Welcome to *Embracing Diversity and Inclusion*, a Newsletter celebrating diversity at Southern Illinois University Edwardsville. This newsletter aims to showcase the diverse campus and diversity and inclusion initiatives in our community. It features everything from national data on diversity to coverage of campus sponsored events and activities.

“Southern Illinois University Edwardsville is a student-centered educational community dedicated to communicating, expanding and integrating knowledge. In a spirit of collaboration enriched by diverse ideas, our comprehensive and unique array of undergraduate and graduate programs develops professionals, scholars and leaders who shape a changing world.”

If you would like to contribute or have any questions about the *Embracing Diversity and Inclusion* Newsletter, please contact Dr. Venessa A. Brown at 618-650-5867 or vbrown@siue.edu.
SIUE Fall Commencement Bestows Degrees Upon Graduates
As the 2018 Fall Commencement exercises concluded, Chancellor Randy Pembrook, PhD, bestowed degrees upon 1,217 eligible graduates during three ceremonies over two days. “We are proud of our 2018 SIUE fall graduates, who no doubt will fulfill our University mission of shaping a changing world,” Pembrook said. Read More

Centerstone Names SIUE Alumna Dellamano Dir. of Quality Improvement
Centerstone, a national leader in behavioral health care, recently named Emily Dellamano Director of Quality Improvement. “I am very honored to be named Director of Quality Improvement,” Dellamano said. “I truly enjoy my work in analyzing performance and designing, testing and monitoring interventions that bridge the gap between what is and what should be.” Read More

SIUE Celebrates Kwanzaa in the Spirit of Umoja
“It is a time for us to come together and reaffirm our commitment to values that fortify us throughout the year. I thought it was important to introduce Kwanzaa to our campus, as we strive to build community with our black faculty, staff and students. We are looking forward to continuing this as an annual tradition to complement other activities and gatherings that promote a sense of togetherness and belonging”, said Kathryn Bentley, SIUE Black Studies Program director and associate professor in the Department of Theater and Dance. Read More

SIUE SHECODE Event Engages Young Women in Computer Science
“I love sharing my love of learning and computer science with these girls,” said SIUE senior CS major Taylor Dowdy, of Wood River. “We enjoy showing them that this STEM (science, technology, engineering and mathematics) field is a reachable goal.” Read More
SIUE BLACK FACULTY AND STAFF ASSOCIATION HOSTS “SELFIES WITH SANTA”
Santa Claus stopped by the Southern Illinois University Edwardsville's Goshen Lounge to hear Christmas wishes, bring holiday cheer, and take selfies with students, faculty and staff. “I thought it was fun. It was a creative way for us students to interact with faculty and staff,” said LaShata’ Grayson, graduate student majoring in College Student Personnel Administration. “This is also a good way for SIUE to further show we are family oriented. Also, as an African American student, I appreciated having a black Santa. It shows diversity, equity and inclusion.”

SIUE COMMUNITY SHOWERS HEAD START PARENT WITH SUPPORT AFTER HOUSE FIRE
“We are so grateful for the wonderful support that the SIUE community has shown Tyra and her family,” said Kathleen Appleby, Bluffview Head Start/Early Head Start Center director. “I am proud to work at a place where the people don’t just believe in the University’s values, but live them.”

INAUGURAL MID-AMERICA TRADE SUMMIT HONORS ITC AT SIUE CLIENTS
The International Trade Center at Southern Illinois University Edwardsville (ITC at SIUE) celebrates the success of its clients Sev-Rend High Performance Packaging and Smart Controls LLC, both of which were honored as successful exporters during the inaugural Mid-America Trade Summit held at the University of Missouri.

