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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! November is the beginning of the holiday season, a time when we are all inspired to gather with family and friends to celebrate one another and express our gratitude for our journeys and the people we have become. It is my pleasure to open this November 2021 issue of ODEI Pathways, the monthly newsletter of Humboldt State University's Office of Diversity, Equity and Inclusion (ODEI) with expressions of gratitude to the HSU, Arcata, and Humboldt County communities from all of us ODEI staff and Faculty Equity Fellows. Each one of you students, faculty, staff, and neighbors gives meaning and purpose to our diversity, equity, and inclusion work as we journey together to build and nurture communities that are united in the pursuit of inclusive excellence and the common good.

Two quotes came to mind while contemplating the significance of gratitude in our professional and personal lives. John F. Kennedy shared that "As we express our gratitude, we must never forget that the highest appreciation is not to utter words but to live by them." As an institution of higher education and a community that values continuous improvement, we invite each and every one to heed the wisdom of Charles Dickens as we seek to communicate and expedite the need for transformative change. He invites us to "Reflect upon your present blessings, of which every [person] has plenty; not on your past misfortunes, of which all [people] have some."

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. We extend grace to one another and to ourselves whenever the desired transformation seems not to come fast enough, and we continue marching forward in humility and gratitude.

This issue of ODEI Pathways highlights the positive impact of such partnerships.

NOVEMBER 2021
Newsletter

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HUMBOLDT STATE UNIVERSITY

Introduction – By Dr. Elavie Ndura (Continued)

This issue of *ODEI Pathways* highlights the positive impact of such partnerships.

We start by acknowledging Transgender Awareness Week (November 13th through November 19th). The month of November is Native American Heritage Month. During Native American Heritage Month and Transgender Awareness Week and beyond, we invite you to take a moment to reflect and take intentional action to support our HSU Native American and transgender students, faculty, staff, and community members.

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.

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.

In peace and gratitude,

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

Transgender Awareness Week November 13th – 19th & Transgender Day of Remembrance November 20th

By Dr. Benjamin C. Graham, Psychology Professor

Transgender Awareness Week is this month! This annual event focuses on progress made and the unfinished work of creating a society free from transphobia and exclusion. Transgender Awareness Week precedes the Transgender Day of Remembrance (Nov. 20), a day of observance that honors and elevates the memory of all those who lost their lives to acts of anti-transgender violence over the past year.



Here at HSU, the Faculty Fellows have been partnering with the Transgender, Gender Non-Conforming, and Gender Non-Binary Taskforce to design and implement inclusive practices across the university. On campus and across the country, transgender people are thriving, building community, centering Black, Indigenous, and People of Color's (BIPOC) voices, and increasing solidarity. Transgender Awareness Week and the Transgender Day of Remembrance are opportunities to strengthen these positive trends while directly addressing the continued barriers to and outright attacks on the human rights of people who identify as transgender, gender non-binary, gender-nonconforming, and additional similar identities.



HUMBOLDT STATE UNIVERSITY

TOPIC OF THE MONTH

Transgender Awareness Week November 13th – 19th & Transgender Day of Remembrance November 20th By Dr. Benjamin C. Graham, Psychology Professor (Continued)

Nationally, transgender first-year college students are more likely to report financial burden, lack of housing, and concerns over campus climate (Stolzenberg & Hughes, 2017). Recent years have seen increases in legislation opposing nondiscriminatory policies pertaining to a range of issues including health care access, appropriate restroom facilities, and participation in athletics. In response, advocacy groups, athletes/athletic organizations, political representatives, and over 50 major U.S. businesses including Apple, Pfizer, and Amazon have issued statements and/or launched initiatives in support of nondiscriminatory policies and in opposition to anti-transgender legislation.



Everyone can play a part in dismantling transphobia. If your department, office, or organization would like training or consultation, please contact faculty fellows Ben Graham (bcg214@humboldt.edu) or Brandilynn Villarreal (bjv7@humboldt.edu). Below are resources for more ways to learn and take part.

