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Office of Diversity, Equity, and Inclusion

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HUMBOLDT STATE UNIVERSITY - DIVISION OF ACADEMIC AFFAIRS

## OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



APRIL 2021 Newsletter

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## Introduction – By Dr. Elavie Ndura

## Greetings!

It is our distinct pleasure to share with you the April 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, and elevate all community members' sense of belonging, success, and well-being.

In addition to our regular features, this month, we are highlighting a few graduating students and their plans for the future in the "Featured Student Graduates 2020-21." We have also shared a few highlights from our April 2021 ODEI Monthly Report in which we showcase our impact-driven cross-campus and community initiatives and activities that are anchored in our institutional six-pillar framework of inclusive excellence. One particularly notable activity is the virtual Campus Visit Experience that ODEI hosted for new students and their parents. It was informative to both ODEI as well as the incoming students and their families. ODEI answered questions about what is available on campus for housing, clubs and activities, orientation week activities and other resources.

ODEI staff and partners have contributed articles to this issue of *ODEI Pathways*. They include an overview of the recent Racial Campus Climate Survey by Dr. Edelmira Reynoso, a piece on talking to HSU School of Education students about the Racial Justice Work in Public Schools by Meridith Oram, and a description of the work the Trans, Gender Non-Conforming & Gender Non-Binary Task Force by members of the Task Force.

We invite you to join us in celebrating the work we do in enabling our communities to operate with an inclusive mindset. Engage with us in advancing inclusive excellence, and in animating the vision and purpose of Humboldt State University, to work together to improve the global human condition and our relationship with the environment.

Enjoy *ODEI Pathways*, and feel free to contact us with comments and suggestions through our Office email address at [diversity@humboldt.edu](mailto:diversity@humboldt.edu)

Peace,

Dr. Elavie Ndura  
Associate Vice President & Campus Diversity Officer





## **Trans, Gender Non-Conforming, & Gender Non-Binary Task Force**

*By Members of the Trans Gender, Non-Conforming & Gender Non-Binary Task Force*

“Oh, what’s going to happen on the first day of class when I’m outed? What are the other students going to say? What is the teacher going to say?”

“Everyday it’s scary to just be in class, not knowing what people are going to say.”

Student voices and experiences are at the center of a new HSU task force that seeks to offer support, increase knowledge of resources, and create positive change for trans+ students, staff and faculty. With the support of the administration, and Provost Jenn Capps in particular, the Trans, Gender Non-Conforming, and Gender Non-Binary Task Force (Trans+ Task Force) has been meeting weekly since Fall 2020. We have representation from students, staff, faculty, community organizations and the College of the Redwoods. This is an opportunity for discussion and action, to address issues of harm and celebrate trans+, gender fluid, and gender expansive folks.

National studies show that anti-trans violence has been increasing steadily and 2020 was the most violent year yet. The greatest proportion of anti-trans violence is directed toward women who are trans and also persons of color. Poverty, homelessness, employment, health care, and housing discrimination are rampant in the trans community. Suicide rates tend to be 25 times that of the national average.

It is equally important to understand that our students arrive at HSU with trans affirmation and the denial of their identity. Denial of identity evolves through high school bullying, interactions with social media, lack of family support, and the continuous attack on trans+ people in the political arena. Some of the Trans+ Task Force’s goals include prioritizing peoples’ lived experiences and increasing awareness about available resources at HSU. This includes showing people how to change their names and pronouns, and that the Title IX office is a place to report acts of harm and discrimination. This harm can include continuous misgendering, incorrect pronouns, or correct name. This office offers supportive measures and options for accountability. A 2018 Pew study found 35% of Gen Z-ers (born 1995 to 2015) say they personally know someone who uses gender-neutral pronouns like *they* and *them*, compared with just 16% of Gen X-ers (born 1965 to 1980). With over 60 members, we work within and across three working groups:

- Advocacy
- Staff & Faculty Training
- Data Collection and Reporting



## Trans Gender Non-Conforming, & Gender Non-Binary Task Force (Cont.)

Here's what each group is working on.