SIUE EAST ST. LOUIS CHARTER HIGH SCHOOL STUDENTS LIGHT UP AFTER ANGEL TREE DONATIONS
SIUE East St. Louis Charter High School (CHS) students had a nice interruption to their classes as CHS faculty and staff gave out Christmas presents that were made possible through the school’s Angel Tree giving campaign.
SIUE HEAD START/EARLY HEAD START GIVES AWAY FREE CAR SEATS TO FAMILIES

For several parents and grandparents, it was as though the Christmas season was extended. SIUE Head Start/Early Head Start Discovery Center for Little Scholars gave free car seats to 16 preschoolers. “If we can save one life by donating a car seat, we’ve done our job. In most cases, it’s not that people don’t want to comply. It’s that they can’t afford to buy car seats.” Read More

SIUE’S TIANA CLARK ADDRESSES BLACK BURNOUT

Tiana Clark, Southern Illinois University Edwardsville assistant professor in the Department of English Language and Literature, shares her feelings and struggles of burnout from a black woman’s perspective.

Read “This Is What Black Burnout Feels Like” in BuzzFeedNews.com.

SIUE’S REINKING’S BOOK NAMED IN LIST OF NEW AND NOTABLE TITLES OF AFRICAN AMERICAN INTEREST

Reinking, EdD, is an assistant professor in the School of Education, Health and Human Behavior’s Department of Teaching and Learning. In “Not Just Black and White,” the popular writer, speaker, teacher and workshop leader asks: What is race? How do we define identity? How does education affect our life and relationships? Read More

SIUE AND EAST ST. LOUIS CHARTER HIGH SCHOOL STUDENTS PARTICIPATE IN DR. MARTIN LUTHER KING JR. SERVICE PROJECT

“SIUE’s connection to the East St. Louis campus is critical,” said Tarsha Moore, assistant director of the Center for Student Diversity and Inclusion (CSDI), who originated the idea of a service project at the ESLC. “We are eager to pay it forward by instilling SIUE values to the younger generation, and we have a pipeline with the Charter High School students. East St. Louis is already doing amazing things, and we wanted to be a part of that rich history.” Read More
MONTH IN REVIEW

“THE FIERCE URGENCY OF NOW” REVERBERATED AGAIN AT SIUE’S DR. MARTIN LUTHER KING JR. LUNCHEON

G. Christine Taylor, PhD, vice president and associate provost for diversity, equity and inclusion at the University of Alabama, witnessed a cross burning in her neighborhood, was among the first to integrate an all-white elementary school at the age of five, and was welcomed and empowered by her white first-grade teacher to learn and succeed. These experiences and more fueled her in becoming a champion of diversity, equity and inclusion, and positioned her to continue the work in today’s troubling climate.

Taylor was the guest speaker at the 36th MLK Week Luncheon, presented by the Center for Student Diversity and Inclusion (CSDI), which drew approximately 265 people.

“Even though King’s speech was 50 years ago, please note the relevancy for 2019,” said Taylor. “We are now faced with the fact, my friends, that tomorrow is today. We are confronted with the fierce urgency of now. There is such a thing as being too late. Procrastination is the thief of time. Let us rededicate ourselves to the long, bitter, but beautiful struggle for a new world.”

SIUE’S ZHANG ADVANCES DEVELOPMENT OF REMOTE ROBOTIC TEACHING PLATFORM

“A telepresence robot allows people to participate in video conferences on a moveable platform from a remote location,” explained Mingshao Zhang, PhD, assistant professor in the Department of Mechanical Engineering. “Such systems, which were originally designed to promote social interaction between people, have become popular in various applications. My research seeks to better identify the possible effects such approaches have on student learning and perceptions of instructor credibility.”

SIUE CARNEGIE RATING MOVES UP TO DOCTORAL/PROFESSIONAL

The Carnegie Commission on Higher Education has upgraded SIUE to the newly created doctoral/professional universities category. “This new categorization better reflects the powerful array of programs that SIUE offers and distinguishes it from many regional master’s comprehensive universities that were members of the previous Carnegie classification,” said Denise Cobb, PhD, provost and vice chancellor for academic affairs.
HUPP HONORED WITH CHAMPION FOR DIVERSITY AWARD

Southern Illinois University Edwardsville’s Stephen Hupp, PhD, is the recipient of the institution’s 2018 Champion for Diversity Award in honor of his exemplary level of dedication to SIUE’s mission of fostering equal opportunity, and his outstanding commitment to diversity and inclusion. Hupp received the award from Chancellor Randy Pembrook during the winter commencement ceremony.