For more information:

<https://transgenderlawcenter.org/>

<https://transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

<https://titleix.humboldt.edu/trans-resources>

<https://studentlegallounge.humboldt.edu/lgbtq>



HUMBOLDT STATE UNIVERSITY

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."

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 will be activated on **November 1st, 2021**.

<https://www.facultydiversity.org/institutions/humboldt-state-university>

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

- 1) Go to <http://www.facultydiversity.org/join>
- 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.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Diversity, Equity, and Inclusion Council (DEIC)

The DEI Council had its second meeting of the semester. There was representation from colleagues across various units and departments on campus. The purpose of the meeting focused on “Modeling our Diversity, Equity, and Inclusion vision and values to the campus community.” The DEI Council spent some time discussing how to foster a sense of community and elevate our DEI efforts across campus. Members shared their ideas and proposed ways to enhance participation in DEI efforts while acknowledging that zoom fatigue and tiredness across the campus is visible and palpable. By constantly communicating our efforts, we can be the bridge and engage others in an open and meaningful conversation to positively shape HSU transformation.



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. We are looking forward to sending out a campus communication soon to invite members of the campus community to become involved and participate in a pilot session. The MBB Team is eager to gather feedback and make the changes necessary to make the MBB curriculum relevant and engaging for all who participate. Please keep an eye out for a campus-wide announcement.



HUMBOLDT STATE UNIVERSITY

More than 50 Faculty, Staff, Students and Community Partners Participated in 8-Hour Mindful Facilitation Training for Cross-Cultural Conversation Facilitators!

Humboldt State University's strategic priorities are anchored in its institutional commitment to inclusive excellence which means creating and nurturing communities where all students, staff, and faculty feel welcomed and supported so that they can bring their authentic selves to the campus and community and realize their dreams.

Creating healthy communities requires that individuals and groups demonstrate capacities to engage with one another across differences, often having difficult conversations that are essential to deepening mutual understanding and doing so with civility and empathy.

To address broadly-expressed needs to develop capacities to facilitate difficult conversations across difference, the Office of Diversity, Equity, and Inclusion (ODEI), in partnership with the Center for Teaching and Learning (CTL), and the Coordinators of the Campus and Community Dialogue on Race (CDOR) offered Mindful Facilitation Training for Cross-Cultural Conversation Facilitators to the HSU campus and community partners.

The 8-hour facilitation training was scheduled for Friday, October 22, 2021 at 9 am-1pm and Friday, October 29, 2021 at 9 am-1pm. ODEI will issue Certificates of Participation to all participants who attended all 8 hours of training.

Training participants enhanced their capacities to:

- Reflect on how their own intersectional identities and life experiences shape how they show up as facilitators of conversations across cultural differences.
- Develop skills to engage individuals and groups in authentic relationship building.
- Practice mindful inquiry to build bridges across conversation parties.
- Practice culturally sensitive facilitator responses.
- Enhance capacities to engage diverse audiences in constructive conversations across cultural differences.
- Understand the intent and impact inherent in all our communication.
- Enhance skills to support diverse audiences as they practice nonviolent communication.

ODEI contracted with Lee Mun Wah to lead the 8-hour training. Lee Mun Wah is the founder and Executive Director of StirFry Seminars & Consulting. He is an internationally renowned Chinese American documentary filmmaker, author, poet, Asian folk teller, educator, community therapist and master diversity trainer. He provides educational tools and workshops on issues pertaining to cross-cultural communication and awareness, mindful facilitation, and conflict mediation techniques.