### Advocacy Working Group

The Advocacy group is working to develop support teams, so if someone experiences harm, there will be a list of people they can go to for support. This group is working with athletics to increase access to the gender inclusive locker room in the Kinesiology building. Sharps containers will be installed across campus for proper disposal of syringes.

### Staff and Faculty Trainings Working Group

Since January 2021, 8 training sessions have been conducted focused on equality, justice and professionalism while serving our transgender, gender non-binary and gender non-conforming students. Training includes opportunities and responsibilities in the classroom including names, pronouns, classroom activities, restrooms and pedagogical assumptions.

Training thus far has been doing Professional Development Days and in the departments of Art, Communication, Kinesiology & Recreation, Oceanography, and Psychology. Staff on campus have received training in the Retention through Academic Mentoring Program (RAMP) and Student Health & Wellbeing Services. This working group is developing pre and post surveys. If you are interested in a training session, please go to the Title IX website and fill out a request.

### Data Collection & Reporting Working Group

Articles & Resources: We are working to create an easily accessible database of current research for people to look up facts and best practices to support trans+ students, faculty, and staff. We received funding to get this done and we hope to have the first draft by the end of the Spring 2021 semester. This will continue to develop as research continues to be published!

**CSU Application Data:** This project has two goals. First, use the data from the existing problematic questions to get a rough idea of the transgender, gender nonconforming, and non-binary populations at HSU. Similar work is also happening at sister campuses. Second, create a more appropriate and inclusive way to capture gender identity information with the goal of making a recommendation to the CSU to change the application for fall 2023.



## Trans, Gender Non-Conforming, & Gender Non-Binary Task Force (Cont.)

Check out resources at HSU and beyond:

- Name and pronoun change
- Student Legal Lounge
- Transgender Law Center- What are my rights at school?
- Title IX - reporting incidents of harm
- Gender Inclusive Restrooms
- Campus Advocate Team
- Trans Support Group

We ask that the university centralize actions for trans+ inclusivity. Everyone deserves respect and to be free from harm. Everyone is welcome to attend the meetings. We meet weekly Tuesdays at 1pm. Email [mira.friedman@humboldt.edu](mailto:mira.friedman@humboldt.edu) to be added to the invitation.

## DEI APRIL MONTHLY REPORT HIGHLIGHTS

### ODEI Virtual Campus Visit April 8th, 2021

*By Jeanne Riecke*

A virtual HSU Campus Visit for potential HSU students and families for the next Academic Year 2021-2022, was held on April 8th, 2021. Office of Diversity, Equity, and Inclusion staff hosted an online event in which we highlighted ODEI programs and services. ODEI Staff, Dr. Elavie Ndura, Dr. Edelmira Reynoso, Meridith Oram, and Student Assistant Janae' Sykes discussed ODEI's partnership with HSU students, faculty and staff, as well as, with Humboldt County communities and organizations.

Approximately 80 prospective students and parents participated in the event and asked questions on the chat. Questions that were unanswered were referred to ODEI staff and researched.

#### Sample questions from prospective students and parents:

**Q. A student asked if there were any African American organizations on campus.** A. Yes there are. There is an African-American women's Legacy group, an African American Brothers United group, and a Black Student Union (BSU).

**Q. A prospective student asked about the violence rate in Arcata and at HSU.** A. From the research done, as of 2018, all violent crimes have gone down according to the Arcata Police Department.

**Q. A parent asked about services for students with disabilities. She said her daughter had hearing loss.** A. HSU has the SDRC (Student Disabilities Resource Center) on campus. The parent was going to contact them the next day.

