monthly newsletter of Humboldt State University's Office of Diversity, Equity and Inclusion (ODEI). We extend the best wishes for a safe, peaceful, and joyous holiday season to all HSU

students, staff, faculty, and community partners.

Like many of you, the holiday season is bittersweet for me, a first generation immigrant. I enjoy spending time and celebrating the holidays with my family who are geographically close, but I also miss other members of my family who reside in other parts of the world. I hold onto the fond African memories of large family gatherings, food, music, and dancing that characterise holiday celebrations in my native Burundi. These memories keep me grounded and inspire me as your Campus Diversity Officer in co-leading work that builds safe and welcoming communities that celebrate unity in diversity.

This issue of *ODEI Pathways* highlights some of the holidays and special days celebrated around the world over the course of the season. We acknowledge Human Rights Day, Winter Solstice, Hanukkah, Kwanzaa, Christmas, and Diwali. During this holiday season, we encourage you to reach out and connect with family and friends as well as with those for whom the season may be particularly difficult to navigate.



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Introduction – By Dr. Elavie Ndura (Continued)

Then, 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.

We shall publish the next issue of *ODEI Pathways* in February 2022 to afford ODEI staff and the Faculty Equity Fellows time to enjoy the holiday break.

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. Best wishes for the holidays,

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

Celebrating Human Rights Day: December 10th

By Dr. Brandilynn Villarreal, Psychology Professor

"Where, after all, do universal human rights begin? In small places, close to home -- so close and so small that they cannot be seen on any maps of the world. [...] Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world." - Eleanor Roosevelt.



Many of us work to improve the human condition and strive for the political, civil, economic, social, and cultural rights for marginalized groups daily. This year's Human Rights Day, celebrated internationally every December 10th, highlights the critical role equality and non-discrimination play in securing human rights. This year's theme "Equality" recognizes the pervasive discrimination felt by the most marginalized groups around the world: women and girls, indigenous peoples, people of African descent, LGBTQIA+ people, migrants, people with disabilities, and many more. Human Rights Day is simultaneously an opportunity to celebrate advancements in human rights and a call for advocacy and education in working together to solve global problems. There are many ways to celebrate Human Rights Day (visit this [website](#) for some ideas)! You can start by taking the Human Rights Pledge:



HUMBOLDT STATE UNIVERSITY

TOPICS OF THE MONTH

Celebrating Human Rights Day: December 10th (Continued)

By Dr. Brandilynn Villarreal, Psychology Professor

"As Peacebuilders, we have a duty to act when Human Rights are violated. Take this pledge to promote and protect Human Rights for all people.

- I will respect your rights regardless of who you are. I will uphold your rights even when I disagree with you.
- When anyone's human rights are denied, everyone's rights are undermined, so I will STAND UP.
- I will raise my voice. I will take action. I will use my rights to stand up for your rights."

Winter Holidays

By Dr. Kayla Begay

Happy Holidays everyone. As a Diversity Equity Fellow, I was tasked with learning about and sharing with you a little something about different cultural and/or religious winter celebrations. The following is my understanding, and I welcome any corrections or additions. Ts'ehdiya - thank you.

Winter Solstice

Winter Solstice is the day that the sun travels its shortest path across the sky, resulting in our shortest day and longest night in the northern hemisphere. Many North American Indigenous peoples recognize this day and night with ceremony, prayer, and/or storytelling as part of larger ceremonial cycles and acknowledgements of patterns in the natural world. While some tribes have always held ceremonies during this time, others recognize this day in smaller ways, or may be reviving traditions once banned or forcibly taken from us. In the last few years, I have marked this day by making acorns or other traditional foods for my family on this day, or have been blessed to have been invited to attend Tolowa Needash. Some of my California Indian friends from other tribes take this time, as well as the equinoxes, to be reverent, fast, tend to important sacred sites, and make prayers for the land or their community. Some require isolation from phone or email, so I know not to call or text them, or am careful with what news or words I might bring them. This year, Winter Solstice is Tuesday, December 21, 2021.