“Everything I do has been greatly influenced by my inspirational mom, Deanna Hupp,” said Hupp, a professor in the School of Education, Health and Human Behavior’s Department of Psychology, and licensed clinical psychologist. “As an elementary school teacher and reading specialist, she served a diverse group of children with many different learning needs.”

Hupp plays a critical role in supporting the University’s commitment to an inclusive campus environment. As the social-emotional consultant for SIUE’s Head Start/Early Head Start programs, he helps children prepare for success in school and life. Read More

SIUE RECEIVES IDHR HUMAN RIGHTS DAY AWARD

The Illinois Department of Human Rights recognized SIUE among six recipients of its Human Rights Day Award. Honorees were selected based upon their organizational work helping to affirm the values of fairness, equality and non-discrimination.

“This award recognizes SIUE’s exemplary support for the IDHR Fairness and Equality Campaign through its extraordinary efforts in promoting inclusion, equality, and respect by issuing a municipal proclamation, engaging the public through social media, and joining forces with the City of Edwardsville to host a successful first-ever Diversity Day celebration,” said IDHR Director Janice Glenn. Read More
SIUE’S 2019 PHENOMENAL WOMEN NOMINATIONS ARE NOW OPEN!

We invite you to nominate a Phenomenal Woman at SIUE or in the community who has made contributions to diversity and inclusion at SIUE, the region, the nation, and the world. The awardee and the nominator will be invited to attend the 5th Annual Phenomenal Women’s Luncheon during Women’s History Month:

Tuesday, March 26, 2019
11:30 am – 1 pm
Morris University Center, Maple/Dogwood Room

To nominate a Phenomenal Woman, please complete the nomination form here. Nominations must be received no later than Monday, March 4, and awardees will be notified via email by Monday, March 11.

2019 DIVERSITY AND INCLUSION SPRING SUMMIT

This Summit will be the first of a four-part series examining implicit biases, leading up to Diversity Day 2019. The Summit will be facilitated by the new Diversity and Inclusion Institutional Leadership Team.

In preparation for the Summit, please complete Harvard University’s Implicit Association Test, labeled “Project Implicit: Social Attitudes.” Please print and bring your results to the Summit.

Friday, March 22, 2019
8:00 - 11:00 am
MUC Conference Center, 2nd Floor
Please come early. Coffee and refreshments will begin at 7:30.

All students, faculty, staff, and community members are welcome. We hope to see you at the Summit.

Please register early: click here to register.
Past Events
Major Holidays & Observances: January 2019

**National Mentoring Month** focuses attention on the need for mentors, as well as how individuals, businesses, government agencies, schools, faith communities and nonprofits can work together to increase the number of mentors to help ensure positive outcomes for our young people. [Learn More]

**National Slavery and Human Trafficking Prevention Month** is an annual observance that aims to raise public awareness of the estimated 40 million victims of modern slavery and human trafficking. [Learn More]

**Mental Wellness Month** is a chance to respect our mental well-being as part of our total body health by teaching people to take care of their health before they develop an illness by eating well, exercising and getting enough sleep. [Learn More]

**JAN 5. • Guru Gobind Singh Ji's Birthday** is a religious observance for the Sikhism followers. Guru Gobindh Singh was the 10th Sikh guru of Nanak and founder of the Khalsa. [Learn More]

**JAN 7 • Orthodox Christmas Day** is the Eastern Christian observance of the birth of Christ based on their use of the Julian rather than the Gregorian version of the Western calendar. [Learn More]