## DEI APRIL MONTHLY REPORT HIGHLIGHTS (Cont.)

### Burundi Women's International Conference

Dr. Ndura presented an invited keynote at the inaugural Burundi Women's International Conference in April. The conference was organized by Burundian women in the diaspora and in Burundi to celebrate International Women's Day, a day that has been set apart to celebrate the achievements of women across the globe. More than 200 Burundian women and girls, from Burundi and the diaspora participated in the conference and benefited greatly from Dr. Ndura's keynote presentation entitled *Together We Shall Rise*. In her keynote, Dr. Ndura highlighted Burundian women's resilience and shared her wisdom about unity in diversity in building resilient communities.

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### Racial Campus Climate Survey

*By Dr. Edelmira Reynoso*

On April 4, 2021, the Office of Diversity, Equity, and Inclusion (ODEI), in collaboration with the Office of Academic Affairs, Enrollment Management, and the Office of Dean of Students, launched a racial campus climate survey. The National Assessment of Collegiate Campus Climate (NACCC) survey is conducted by USC's Race and Equity Center. The survey focuses on six topics: Mattering and affirmation, cross-racial engagement, encounters with racial stress, racial learning and literacy, appraisals of institutional commitment, and impact of external environments. The survey results will help the planning team put forth actions and strategies to address our students' concerns. We are committed to creating and sustaining a university culture where students feel like they belong and matter.

The survey only takes 15 minutes to fill out, and it is entirely confidential. We would like to hear from all students and encourage them to help us learn about their experiences, both positive and negative. The survey runs through Tuesday, May 11, 2021. Currently, 435 (7.74%) of students have completed the survey.

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## **TK-12 Equity Partnership Presents Racial Justice Work in Public Schools to HSU's School of Education Students**

*By Meridith Oram*

On April 8th, 2021, the TK-12 Equity Partnership had the privilege to talk about Racial Justice Work in Public Schools with students in the School of Education's (SOE's) Future Teacher Scholars Program.

Twenty students engaged for two hours in the opportunity to learn about the Partnership's foundational professional development for racial equity in area schools. During the second half, students experienced what it was like to participate in self-guided learning followed by processing in active listening dyads, a common practice in Educator Cohorts in the Partnership. To conclude, students had the opportunity to join race-based affinity spaces and process about what it means to be Black, Indigenous, People of Color (BIPOC) future educators or white future educators working to dismantle structural racism and white supremacy.

It was a successful session of understanding the work of the TK-12 Equity Partnership, fostering students' curiosity about racial equity and anti-racism, and building solidarity and community amongst BIPOC students and white students working towards anti-racism. Opportunities identified for future collaboration include supporting BIPOC students in the SOE to connect in affinity spaces as well as consider possibilities for student-mentor relationships with BIPOC educators in the field. The Equity Partnership is grateful for the invitation from Dr. Mary Dingle, Chelly Purnell, Corrina Wells, and Stari Anderson for the opportunity to collaborate.

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## **"HSU As an HSI: Engaging to Understand Our Students' Cultural Wealth"**

*By Dr. Edelmira Reynoso*

On April 14, 2021, Fernando Paz, El Centro Académico Cultural's Coordinator, and Dr. Edelmira Reynoso were invited to present to the HSI Thriving Practices Advising Roundtable. The roundtable is a team of Humboldt State University (HSU) professional advisors. They represent staff and administration from the Academic Career Advising Center (ACAC), Educational Opportunity Program (EOP), Indian Tribal & Educational Personnel Program (ITEP) and Indian Natural Resources, Science and Engineering Program (INRSEP). Approximately thirty-one advisors were in attendance and engaged in the presentation.





## “HSU As an HSI: Engaging to Understand Our Students’ Cultural Wealth” (cont.)

By utilizing Dr. Tara Yosso's Community Cultural Wealth Model, the presentation aimed to engage our colleagues in the multiple ways our Latinx students bring cultural assets to the university. Moving away from a deficit lens, the goal is to look at ways our students' culture can enhance their experience and success at HSU.