HUMBOLDT STATE UNIVERSITY

TOPICS OF THE MONTH

Hanukkah

By Dr. Kayla Begay, Linguistics



Hanukkah / Chanukah, means “dedication” and as a holiday is also known as the Festival of Lights. In the 2nd century BCE, Judaism was outlawed in Jerusalem by the Seleucids who forced Jews to accept Greek religious and cultural beliefs. Judah and the Maccabees led a rebellion however, reclaiming Jerusalem for their people. When rededicating the Holy Temple and seeking to light the Menorah (an eight-candle candelabra), they found that only one container of oil was left unspoiled by the Seleucids. Hanukkah commemorates the rededication of the Holy Temple, and the fact that though the oil only ought to have lasted for one night, it miraculously lasted for eight. Today Hanukkah is celebrated for eight nights with the lighting of candles in the menorah, one additional each night until there are eight, and with songs, prayer, dreidel (an eight-sided spinning top) games, gifts, and fried foods. It is celebrated according to the Hebrew calendar to be the 25th day of Kislev, which can be November to December in the Gregorian calendar. Hanukkah in 2021 is from November 28 - December 6.

Kwanzaa

Kwanzaa is an African-American and Pan African cultural celebration held from December 26 to January 1, and was created in 1966 by Dr. Maulana Karenga. Kwanzaa is in part inspired by the Swahili phrase *matunda ya kwanza*, meaning "first fruits," and African first fruits and southern solstice traditions that take place December to January. Kwanzaa celebrates family, community, and culture. Families and communities organize activities around *Nguzo Saba* or The Seven Principles: Umoja Unity, Kujichagulia Self-Determination, Ujima Collective Work and Responsibility, Ujamaa Cooperative Economics, Nia Purpose, Kuumba Creativity, and Imani Faith. Activities include feasts, music, dance, poetry, and storytelling, culminating in a bigger celebration on the 6th day. Folks often celebrate today alongside Christmas and New Years. Having met Dr. Karenga through work with the AB 1460 CSU Ethnic Studies Requirement in the past year, I wish I had known this before!





HUMBOLDT STATE UNIVERSITY

TOPICS OF THE MONTH

Christmas

Christmas is a Christian religious holiday to celebrate the birth of Jesus Christ in Bethlehem, Palestine, according to prophecy. With no room at the city's inn, Christ was born in a manger. Christmas's name is a combination of Christ and mass, and in the 4th century, the church fixed the date to correspond with the Roman calendar's winter solstice date. While some branches celebrate the date to this or a Julian calendar, the Gregorian calendar recognizes December 25. Christmas is often today also celebrated as a secular holiday at the center of many civic winter breaks. Christmas as many know it also incorporates many Germanic peoples' pagan winter solstice traditions, such as bringing in evergreen tree boughs into the home to help ward off bad things in the wintertime. An evergreen tree or boughs also were to remind everyone that the plants will grow again in the spring. In the 16th century, it is believed Christian Martin Luther was the first person to add candles to a tree, inspired by a walk home at night seeing the stars twinkle between evergreen trees.



Festival of Lights: Diwali

By Dr. Meenal Rana and Sophia Bernardino

What is Diwali?

Diwali, also known as Deepawali (a Sanskrit word for the rows of lamps), symbolizes the victory of good over evil, light over darkness, and knowledge over ignorance. The festival is celebrated by Hindus, Sikhs, and Jains in India and around the world with their own meanings and historical foundations. Diwali commemorates the end of harvest season for farmers and auspicious beginnings for businessmen.



Five Days of Diwali

The celebrations last for five days, with the main Diwali event on day three, which is the darkest night of the Lunisolar calendar month--Kartik.

Day One, "Dhanteras": Prayers are offered to Goddess Laxmi for prosperity and wealth (material, spiritual, and knowledge). The day is considered auspicious to purchase something new.

Day Two, "Narak Chaudas": People clean their houses and businesses; they decorate them with lamps and rangolis--a colorful pattern made with flowers or sand on the floor. This is a time for reflection and inner cleansing of negative thoughts. Prayers and food are included in the day.