**JAN 14-15 • Makar Sankranti** is a popular Hindu celebration marking turning of the sun toward the north. [Learn More]

**JAN 21 • Martin Luther King Jr. Day** is a federally recognized observance that pays tribute to Dr. King's principles and legacy. Today commemorative traditions are expanding to offer opportunities for learning, volunteering, and honoring the life and work of MLK Jr. [Learn More]

**JAN 21 • Tu B'Shvat** is a minor Jewish observance, traditionally honoring the first of the year for tithing fruit of trees. Now it is a day for environmental awareness and action. [Learn More]

**JAN 21-25 • No Name-calling Week** is an annually observed week of educational activities aimed at ending name-calling and bullying of all kinds. [Learn More]

**JAN 27 • UN Holocaust Memorial Day** is an Annual International Day of Commemoration in memory of the victims of the Holocaust coinciding with the anniversary of the liberation of the Auschwitz death camp in 1945. [Learn More]

**JAN 6 • Epiphany**, also known as Three King’s Day, is a Christian feast celebrating the revelation of God to man (a theophany) and the presence of God in human history. [Learn More]

**JAN 14-15 • Makar Sankranti** is a popular Hindu celebration marking turning of the sun toward the north. [Learn More]

**JAN 20 • World Religion Day** is a Baha’i-inspired interfaith observance to proclaim the oneness of religion and the belief that world religion will unify the peoples of the earth. [Learn More]

**JAN 21 • Jonah B’Shavat** is a minor Jewish observance, traditionally honoring the first of the year for tithing fruit of trees. Now it is a day for environmental awareness and action. [Learn More]

**JAN 21-25 • No Name-calling Week** is an annually observed week of educational activities aimed at ending name-calling and bullying of all kinds. [Learn More]

**JAN 21-23 • Mahayana New Year** is marked by the first full moon day in January, generally observed by followers of Mahayana Buddhism. [Learn More]
Black History Month is an annual celebration of achievements by African Americans and a time for recognizing the central role of African Americans in U.S. history. Learn More

• SIUE Black Heritage Month is a celebration and recognition of achievements by African American students, faculty, and staff within our community at SIUE.

FEB. 1 • National Freedom Day honors the signing of resolution that later became the 13th Amendment to the U.S. Constitution. Learn More

FEB. 5 • Lunar New Year (Year of the Pig) is an annual observance recognized as China’s most important traditional festival, celebrated at the turn of the traditional lunisolar Chinese calendar. Learn More

FEB. 15 • Nirvana Day is a Buddhist celebration of the day when the historical Buddha achieved Parinirvana, or complete Nirvana, upon the death of his physical body. Learn More

FEB. 20 • World Day of Social Justice is a day to recognize efforts to achieve fair outcomes for all through employment, social protection, social dialogue, and fundamental principles and rights at work. Learn More

SPECIAL COMMUNITY EVENT

Blacks in America: 400 Years Plus  
A Trilogy Commemorating the 400th Anniversary of Blacks in the U.S.

Black Struggle, Resiliency, and Hope for the Future

Sunday, February 10  
3:00-5:00 p.m.  
Graham Chapel  
Washington University in St. Louis

This event is part of a three-part trilogy to commemorate the 400th anniversary of the arrival of Africans in the United States. This event is FREE and open to the public, parking is free in any of the university garages. PLEASE RSVP here. More Info
Black Heritage Month Schedule of Events:

February 1: Black Business Expo
Goshen Lounge, 5-9 p.m.—Black Student Union & Campus Activities Board

February 1: Black Heritage Month: A Musical Celebration
Meridian Ballroom, 6-8 p.m.—Campus Activities Board

February 4: Opening Ceremony
Goshen Lounge, 10 a.m.-2 p.m.