Participants expressed gratitude for introducing them to the community cultural wealth model. They also liked the interactive activity they engaged in. Here just a few quotes shared in the Zoom chat: “I love to see my co-workers' thoughts and approaches. It challenges me to expand myself, and it is refreshing to hear all the knowledge.” “Looking at ways to apply each of these wealths is a helpful exercise. Also, it is the first time for me doing a Jamboard. Very nice interactive tool. Helpful to see everyone's ideas and learn from each other.”

## Focused Diversity Mapping for Humboldt State University

*By Dr. Edelmira Reynoso*

It is a pleasure to share a special report with each one of you that illustrates our collective diversity, equity, and inclusion efforts across campus. In fall 2020, Halualani & Associates conducted a diversity mapping project. The diversity mapping represents an evidence-based methodology that rigorously examines Humboldt State University’s (HSU's) record of action in the areas of diversity, equity, and inclusion. The mapping project maps one academic year, from January 2020 to January 2021. The mapping analysis reviewed several areas including 1) Diversity, Equity, & Inclusion (DEI) strategy; 2) Diversity, Equity, & Inclusion (DEI) alignment; 3) Identity Spaces and Cultural Centers; 4) Student Belonging Items & Aspects; 5) Diversity Components of the General Education Program; 6) Assessment of the quality, range, scope, and rigor of core university-wide Diversity, Equity, and Inclusion (DEI) programs/initiatives.

The diversity mapping analysis results will be utilized to identify key needs, gaps, empty zones, and leverage areas to inform the institution’s diversity, equity, and inclusion plan. In terms of Halualani & Associates’ Diversity Change Order – the stage through which the institution has demonstrated its commitment to DEI by embarking on and completing diversity actions, efforts, programs, and activities, Humboldt State University (HSU) is currently within the 2nd Order Stage. HSU ranked at the Outstanding because we “demonstrated our commitment through action.” The President’s Diversity, Equity, and Inclusion Council (DEIC) will support implementation the recommendations to ensure that HSU moves to the 3rd Order Stage. The goal will always be to achieve the 4th Order Stage, indicating that transformation and deep cultural change have occurred on our campus.





## Diversity Grants Awarded for Academic Year 2021-2022

By Jeanne M. Riecke

On Friday, April 2nd, 2021 the Diversity Grants Awards Committee met to review the Diversity Grant Applications submitted for the 2021-2022 Academic Year. The Diversity, Equity and Inclusion Grant Committee invited Humboldt State University (HSU) faculty, staff, and students to submit proposals for programs that raise awareness, deepen understanding, and engage the campus community in dialogue about one or more of the multiple dimensions of diversity. Such dimensions of diversity may include – but are not limited to – ability, culture, ethnicity, and sexual orientation. The grants committee prioritized proposals intended to increase the participation and retention of historically minoritized faculty, staff, and students on campus. There were 6 applications submitted, and 5 awards were given for a total amount of \$13,380. Congratulations to all awardees! The Diversity, Equity, and Inclusion Grant Committee looks forward to the implementation of the projects and seeing the significant impact it will have on the campus community.

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### TITLE OF DIVERSITY GRANT SPONSORING ORGANIZATION AMOUNT AWARDED

**Storymapping Workshop for Earth Week**

**Submitted by:** Associated Students/Office of Sustainability/ITEPP \$1,000

**Fred Korematsu Day and Civil Liberties and the Constitution**

**Submitted by:** Kumi Watanabe-Schock \$3,000

**Learning to Navigate HSU and the Higher Education System**

**Submitted by:** Department of Psychology, Dr. Maria Iturbide and Dr. Brandilynn Villarreal \$3,480

**Child Development Lab Multi-Cultural and Multi-Lingual Library**

**Submitted by:** Child Development Lab, Dr. Hyun-Kung You \$3,500

**TOYON: Special Issue on Multi-Lingual Writing, Writing in Translation and Diverse Visual Art**

**Submitted by:** Department of English, Dr. Marcos Hernandez and Dr. Janelle Adsit \$1,900

**TOTAL \$13,380**

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# HUMBOLDT STATE UNIVERSITY

## FEATURED STUDENT GRADUATES 2020-21

### *Andrea Santamaria, Double Major, Spanish and Communication*



**1) Please provide your full name, pronouns, hometown.**

Andrea Santamaria, she/her/hers, born in Santa Clarita, CA.