HUMBOLDT STATE UNIVERSITY

TOPICS OF THE MONTH

Festival of Lights: Diwali (Continued)

By Dr. Meenal Rana and Sophia Bernardino

Day Three, Diwali: People decorate their homes, businesses, and temples by lighting candles and lamps. The day signifies the return of Lord Rama after a 14-year long exile to his Kingdom. Families and communities pray together and share sweets and food.

Day Four, Govardhan Puja: This is an auspicious day for farmers. People worship Lord Krishna.

Day Five, Bhai Dooj: The day signifies the love of brother and sister and responsibility toward each other.



Contemporary Contexts of Diwali

Regardless of different belief systems and historical foundations, in contemporary contexts, Diwali means spending time with family and friends, sharing food and gifts, taking time to clean spaces, reflecting, spreading light and joy, beginning something new, and showing the spirit of giving. Over the years the use of firecrackers on Diwali has declined with increased environmental responsibility to combat air and noise pollution. People have also been cognizant to not use food grains to make Rangolis to avoid wastage.

Diwali Celebrations at Humboldt State University: Reflections from Meenal Rana

Little did I know in 2013, the year I joined HSU, that we would be celebrating Diwali each year, in spite of fewer people of Indian origin in Humboldt. With a dedicated group of students (from ADPIC, SJEIC, GCC, CDA, and AS), staff, faculty, and community members, we have been celebrating the festival annually in fall. Students, who engage in organizing the celebrations, are not there just for fun; they join us with curiosity, openness to learn new traditions and cultural practices, intention to create learning opportunities, and with utmost respect for diversity. The event started with the goals to 1) bridge campus and community connections; 2) create an opportunity to challenge stereotypes and discourage cultural appropriation; 3) foster a sense of community for our students, staff, and faculty; 4) encourage appreciation for diversity while connecting on common grounds; and 5) enjoy various traditions of Diwali. The event was regularly attended by 250 to 300 students/faculty/staff/local businesses/community members each year.

In 2020, we pivoted the celebrations to a virtual space. The Zoom Diwali celebrations have been popular during the pandemic, expanding them to the global community. For the last two years, the event has been attended by participants from different parts of the U.S., India, Singapore, and Canada along with the HSU community. The online environment has allowed cultural sharing by people across the globe. During last year's event, an 8-yr old accompanying his mother from Humboldt was astonished to see the daylight in India when it was night time here; it sparked great discussion in the breakout room.



HUMBOLDT STATE UNIVERSITY

TOPICS OF THE MONTH

Festival of Lights: Diwali (Continued)

Diwali Celebrations at Humboldt State University: Reflections from Meenal Rana

This year's event (Nov 12th, 2021), facilitated by Andrew Cha (ADPIC President), started with an opening peace prayer from our guest, Hemant Malik from the greater Seattle area, *"May everyone be happy; May everyone be free from all diseases; May everyone see auspiciousness in everything; May none ever feel sorrow; Aum, Peace, Peace, Peace."*

Another guest, Paarth Chothani from the Bay area, shared the significance and description of Diwali. Monica Kapoor, the Broadway artist, facilitated Bollywood dance from her home studio in New Jersey. Reena Dabas from Singapore, Brandon Mark (an HSU alum), and Marylyn Paik-Nicely (Retired HSU staff) shared their personal experiences of Diwali celebrations. Mandeep Kaur, an employee at the Public



Affairs, American Embassy in India, shared the ways pandemic has affected families in India, "This year many people welcomed Diwali with heavy hearts due to personal losses and overall stress of the pandemic". The celebrations ended with raffle draws for HSU students. The students received a \$20 gift coupon to Tandoori Bites, the Indian restaurant in Eureka.