February 5: Speak On It!
Meridian Ballroom, 7-10 p.m.—Campus Activities Board

February 7: Dancing with Dunham
Dunham Hall, 6-8 p.m.—Campus Activities Board

February 8: Fashion Show
MUC Conference Center, 7-10 p.m.—Black Girls Rock

February 9: Cultural Trip to the Griot Museum
Center for Student Diversity and Inclusion, 11 a.m.-2 p.m.
Center for Student Diversity and Inclusion found on MUC second floor

February 11: Health Awareness Fair
Goshen Lounge, 11 a.m.-1 p.m.—Campus Activities Board & Student Nurse Achievement Program

February 13: Police Intelligence 101 by April Preyar
MUC Conference Center, 6-8 p.m.—Campus Activities Board

February 19: In the Shadow of Dred Scott: Suing for Freedom in Antebellum St. Louis by Kelly Kennington
Abbott Auditorium, Lovejoy Library, 5 p.m.—Department of Historical Studies and Black Studies

February 20: History of NPHC
MUC Conference Center, 7-9 p.m.—National Pan-Hellenic Council

February 28: Closing Ceremony
Goshen Lounge, 10 a.m.-12 p.m.
Do you want to fine tune your networking skills? This is your chance to show off your networking skills or learn how to network! Employers from various industries will be here to help you network through this event. Call the Career Development Center at 618-650-3720 to RSVP for your spot today! More Info

SIUE iCare will host Fresh Check Day, a mental health awareness/suicide prevention event with activity booths. The booths will be led by different campus organizations and offices. February 12, 2019 10am - 2pm MUC Goshen Lounge More Info

Join SIUE PEACe and the C3RT Events Committee for Eve Ensler’s “The Vagina Monologues” performed by SIUE students, faculty, and staff. Tuesday, Feb. 12th at 6pm MUC Conference Center More Info
Dear Readers,

We want to take this opportunity to acknowledge faculty efforts towards sustaining a campus committed to diversity and inclusion and to a community of scholars committed to ensuring that students are ready for the world.

Please take some time to view the highlighted stories below and support our faculty as they support the academic goals of SIUe and help prepare students for success.

Thank you!

The Office of Institutional Diversity and Inclusion

THE POTENTIAL AND PITFALLS OF DIGITAL MEDIA

“This project will strive to identify prevalent digital technology experiences of SIUE students and examine how these multifaceted digital practices contribute to or distract from their college education,” explained Dr. Undrah Baasanjav, assistant professor in the College of Arts and Sciences’ Department of Mass Communications. This data will prove valuable for educators who use digital technology in their classes. Baasanjav aims to map digital media classes and curriculum at SIUE to streamline and synergize efforts in helping students. Read More

SIUE RESEARCHERS DEBUNK COMMON MISCONCEPTIONS ABOUT TEENS

In a new book dedicated to “teens everywhere who are working to understand who they are and how they fit in the world,” SIUE psychology professors Dr. Jeremy Jewell and Dr. Stephen Hupp use evidence-based science to shed light on 50 widely held misconceptions related to adolescence. “By shattering many of these stereotypes, this book offers a sympathetic, encouraging and – most important of all – reality-based portrayal of today’s adolescents.” Read More

BRIDGING GENERATIONAL DIVIDES THROUGH DIGITAL STORYTELLING

“Intergenerational communication is fraught with misunderstandings,” said Dr. Jessica DeSpain, associate professor in the College of Arts and Sciences’ Department of English Language and Literature and co-director of SIUE’s IRIS Center. “Because the young and old have come of age during different historical periods with varying cultural norms and communication styles. By building digital narratives about what it means to be a particular age, both locally and cross-culturally, the project includes students and the community in a conversation about how we can value differences and speak across generational divides.” Read More
This month we feature Todd Burrell, Cloe Churchill, and Sydney Bauman. Todd, the mentor, is the current Director of Undergraduate Admissions. Cloe and Sydney, the mentees, are members of the Faculty and Staff Mentoring Student-Athletes Program.

Why did you want to become a mentor?
Because I really have a passion of watching sports, especially our SIUE Cougars. This allowed me to be even more involved and to get to know our student-athletes. Plus, I really like hearing the stories of our students, and this opportunity allows me to do this.