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES

Office of Diversity, Equity & Inclusion (ODEI)

equity arcata

Backbone Support Team (BBST) Updates

The BBST holds the collective impact structure together for equity arcata. Members of this group manage data and projects, facilitate meetings and learning sessions, and maintain transparent continuous conversation through the network. Two important updates this month include: 1) the commitment of University Police Chief Anthony Morgan to get involved in equity arcata; and 2) an offer of congratulations to Janaee' Sykes, Equity Intern for the City of Arcata, who will become a full time employee in HSU's Admissions division beginning November 1st. Thank you to Janaee' for her service in racial equity through ODEI and equity arcata. equity arcata is grateful Janaee' will continue to participate in the network as a volunteer community member and HSU alumna.

Monthly Ongoing Learning

November's ongoing learning focuses on the importance of dreaming and taking time to envision possibilities that extend beyond supersizing what we do in the present. After [listening to Octavia Butler in her own words](#) and hearing comments by [adrienne maree brown about Butler's contributions](#) to speculative fiction and the world, equity arcata members will self-reflect on future possibilities and share about their individual and collective dreams. Thanks to Alia Dunphy of College of the Redwoods and Ron White of the Humboldt Area Foundation for this learning session and opportunity for imagining and transforming.

LISTEN

•

COLLABORATE

•

TRANSFORM



HUMBOLDT STATE UNIVERSITY

PROGRAM UPDATES WAYS TO ENGAGE

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. Dr. Edelmira Reynoso visited the class this month to talk about Dr. Estela Bensimon's work imploring the use of *minoritized* and a move away from aggregated data points like underrepresented minority (URM) that invisibilize the varied experiences of students in their group and individual experiences. Dr. Reynoso offered a concrete, relevant example of disaggregating data by using racial identity to compare the diversity in HSU's student body to that of faculty and staff.

In addition to learning about disaggregating data to better see and understand what is happening, equity arcata students critically considered equity and equality images and explored various terms with attention to problematizing the systems that create disparate access to success, not the individuals. Language studied included *asset-based and deficit-based approaches as well as achievement gaps and opportunity gaps*. Students also explored dominant and subordinate identities with the work of Dr. Beverly Tatum.

In the coming weeks, students will engage in conversations about identity using mindful inquiry based on the work of Lee Mun Wah from Stir Fry Seminars. They'll also explore systemic racism with the

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 2 hours, and AUB 2.0 is 1 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.



HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

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 us and we will provide you with an orientation and resources on how to become an effective EA on a search committee.

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. The calendar is listed under *Quicklinks*, *About*, and *Diversity Initiatives and Events* on the navigation panel.

Weblink: [ODEI Training Calendar](#)

https://25live.collegenet.com/pro/humboldt#!/home/search/event/calendar/&role_id=-1





HUMBOLDT STATE UNIVERSITY

WAYS TO ENGAGE

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](#).

November 2021 Virtual Equity Alliance Roundtable: Humboldt Asians and Pacific Islanders in Solidarity on Wednesday, November 3, 2021 from 5:30-7:00 p.m.

The last of the Equity Alliance Roundtable series of the 2021 calendar year is on Wednesday, November 3rd, at 5:30 p.m. Join 'Founding Mothers' of [Humboldt Asians and Pacific Islanders in Solidarity \(HAPI\)](#) in this interactive session as they share how this local affinity group formed, and how local persons of Pan-Asian heritage unpack race and identity. Marylyn Paik-Nicely is third generation Korean and Japanese, was born and raised in Hawaii, and was the Director of the HSU Multicultural Center. Terry Uyeki was born and grew up largely in the Midwest, and was Director of Evaluation and Community Services at HSU's California Center for Rural Policy.

HAPI began as Taiko Swing Humboldt in 2019 and has continued throughout the pandemic to host educational, cultural events, and projects related to the history of and issues impacting Asians and Pacific Islanders. Learn about their most recent [Eureka Chinatown Project](#), and how understanding revisionist history through the lens of the oppressed is a key element in the healing of our country's past so that we can move forward in solidarity.

Please note that this final roundtable of the year will take place on the first Wednesday of the month rather than the first Thursday. Please make sure to mark your calendars accordingly. [Click here to register](#).