In closing, I would like to share the ancestral wisdom that I picked up as a child during the annual Diwali visits to my father's village in Northern India. On Diwali, with a few grains in hands, we would say one of the following prayers: 1) When there was an abundance of harvest and the family was healthy, the prayer would be "May Diwali come with the same spirit next year" and 2) During the rough times, we would say "May next year's Diwali come with a better spirit than this year". With these prayers, I learned the virtues of gratitude and hope

Supporting LGBTQIA+ People during the Holidays

By Dr. Ben Graham

Winter break can bring celebration and relief, but also anxiety and/or sadness for LGBTQ+ folks. Some students and others go home to a range of acceptance from family, while others, for a host of reasons, do not go home at all. The Trevor Project's [Trevor Space](#) is an online community space that supports LGBTQIA+ young people to connect. [The Trevor Project](#) has good resources that might be helpful to LGBTQIA+ folks who are navigating the winter break, and includes a 24/7 chat and phone line.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES Office of Diversity, Equity and Inclusion (ODEI)

Diversity, Equity, and Inclusion Council (DEIC)



The Diversity, Equity, and Inclusion Council scheduled a special meeting on Wednesday, November 10th, to make space and time for Dr. Jason Meriwether, Vice President of Enrollment Management, and Dr. Jennifer Sanford, Interim Executive Director of Student Health and Wellbeing Services and Director of Counseling and Psychological Services (CAPS), to join us to in conversation about elevating support for HSU's Latinx students. Dr. Elavie Ndura led the discussion on the importance of working together to better meet the mental health needs of our Latinx students with counseling support.

Dr. Meriwether and Dr. Sanford shared context about the challenges and history of these issues at HSU as well as the national level. Dr. Sanford highlighted a national crisis in the shortage of university therapeutic and medical staff. Locally, there are issues with salary, housing, and location (practitioners want to be closer to their extended families). Dr. Sanford spoke to some strategies in place to facilitate the recruitment of Latinx counselors. CAPS has had a Memorandum of Understanding (MOU) with the Psychology program since 2017 to support in those efforts. Two or three BIPOC practicum students in HSU's counseling program have provided services to students. Dr. Sanford said she has been thinking of taking on all of the practicum students at CAPS, in an effort to keep them as residents and encourage permanent staffing. A scholarship program is also in development for counseling students who specialize in social justice and want to work with BIPOC students. Another potential strategy is to provide free tuition to students who specialize in social justice with a guaranteed residency with CAPS. A fourth strategy shared was to bring Latinx counselors through telehealth so that clinicians of diverse backgrounds from throughout the state of California can serve Latinx students. Dr. Meriwether referenced using a model similar to the one used with admissions recruiters who live throughout California but work for HSU and help recruit students.

The dialogue during the question section of the meeting was lively and robust. Several DEIC members shared their concerns and support for the need for Latinx counselors given that HSU is a Hispanic-Serving Institution with 35% of its students identifying as Latinx or Hispanic. DEIC members gave concrete examples of what they have heard from students to support the hiring of Latinx counselors. One member mentioned that we need better messaging to students to assure them that their visits to CAPS are confidential and will not jeopardize future opportunities when applying for jobs or admission to graduate school. Another point highlighted was the need for clinicians of all racial identities to understand students' cultural backgrounds to ensure we serve them in the best way possible.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES Office of Diversity, Equity and Inclusion (ODEI) Diversity, Equity, and Inclusion Council (DEIC) (Continued)

The meeting ended with a brief update on the three DEIC subcommittees' work. The Inclusive Teaching Strategies and Culturally Responsive Pedagogies (ITS/CRP) group is developing a Faculty Tool Kit to support the retention of faculty of color and help faculty incorporate culturally responsive pedagogy into the classroom. The Staff and Faculty Professional Development subcommittee created a proposal to develop a robust professional program for staff and faculty for the next 3 years. The skeleton was created and still needs to be populated with current ongoing learning offerings as well as suggestions for new learnings to fill in the gaps. Finally, the Hispanic Serving Institution (HSI) subcommittee shared about the participation of some members in the 2021-2022 Middle Leadership Academy (MLA) which is part of the CSU Student Success Network. The group will apply for a grant of almost \$20,000 to fund professional communities and assessment tools to be developed for ESCALA Leadership sessions. Additionally, the HSI subcommittee has members working on a mural project that will be showcased in one of the sciences buildings with a focus on Latinx themes in the STEM fields.