What do you like most about the mentoring relationship you have with Cloe and Sydney?
I have always enjoyed the sport of basketball and by being a mentor to both Cloe and Sydney, I feel like I have a better connection to the team and even get an inside look at all that they do to prepare for a game and help us be a winning team. I look forward to seeing both of them play and seeing the entire Cougars basketball team on the court. I know that they and the entire team work hard, both on and off the court, and I am excited to see all of the hard work transition to the court and much success.

How has your relationship evolved?
While I have followed our basketball team for many years, having Cloe and Sydney as my mentees allows me to get to know them more. I look forward to our games, and I know that my role is to be that supporter and one to encourage them at all times, no matter the outcomes. Also, I have really liked how they both stay connected with me. I know how hard they both work and I want to make sure they have the encouragement needed to keep going and helping us be the best team we can be as well as helping them be the best person they can be.

What would you tell someone who is interested in being a mentor?
In my life and professional career, I have had many mentors. They have helped guide me and show me the way to achieving more. By being a mentor, I feel this is a great opportunity to give back to our students and the university community. Thus, I would encourage any faculty/staff member to consider this opportunity. It does not take much of your time, but the reward in the end is the chance to connect with our students and help them succeed during their college career (in addition to seeing great teams!)

I hope I am to Cloe and Sydney another resource on the SIUE campus that is here to help, but also a fan in the stands cheering them and the entire SIUE Basketball team on to victory. Go Cougars!

If you are interested in mentoring opportunities, click here for more information.
Why did you want to become a mentor?
I wanted to become a mentor as a way to pay it forward. I had amazing faculty mentors when I was an undergraduate student and a graduate student and am still in contact with many of them because of the impact they had on my life. I hope to be able to provide the same for students here at SIUE.

What do you like most about the mentoring relationship you have with Cloe and Sydney?
Bobbi and I have a relationship where she knows that she can come to me with anything that is going on in her life, personal or school, and have someone to truly listen to her.

How has your relationship evolved?
At first she was very shy and didn’t want to meet with me and now she stops by my office every chance she gets. We have a very positive relationship where she knows that she can trust me to tell her my honest opinion even when it’s not what she wants to hear.

What would you tell someone who is interested in being a mentor?
I think being a mentor is one of the most valuable experiences that you can have in life. I can’t imagine what my life would be like if I wasn’t mentoring students.

If you are interested in mentoring opportunities, click here for more information.

UPCOMING MENTORING WORKSHOPS

Mark your calendars for our upcoming mentoring workshops sponsored by ACCESS and the Office of Institutional Diversity & Inclusion:

- Leadership & Intersectionality | Tuesday, February 5th at 3:00pm • SSC 1203
- Self-Care (part 2) | March 2019
- BUILD Spring Social | Thursday, March 21st at 4pm • SSC 1203
- Healthy Relationships | April 2019
- BUILD Recognition and Celebration Event | Wednesday, April 17th at 5pm • SSC 1203

More Information TBA
This month we highlight the SIUE Men and Women’s Basketball schedules for Spring 2019 semester. Join us as we cheer the SIUE Cougars on to victory! #BeACougar

| MENTORING MATTERS | MEN’S BASKETBALL | BASKETBALL SCHEDULES
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Click here for more information.
This month we highlight the SIUE Men and Women’s Basketball schedules for Spring 2019 semester. Join us as we cheer the SIUE Cougars on to victory! #BeACougar

**WOMEN’S BASKETBALL**

**FEBRUARY**

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Click here for more information.
Visit our website at siue.edu/diversity where our Institutional Diversity & Inclusion Programming Calendar is always updated with campus and community events.

Keep in touch with the Office of Institutional Diversity & Inclusion! Check out news & events on our social media websites:

facebook.com/siueidi/
@siueidi
@_siueidi

See something missing from this newsletter, that you feel should be acknowledged by the SIUE community to celebrate diversity & inclusion? We want to hear from you! Please contact the Office of Institutional Diversity and Inclusion at siueidi@siue.edu or call (618) 650-5382