In this holiday edition of the Embracing Diversity and Inclusion Newsletter, we would like to celebrate the month of December across cultures and religions. With diverse holidays being celebrated this month, including: Hanukkah, Kwanzaa, and Christmas, it is increasingly important to promote inclusion on our campus during this time of year. It is vital to acknowledge differences in celebrations and customs with a humble heart and an open mind. We encourage the SIUE community to celebrate togetherness during this month with people from diverse backgrounds.

Happy Holidays!
- The Office of Institutional Diversity & Inclusion

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Using Dialogue Instead of Debate Over the Dinner Table

A Guide to Conversations about Diversity, Inclusion, Equity, and the Election

DIALOGUE VS. DEBATE

Debate
• About Winning
• One right Answer
• Combative
• Finds flaws in other’s points
• Closed-minded
• Seeks closure
• Short-term

Dialogue
• About Learning
• Finding the Solution Together
• Collaborative
• Finds strengths in other’s points
• Open-minded
• Seeks new options
• Ongoing

SUGGESTIONS FOR MEANINGFUL DIALOGUE

1. Listen to Understand
   Work to understand the intent and perceptions behind people’s comments instead of arguing why your perspective is right.

2. Embrace Common Ground
   Identify common ground and focus discussion on how to find solutions together.

3. Engage Respectfully
   Enter the conversation assuming goodwill and try to find the value in people’s comments on an important and difficult conversation.

4. Ask Questions
   Asking questions is a way to try and understand a person’s perspective. For example: “That's an interesting point. Why do you think that?”

Get stuck and aren't sure how to respond to a difficult conversation? Text the Showing Up for Racial Justice Holiday Hotline at 82623 for some helpful tips.

Click Here to Learn More from Diversity Awareness Partnership.
HANUKKAH: December 24 – January 1

HISTORY

Hanukkah (alternately spelled Chanukah) is the eight day celebration during which Jews commemorate the victory of the Maccabees over the armies of Syria in 165 B.C.E. and the subsequent liberation and “rededication” of the Temple in Jerusalem. According to religious stories, when the Maccabees entered the temple, they found a single jar of oil, which was sufficient to burn for only one day of light. However, the jar continued burning for eight days until a messenger could return with more oil. The eight days of Hanukkah is attributed to this miracle of this single jar of oil. The modern home celebration of Hanukkah centers around the lighting of the hanukkiyah, a special menorah for Hanukkah. Hanukkah, or the Festival of Lights, “celebrates the triumph of light over darkness, of purity over adulteration, of spirituality over materiality.” For Jews, this holiday is also a celebration of family and heritage.

Click Here to Learn More
The word "Kwanza" means “first” in Kiswahili (Kenya, Uganda, Tanzania). Dr. Maulana Karenga introduced the festival in 1966 to the United States as a ritual to welcome the first harvests to the home. Dr. Karenga created this festival for African Americans as a response to the commercialism of Christmas.

Five common sets of values are central to the activities of the week: ingathering, reverence, commemoration, recommitment, and celebration. The seven principles (nguzo saba) of Kwanzaa utilize Kiswahili words: unity (umoja), self-determination (kujichagulia), collective work and responsibility (ujima), cooperative economics (ujamaa), purpose (nia), creativity (kuumba), and faith (iman). Each of the seven candles signify the principles. Like the Jewish Hanukkah, candles are used to represent concepts of the holiday.

In celebration of Kwanzaa, people exchange gifts and have a banquet of food, often featuring recipes from various African countries. Participants greet one another with "Habari gani" which is Kiswahili for "How are you?"

Click Here To Learn More
Christmas is both a sacred religious holiday and a worldwide cultural and commercial phenomenon. For two millennia, people around the world have been observing it with traditions and practices that are both religious and secular in nature. Christians celebrate Christmas Day as the anniversary of the birth of Jesus of Nazareth, a spiritual leader whose teachings form the basis of their religion. Popular customs include exchanging gifts, decorating Christmas trees, attending church, sharing meals with family and friends and, of course, waiting for Santa Claus to arrive. Christmas Day, December 25, has been a federal holiday in the United States since 1870.

HISTORY

In the 4th century, church officials decided to make the birth of Jesus a holiday. Unfortunately, the Bible does not mention the date for his birth, but Pope Julius I chose December 25. Some believe that the church chose this date in an effort to adopt and absorb the traditions of the pagan Saturnalia festival. First called the Feast of the Nativity, the custom spread to Egypt by 432 and to England by the end of the sixth century. By the end of the eighth century, the celebration of Christmas had spread all the way to Scandinavia.

Click Here to Learn More
## Upcoming Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location &amp; Time</th>
<th>University Units and/or Organizations contacted for collaborations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Thursday</strong> December 1</td>
<td>World AIDS Day</td>
<td>11 a.m. – 1 p.m. Educational Tables MUC Goshen Slates</td>
<td>Entire University Community</td>
</tr>
<tr>
<td><strong>Thursday</strong> December 1</td>
<td>Campus Activities Board Event: Taste of Culture</td>
<td>10:30 a.m. – 2 p.m. MUC Goshen Lounge</td>
<td>Entire University Community</td>
</tr>
<tr>
<td><strong>Friday</strong> December 2</td>
<td>Last Day of the Winter Clothing Drive</td>
<td>Don’tation Box Locations: Rendleman Hall, Kimmel Student Involvement Center, Peck Hall, Art &amp; Design East, Multicultural Center</td>
<td>Entire University Community</td>
</tr>
<tr>
<td><strong>Saturday</strong> December 3- Sunday December 4</td>
<td>St. Jude Up ‘til Dawn Event</td>
<td>6 p.m. – 6 a.m. MUC Meridian Ballroom</td>
<td>Entire University Community</td>
</tr>
<tr>
<td><strong>Thursday</strong> December 8</td>
<td>WinterFest: Celebrating Hanukkah, Christmas, &amp; Kwanzaa</td>
<td>11 a.m. – 1 p.m. MUC Goshen Lounge</td>
<td>Office of Institutional Diversity and Inclusion</td>
</tr>
<tr>
<td><strong>Saturday</strong> December 10</td>
<td>Human Rights Day</td>
<td>Featured on Social Media and in the Embracing Diversity and Inclusion Newsletter</td>
<td>Office of Institutional Diversity and Inclusion</td>
</tr>
</tbody>
</table>