Dr. Ndura Represents Humboldt State University at the Inaugural Burundi National Development Forum By Dr. Elavie Ndura

This past month Dr. Ndura was invited by the Office of the President of Burundi to present at the inaugural Burundi National Development Forum sponsored by the President of Burundi, Évariste Ndayishimiye. Dr. Ndura was asked to lead a discussion on the topic of efficient and responsive educational systems. Attendees at the forum included high-ranking government officials, members of the President's Cabinet, higher education administrators including the Chancellor of the University of Burundi (the national university of Burundi), and President Ndayishimiye himself. In addition to participants who attended in person in Burundi, members of the Burundian diaspora Zoomed in to the Forum, resulting in more than 300 people in attendance. Immediately following Dr. Ndura's presentation, she was contacted by the Minister of Higher Education and Scientific Research who expressed interest in partnering with Humboldt State University to support educational reform in Burundi. Dr. Ndura received feedback from participants in many countries; her presence at the Burundi National Development Forum offered great visibility to Humboldt State University all around the world including in Burundi, China, and Italy .



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES Office of Diversity, Equity and Inclusion (ODEI)

Diversity, Equity & Inclusion (DEI) Professional Development on Campus

By Dr. Elavie Ndura, Campus Diversity Officer and Associate Vice President, ODEI

This month Dr. Ndura met with HSU's Softball team for the third session of a 3-part DEI series. The focus was on the intersection of diversity and mental health. Dr. Ndura worked with Cooper Jones, Executive Director of Intercollegiate Athletics and Recreation Sports, to identify cofacilitator Megan Hankins-Maldonado, MA, LMFT, creator of The R.E.C. (Reflect, Evolve, Conquer) Center for coaches, athletes, and CEOs. Ms. Hankins-Maldonado brought her experience as a woman of color, an athlete, and a mental health professional to the collaboration.

Coach Shelli Sarchett highlighted that the partnership between Athletics, ODEI, and Ms. Hankins-Maldonado illustrated how working across units achieves greater outcomes for the softball team players. The group identified the importance of collaboration as a way to elevate the experiences of HSU students and support them academically, athletically, and in their overall mental health and well-being.

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)



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.

LISTEN

•

COLLABORATE

•

TRANSFORM



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

equity arcata

Network Updates



Big shifts are happening with equity arcata in the coming months.

The search for a Network Manager continues. Key partners from HSU and the City of Arcata have agreed to run a 20-hour per week part-time position for Network Manager through the City of Arcata with the goal of raising funds over the year with the Advisory Team to offer a full-time Network Manager position out of ODEI in Fall 2022. Additionally, to grow capacity on the BBST, ODEI will begin a search for a second Student Assistant who will focus on the work of equity arcata. We are grateful to Dr. Elavie Ndura, Dr. Lisa Bond-Maupin, and City Manager Karen Diemer for their collaboration and strategy with these decisions.

Changes in personnel are also afoot. We welcome Maria Espinoza as the new City of Arcata Equity Intern! Ria is in her second year at HSU and studies Political Science. We are excited to have her as part of the Backbone Support Team!

Another change in the collective impact structure is Ron White's completion of almost four years as the Chair of the Ongoing Learning working group. The group is excited to welcome Janaee' Sykes to serve in the capacity of Chair beginning January 2022. Welcome, Janaee', and to Ron for all the time, energy, and knowledge he has offered to equity arcata and the community in the role of Chair! We are grateful that Ron will continue as a general member of the Ongoing Learning working group and continue as one of the longest standing members of the Advisory Team.

Ongoing Learning Working Group Prepares Its Mini-Learning Modules for Public Use

During the month of December, equity arcata pauses with its monthly meeting schedule. Despite the pause, brainstorming is in motion to prepare the first learning session for the new calendar year. In January 2022, equity arcata members will learn about, reflect, and discuss the subtleties and complexities of colorism within racially minoritized communities.