**2) What are you receiving your undergraduate/graduate degree in?** Double majoring in Spanish and Communication

**3) What are your dreams and/or aspirations for the future?**

Treat people with kindness, care for those around me, and take care of my family.

**4) What professions or jobs do you envision yourself in post graduation?**

Communication Specialist and Translator/Interpreter.

**5) What is your most memorable experience at HSU?**

Movie Night at the bottom of the J during Thanksgiving. I watched Harry Potter and ate a lot of cookies and food with my two best friends since Freshman year. This was during Junior year.

**6) What advice would you like to share with incoming students?**

Get connected with campus resources and centers; network; and stay informed, disciplined, and kind!



## FEATURED STUDENT GRADUATES 2020-21

### *Natalia Desiree Maldonado, Double Major, Criminology and Justice Studies*



**1) Please provide your full name, pronouns, and where is your hometown?**

My name is Natalia Desiree Maldonado, I was born in Garden Grove, California. I grew up in the city of Orange in California, so I would say that Orange County is my Hometown.

**2) What are you receiving your undergraduate/graduate degree in? I**

will be receiving my bachelor's degree in my major of Criminology and Justice Studies. I will also receive a minor in Communications Social Advocacy.

**3) What are your dreams and/or aspirations for the future?**

My dreams remain the same where I would like to work in areas that deal with relationships and society. I want to understand different cultures and mechanisms that affect outlooks on life, and how that can be related to acts of delinquency and the reinforcement of criminal institutions that negatively impact communities. I did want to become a counselor for juveniles in correctional departments, but I have just recently become more interested in research and pathways I can take to do research in the future.

**4) What professions or jobs do you envision yourself in post-graduation?**

At the moment, I am working as an intern as a research assistant that will change to full-time after graduating from HSU. I see myself staying with this for some time while also volunteering, or quite possibly getting a second job with youth, to gain experience in the future field I would like to go into. I did have a definite plan to become a counselor for juveniles, but as stated above, I have become more interested in influencing and providing research that can change or improve the way institutions deal with juveniles. Now I see myself becoming someone who does research. However, I am someone who can't sit still in one place, so I am hoping to have something broad when going for a Master's degree, to be able to apply myself to different fields.



# HUMBOLDT STATE UNIVERSITY

## FEATURED STUDENT GRADUATES 2020-21

### *Natalia Desiree Maldonado, Double Major, Criminology and Justice Studies (Cont.)*

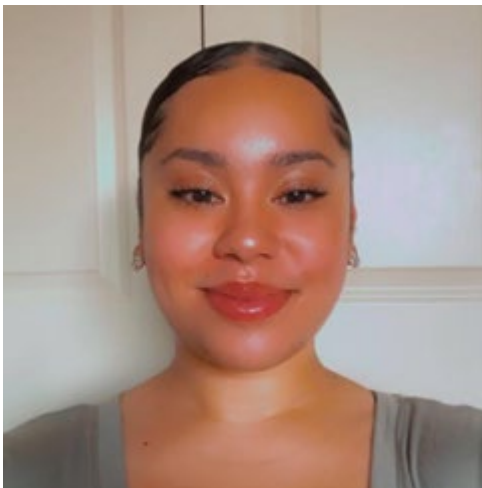
**5) What is your most memorable experience at HSU?**

My most memorable experience was being able to work as a Major-Based RAMP Mentor for my department. This job has brought me closer to my department where I was able to be a liaison between students and the department. I was able to be someone that students can communicate with, a person that they can identify with, as well as a planner of engaging events that students can participate in. I worked alongside another peer mentor for the major and it helped build skills like collaboration, communication, and patience. I was able to get to know professors that I didn't get to meet through class because of the events planned. We shared common interests, and I became aware of learning opportunities that can benefit me in the future.