See something missing these Upcoming Events, that you feel celebrates diversity and inclusion in the SIUE community? We want to hear from you! Contact siueidi@siue.edu
UPCOMING EVENTS

We have heard your voices at the SIUE BLACK LIVES MATTER Conferences.

Now is the time for Strategies & Solutions.

You are invited to the First Annual

we are One
we are the e

SUMMIT

Wednesday January 18
8 am - 11:30 am
MUC Conference Center
Registration is Free

On January 18, 2017
Come let your voice be heard!
We will discuss strategies and solutions for creating a more diverse and inclusive SIUE campus. Proposed solutions discussed at this conference will be used to develop a new University Diversity Plan.

Click Here to Register for the We Are One Summit
The International Student Council hosted the annual International Night on November 12. Visitors enjoyed authentic international cuisine and watched cultural performances by many talented students representing and celebrating their heritage from numerous countries.
The Office of Institutional Diversity and Inclusion celebrated Arab, Muslim, and Middle Eastern culture on November 8th. The event featured: traditional Dabke dancing, music, henna artmaking, and educational information. Participating student organizations included: Arabic Club, the Saudi Student Society, and Students for Justice in Palestine.
On November 15, a new student organization called Students 4 Change facilitated a Walkout and Rally. Students, faculty and staff were asked by Students 4 Change to wear black and march to Rendleman Hall to “bring attention to the expressed feelings of isolation, displacement, and invisibility experienced by members of the SIUE community.” The rally stressed the ongoing importance for members of the university community to actively practice SIUE’s value of inclusion, “where all feel safe, respected, embraced, supported and encouraged.”
ATTN: SIUE Faculty Members

Did you know that you can check out diversity and inclusion resources from the Office of Institutional Diversity and Inclusion? We now have several institutional copies of films available that you can show in class, including the following:

- The African American Journey
- The Borinqueneers
- The Children’s March
- Freedom On My Mind
- The Language You Cry In
- Looking Toward Home: An Urban Indian Experience
- Memory of a Forgotten War
- A Place at the Table
- Race: The Power of an Illusion
- The Rise and Fall of Jim Crow
- Shadow of Hate
- Silent Thunder
- A Time For Justice
- Viva La Causa
- W.E.B. Du Bois: A Biography in Four Voices

For information about Diversity and Inclusion Films and other Resources, Contact the Office of Institutional Diversity & Inclusion at (618) 650-5382 or ragarre@siue.edu
HAPPY HOLIDAYS:
The Multicultural Center will be closed December 22 through January 2

Up to 10 pages of FREE PRINTING is now offered to students/student organizations in the Multicultural Center!

The Multicultural Center is Located on the 2nd floor of the Morris University Center
Come see us Monday – Friday 8:30 a.m.– 4:30 p.m.

Have you liked us on Facebook?
Keep in touch with the Multicultural Center! Remember to check out news & events on our: Facebook, Twitter, & Instagram pages.
**TASTE OF CULTURE RECIPES**

**POTATO LATKES**

2 lb. Potatoes  
2 medium onions  
1/2 c. matzo meal  
8 tbsp. olive oil

1. In large bowl, whisk together eggs, 1 teaspoon salt, and 1/4 teaspoon pepper.
2. Grate the potatoes and onions. Add them to the bowl with the eggs and toss to combine. Add the matzo meal and mix to combine.
3. Heat 2 tablespoons oil in a large skillet over medium heat. Gently drop 5 large spoonfuls of the potato mixture into the skillet (about 1/4 cup each). Spread out the spoonfuls to create even pancakes and cook until browned, 4 to 6 minutes per side; transfer to a plate.

**Sweet Potato Pecan Bars**

1/2 cup dairy sour cream  
1/2 cup sugar  
1 tablespoon all-purpose flour  
1/4 teaspoon ground ginger  
1/4 teaspoon ground nutmeg  
1/4 teaspoon ground cloves  
1/4 teaspoon ground cinnamon  
2/3 cup milk

1. In a medium mixing bowl combine butter and the 1/4 cup sugar. Stir in graham cracker crumbs and the 3 tablespoons pecans until well-combined. Press onto bottom of a lightly greased 13x9x2-inch baking pan. Bake in a 350 degree F oven about 12 minutes or until lightly browned. Cool slightly (5 minutes) while preparing filling.
2. For filling, in a large bowl stir together beaten eggs, mashed sweet potatoes, and sour cream. Stir in the 1/2 cup sugar, flour, ginger, nutmeg, cloves, and cinnamon until smooth. Stir in milk. Pour mixture over prebaked crust, spreading evenly. Bake at 350 degree F for about 25 minutes. Sprinkle with remaining chopped nuts.
BAHAI  BUDDHISM  CHRISTIANITY
CONFUCIANISM  HINDUISM  ISLAM
JAINISM  JUDAISM  SHINTO
SIKHISM  TAOISM  ZOROASTRIANISM