Over the last 18 months, the Ongoing Learning working group of equity arcata has created about as many mini-learning sessions that include introductions, pre and post surveys, media resources, and questions for reflection and discussion on relevant DEI topics and issues. This month we will organize the learning sessions so that they can be available for public use. You'll be able to find these 20-30 minute learning modules at www.equityarcata.com. Stay tuned for details in January.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

PSCI 381S Community Leadership in Action

The equity arcata class continues to learn about diversity, equity & inclusion (DEI) concepts and apply them to their participation in equity arcata as well as to their lived experiences. In December, students explored systemic racism and impostor syndrome. The last two concepts presented and discussed in the course will be brief introductions to the characteristics of whiteness and white supremacy culture and restorative practices.

Looking ahead to the final exam, students will have the opportunity to demonstrate their understanding of concepts and ability to apply them in the format of their choice: in writing, by making an audio or video recording, or in a 1:1 Zoom conversation with the instructor.



WAYS TO ENGAGE

Humboldt State University Becomes an Institutional Member of the National Center for Faculty Development & Diversity (NCFDD)!



As a designated Hispanic-Serving Institution (HSI) and as a Minority-Serving Institution (MSI), Humboldt State University is committed to becoming an institution where Black, Indigenous, and Persons of Color (BIPOC) students thrive. To realize this vision and the strategic goals that anchor this commitment, HSU works hard to support the success, advancement, and retention of all faculty and staff.

As part of HSU's continued commitment to support the wellbeing and success of BIPOC students and faculty, we are pleased to announce that HSU has joined the National Center for Faculty Development & Diversity (NCFDD) as an Institutional Member. The NCFDD is a nationally-recognized, independent organization that provides online career development and mentoring resources for faculty (both tenure-line and non tenure-line), post-docs, and graduate students.

Provost Jenn Capps has supported this initiative from the start. She states, "I am grateful to Dr. Ndura for leading our campus in this transformational engagement with NCFDD. Supporting the success and retention of our BIPOC faculty is paramount to our success as an institution."



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES WAYS TO ENGAGE

Office of Diversity, Equity & Inclusion (ODEI)

Humboldt State University Becomes an Institutional Member of the National Center for Faculty Development & Diversity (NCFDD)! (Continued)

NCFDD provides a variety of virtual programs and resources including:

- Weekly Monday Motivator
- Monthly Core Curriculum Webinars
- Monthly Guest Expert Webinars
- Access to Multi-Week Courses
- Access to Dissertation Success Curriculum for graduate students
- Private Discussion Forum for peer-mentoring, problem-solving, & moderated writing challenges
- Monthly accountability buddy matches
- Access to 14-Day Writing Challenges
- Access to the Member Library that includes past webinar materials, referrals, and readings

This HSU institutional membership was activated on **November 1st, 2021**.

To claim your free Institutional Membership, complete the following steps:

- 1) Go to <https://www.facultydiversity.org/institutions/humboldt-state-university>
- 2) Choose your institution from the drop-down menu.
- 3) Select "Activate my Membership"
- 4) Complete the registration form using your HSU email address (i.e. @humboldt.edu)
- 5) Go to your institution email to find a confirmation/welcome email. Click "Activate Account" in the email.

If you have any questions about the membership, please contact: Dr. Elavie Ndura, Associate Vice President & Campus Diversity Officer via email to elavie.ndura@humboldt.edu. Please include Jeanne Riecke at jeanne.riecke@humboldt.edu in all communications.

If you have any technical questions, please email NCFDD at Membership@FacultyDiversity.org.



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. Instead, 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 two hours, and AUB 2.0 is one hour and 15 minutes. AUB sessions are offered every third Thursday and Friday of the month.



If you anticipate serving on a search committee in the coming months, please verify if you are due to take or retake AUB and sign up as early as you can.

Serve as an Equity Advocate on a Search Committee

If you will be on a faculty or staff search committee, we encourage you to help the committee create a more equitable process by serving as an Equity Advocate (EA). An EA is a faculty, staff or administration member who works to ensure that diversity and equity are infused and considered in all aspects of the hiring process. The EA facilitates a close working relationship with the search committee chair and its members to help them identify equity issues and goals within their department, unit, or discipline.