**6) What advice would you like to share with incoming students?** I would like to say that it's okay and it's normal to have doubts and changes throughout your time in college. It's also normal even if you don't have any changes.

## FEATURED STUDENT GRADUATES 2020-21

### *Janae' Nicole Sykes, Major, Psychology and Minor in Ethnic Studies*



**1) Please provide your full name, pronouns, and where is your hometown?**

Janae' Nicole Sykes (she/her) and I am from San Diego, CA.

**2) What are you receiving your undergraduate/graduate degree in?** I am receiving my undergraduate degree in Psychology with a minor in Ethnic Studies.

**3) What are your dreams and/or aspirations for the future?**

My aspirations for the future are to continue expanding in my racial equity work in Humboldt for another year while I prepare to apply for my Masters in Higher Education.



## HUMBOLDT STATE UNIVERSITY

### FEATURED STUDENT GRADUATES 2020-21

#### *Janae' Nicole Sykes, Major, Psychology and Minor in Ethnic Studies (Cont.)*

**4) What professions or jobs do you envision yourself in post graduation?**

I envision myself holding a position, either on campus or in a non-profit organization, serving communities of color.

**5) What is your most memorable experience at HSU?**

My most memorable experiences at Humboldt State were the opportunity to meet and introduce guest speakers including Ms. Illyasah Shabazz and Dr. Shaun Harper. I have been able to meet both former and current CSU Chancellors Dr. Timothy P. White and Dr. Joseph I. Castro.

**6) What advice would you like to share with incoming students?**

My advice to incoming students would be to keep an open heart and mind to the opportunity of connecting with your staff and faculty. I am grateful to have built relationships with mentors who have supported my evolution as a servant leader to our campus community. Your voice deserves to be heard. You deserve to have a seat at the table.

### FEATURED STUDENT GRADUATES 2020-21

#### *Sarah Hammoudi, Major, Social Work, Minor in Philosophy-Concentration Ethics & Values*

**1) Please provide your full name, pronouns, and where is your hometown?**

Sarah Hammoudi. She/her, they/them. Oakdale, CA.

**2) What are you receiving your undergraduate/graduate degree in?**

BA in Social Work, Minor in Philosophy-Concentration Ethics & Values

**3) What are your dreams and/or aspirations for the future?**

I hope to be part of macro-level social work; whether that puts policy in place or not, I don't have a preference, but I hope to serve our marginalized communities and bring justice where it's been long overdue. Populations I hope to work with include: tribal communities, incarcerated folks and/or those within healthcare.

**4) What professions or jobs do you envision yourself in post-graduation?**

Licensed Clinical Social Worker, once I finish my MSW at USC in Spring 2022 and complete the licensure process. With that I can be a social worker in any clinical setting, but also an MSW can lead me to administrative positions where I can participate in community organizing or police work at whatever agency I end up with.



# HUMBOLDT STATE UNIVERSITY

## FEATURED STUDENT GRADUATES 2020-21

*Sarah Hammoudi, Major, Social Work, Minor in Philosophy-Concentration Ethics & Values (Cont.)*

### 5) What is your most memorable experience at HSU?

Moving up to Humboldt 4 years ago and simply immersing myself in this community, environment, and finding my place here. Humboldt is so memorable and breathtaking in so many ways I can't just think of one experience. Whether I stay here, or move away, I have it set in my mind that I want to grow old here.

### 6) What advice would you like to share with incoming students?

If you're scared of change, that's normal! Just trust that you will find something you love about this place and university, if you seek it out.

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