The role of the EA is to observe and participate in the search process in the following ways:

- Consult and review the job vacancy announcement and job description,
- Help identify appropriate venues for advertising,
- Review interview questions with a diversity, equity, and inclusion lens, and
- Serve as a process observer in committee deliberations.

If you are interested in providing this service to your unit or department, please contact Dr. Reynoso at er218@humboldt.edu and we will provide you with an orientation and resources on how to become an effective EA on a search committee.



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

ODEI Training Calendar on ODEI Website

ODEI is happy to share that its website features a 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, and attend events as part of your ongoing learning. The calendar is listed under *Quicklinks*, *About*, and *Diversity Initiatives and Events* on the navigation panel.

Weblink: [ODEI Training Calendar](#)

Whiteness Accountability Space

Everyone is welcome to these sessions intended to provide a space for White folks to process feelings around anti-blackness, police brutality, and systemic racism in order to move toward anti-racist action. These sessions encourage participants to stay connected to their feelings and their bodies as we discuss and share. The purpose is to allow for people to discuss whiteness and critically reflect, process, and ask questions with the intention of mitigating harm caused to Black, Indigenous, and People of Color (BIPOC) colleagues, community, and students when White people participate in conversations and spaces that are diverse. These sessions will be facilitated by White facilitators.

This is a weekly series on Thursdays during the lunch hour to hold a space for what can be difficult conversations. Though we encourage people to join as often as they can, there is no expectation that anyone should attend every week or even more than once. Everyone is welcome and can join at any time. To support people who have several daily Zoom or other online commitments, these sessions begin at 12:05pm and end at 12:55pm to allow for people to transition between previous and following appointments. For more information, please contact mlo224@humboldt.edu. You can register [here to attend](#).



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

equity arcata's Home Away from Home Working Group to Host Winter "free Meal and Free Stuff" Distribution

In order to support the needs of HSU students, Home Away From Home is seeking "free stuff" donations from non-student members of the community. Donations of new and unused supplies including non-perishable food items, gift cards to local grocery stores and restaurants, laundry and dish detergent, sponges, paper towels, cleaning supplies, disinfectant wipes, and toiletries including soap, shampoo, conditioner, menstrual supplies and toilet paper.

Non-student community members who wish to make a donation may drop them off at the City Manager's Office inside Arcata City Hall, located at 736 F Street. Arcata City Hall is open Monday through Friday from 9 a.m. to 5 p.m. and face coverings are required. Please note that donations of opened or partially-used items, unclean goods, and items not mentioned in the list above cannot be accepted. **Donations will be accepted until Friday, December 10 at 5 p.m. For more information on making a donation, please call (707) 825-2174 or email equityarcata@gmail.com.**

Home Away from Home's upcoming distribution will take place outside at the D Street Neighborhood Center, located at 1301 D Street in Arcata, on Saturday, December 11 from 3 to 4 p.m. All local college students are invited to pick up a free prepackaged meal and household supplies. Vegetarian and meat meal options will be available, and catering will be provided by Taquería La Barca. Students are urged not to come if they are feeling sick, and all COVID-19 safety protocols in place must be followed including wearing a face covering and social distancing. Proof of college enrollment is also required.

This distribution was made possible thanks to generous funding provided by the North Coast Co-op's Cooperative Community Fund. For more information, please call (707) 825-2174 or email equityarcata@gmail.com. For more information on equity arcata, visit equityarcata.com.



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

Humboldt State University Recognized as an Equity Champion (Article from Humboldt NOW)

Humboldt State University has been named a 2021 Equity Champion for Higher Education for exemplary work in enrolling Latinx Associate Degree for Transfer earners on a guaranteed pathway to a bachelor's degree.



[The Campaign for College Opportunity](#) recently announced that HSU was one of the colleges and universities leading the state in conferring the Associate Degree for Transfer (ADT), enrolling ADT earners on guaranteed pathways to a bachelor's degree, and intentionally working to support Latinx students on their path to a degree.

The recognition highlights efforts that HSU has made to close the equity gap for Latinx students, including the University's designation as a Hispanic-Serving Institution.

HSU has been a [Hispanic-Serving Institution](#) since 2013; the University has qualified each year since by consistently serving a student population that is at least 25% Hispanic. The designation demonstrates HSU's commitment to focus on student success for all students, including Latinx, first-generation, and low-income students. Currently, 32% of HSU's student body identifies as Hispanic. Several academic programs were created to support Latinx students and other students of color. [¡Échale Ganas!](#), for instance, is designed to support hands-on learning and career advancement for Latinx students in science, technology, engineering, and math. The [Diverse Male Scholars Initiative](#) works to promote a sense of belonging, camaraderie, and a contemporary understanding of what it means to navigate life as self-identified men of color. Similar programs include HSU's first-year [Klamath Connection](#) and [Creando Raíces](#) (Creating Roots) learning communities.

An essential platform for Latinx voices at HSU are the University's [three bilingual publications](#): the Toyon Multilingual Literary Magazine, published in both English and Spanish; El Leñador, a bilingual monthly newspaper launched in 2013; and CouRageous Cuentos, a student journal published by the Department of Critical Race, Gender & Sexuality Studies.

Founded in the summer of 2015, [El Centro Académico Cultural](#) is committed to student success with a responsive approach, which includes the development of academic, intellectual, personal, and professional growth. El Centro is one of five Cultural Centers of Academic Excellence at HSU, which include the Indian Tribal & Educational Personnel Program (ITEPP), the Social Justice, Equity & Inclusion Center, and the Umoja Center for Pan African Student Excellence. The Campaign for College Opportunity will recognize HSU at a virtual event, Champions of Higher Education Celebration, on Tuesday, Nov. 16.



HUMBOLDT STATE UNIVERSITY

ANNOUNCEMENTS

Mensa \$10,000 Scholarship Opportunity for College or College-bound Students



You qualify for this scholarship opportunity if:

1. you identify as both BIPOC & LGBTQ; and
2. you have a demonstrated record of positive service to the BIPOC & LGBTQ communities.

For the first time, the Mensa Foundation seeks to award our Progress Pride Scholarship: up to two \$10,000 scholarships—our largest scholarship awards ever—to the best and brightest college and college-bound students at the intersection of BIPOC and LGBTQ. Scholarship available to undergrads and graduate students.

Applicants need not be Mensa members. Successful applicants will be college or college-bound students who identify as both BIPOC and LGBTQ—and who have a demonstrated record of positive service to the BIPOC and LGBTQ communities.

Scholarships will be awarded based on 550-word essays expressing applicants' academic and professional goals and how their personal experiences will help them to accomplish those goals. Additionally, recipients of the Progress Pride Scholarship shall provide a CV/résumé showing positive service to the BIPOC and LGBTQ communities.

Would you or someone you know be a fantastic fit for this first-of-its-kind opportunity? Then we invite you to apply, and/or to encourage a suitable applicant to apply, for the inaugural Progress Pride Scholarship from the Mensa Foundation.

Thank you for your interest in the Mensa Foundation Scholarship Program!
The application window closes January 15, 2022.

To apply, please visit www.MensaFoundation.org/Scholarships.
(select "Progress Pride Scholarship" in application)

About the Founder of the Progress Pride Scholarship: In 2020, Nguyen Pham (he/him/his) became the first openly LGBTQ Trustee of the Mensa Foundation following many years of charitable fundraising as Mr. Mensa 2011. Beyond Mensa, Nguyen serves as Board Vice President of San Francisco Pride, the largest gathering of the LGBTQ community and allies in the U.S. Interested in supporting the Mensa Foundation? Contact Nguyen at NguyenPham@MensaFoundation.org.

About the Mensa Foundation: Founded in 1971, the Mensa Education & Research Foundation is a philanthropic, nonprofit 501(c)(3) organization committed to the pursuit of excellence in human intelligence. The mission and strategic focus are directed at scholarships, education, and awards.