The SIUE Office of Institutional Diversity and Inclusion and the University Diversity Council wishes you and yours a happy and safe holiday season. We look forward to working with you in the new year in a continued effort to make SIUE a university that is not only inclusive, but honors and respects the diversity on our campus and in the world. Thank you for all that you do!
Universal Human Rights Month celebrates the proclamation of the Universal Declaration of Human Rights (UDHR) in December of 1948. The UDHR was drafted by representatives with different legal and cultural backgrounds from all regions of the world. The declaration was the first document to mandate the universal protection of each persons’ fundamental human rights. The first article of the document states:

“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.”

Get involved promoting human rights around campus!

- Consider joining a campus organization (a list of organizations can be found here: [https://siue.collegiatelink.net/](https://siue.collegiatelink.net/))
- Attend campus events (check out the Campus Activity Board calendar: [http://www.siue.edu/cab/events.shtml](http://www.siue.edu/cab/events.shtml))
- Volunteer! SIUE offers many great opportunities to serve in the community (see how you can help through the Kimmel Student Involvement Center: [https://www.siue.edu/kimmel/community/index.shtml](https://www.siue.edu/kimmel/community/index.shtml))
- Get to know other Cougars through events at the Multicultural Center (check out the Facebook page for events and updates: [https://www.facebook.com/SIUE-Multicultural-Center-739760289472171/timeline/](https://www.facebook.com/SIUE-Multicultural-Center-739760289472171/timeline))
<table>
<thead>
<tr>
<th>Date Range</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>December 7-11:</td>
<td><strong>Inclusive Schools Week</strong> celebrates the progress schools have made in providing a quality education to diverse student populations.</td>
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<td>December 6-14:</td>
<td><strong>Hanukkah</strong> is an eight day festival of lights celebrating the triumph of light over darkness. Hanukkah is celebrated in the Jewish tradition.</td>
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<td>December 25:</td>
<td><strong>Christmas</strong> is a holiday celebrated by those of the Christian faith. Christmas honors the birth of Jesus Christ.</td>
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<td>December 26-January 1:</td>
<td><strong>Kwanzaa</strong> is an African American holiday celebrating traditional African festivals of “first fruit” or harvest. During Kwanzaa, a candle is lit nightly in honor of one of the seven principles (unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.)</td>
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<td>December 31:</td>
<td><strong>New Year’s Eve</strong> is celebrated across the world. People come together to celebrate the dawning of a new year.</td>
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Celebrate Kwanzaa with Caramelized Ripe Plantains

**Ingredients:**
- 4 ripe plantains
- 1 tablespoon butter
- 1 tablespoon sugar

**Directions:**
* Peel plantains and slice them into ½ inch rounds.
* Heat butter to foaming in a heavy skillet over medium heat.
* Add plantain slices to the butter and cook for 5 to 8 minutes, or until they are lightly browned and slightly caramelized.
* Sprinkle the plantain slices with the sugar, allow the sugar to caramelize slightly, then remove the plantains from the skillet.
* Serve warm with vanilla ice cream, topped with caramelized butter from the pan!

Recipe retrieved from: http://www.globalgourmet.com/food/holiday/pageant/kwanzaa/plantains.html#axzz3rO2Kq3AE

Celebrate Hanukkah with Potato Latkes

**Ingredients:**
- 3 cups shredded potato
- ¼ cup grated onion
- 2 eggs, beaten
- 6 saltine crackers, or as needed
- 1 teaspoon salt
- ¼ teaspoon ground black pepper
- ½ cup vegetable oil, or as needed

**Directions:**
* Mix potato, onion, eggs, crackers, salt, and pepper together in a large bowl.
* Pour enough vegetable oil into a skillet to fill about ½ inch deep; heat over medium-high heat.
* Drop spoonfuls of the potato mixture, first pressing the potato mixture against the side of the bowl to remove excess liquid, into the hot oil; slightly flatten the latkes into the oil with the back of your spoon so that they are evenly thick.
* Cook in hot oil until browning and crisp, 3 to 5 minutes per side. Drain latkes on a plate lined with a paper towel.
* Serve by themselves or with sour cream or applesauce!

Recipe retrieved from: http://allrecipes.com/recipe/235052/moms-potato-latkes/
Celebrate Christmas with Saltine Toffee Cookies

**Ingredients:**
- 4 ounces saltine crackers
- 1 cup butter
- 1 cup dark brown sugar
- 2 cups semisweet chocolate chips
- ¾ cup chopped pecans

**Directions:**
* Preheat oven to 400 degrees F
* Line cook sheet with saltine crackers in single layer
* In a saucepan combine the sugar and the butter. Bring to a boil and boil for 3 minutes. Immediately pour over saltines and spread to cover crackers completely.
* Bake at 400 degrees F for 5 to 6 minutes. Remove from oven and sprinkle chocolate chips over the top. Let sit for 5 minutes. Spread melted chocolate and top with chopped nuts. Cool completely and break into pieces.

Recipe retrieved from: http://allrecipes.com/recipe/11376/saltine-toffee-cookies/

Celebrate The New Year with Black-Eyed Peas

**Ingredients:**
- 1 pound dry black-eyed peas
- 2 tablespoons olive oil
- 1 large yellow onion, diced
- 2 cloves garlic, minced
- 2 (32 oz) cans of chicken broth
- 8 cups water
- 1 pound smoked ham hocks
- 1 (14.5 oz) can diced tomatoes
- 5 pepperoncini peppers
- 1 bay leaf
- 1/4 teaspoon ground thyme
- Salt and pepper to taste

**Directions:**
* Place the black-eyed peas into a large container and cover with several inches of cool water; let stand 8 hours to overnight. Drain and rinse before using. Line cook sheet with saltine crackers in single layer
* In a large stock pot over medium heat, cook and stir onion and garlic in olive oil until onion becomes translucent, about 5 minutes. Pour in the chicken broth and 8 cups water, bring to a boil, and reduce heat to a simmer. Stir in soaked black-eyed peas, ham hocks, tomatoes, pepperoncini, bay leaf, garlic powder, thyme, and salt and pepper. Cover and simmer until peas are tender, ham meat is falling off the bones, and the broth is thickened, about 3 hours.

Recipe retrieved from: http://allrecipes.com/recipe/213029/new-year-black-eyed-peas/
coffee with cool women

Conversations with Women of Imagination and Accomplishment

This program originated in a series of conversations with successful women about their career paths. As one might expect, many cited long-term relationships with mentors in their field as crucial to their choices, but more surprisingly, they also spoke about much briefer encounters with women who made them think, “Wow, I want to do that, I can do that.” Coffee with Cool Women, then, is a series of one-hour conversations in which “cool women”—women who have chosen interesting, challenging, and sometimes unconventional careers—meet with a small group of SIUE students to talk about the pleasures, frustrations, and surprises of their professional lives thus far. The setting is casual, the conversation is candid, and the coffee is fresh.

All CWCW sessions are held in the Women’s Studies Office (Peck 3407) and seating is limited. To reserve your space, contact Prof. Alison Rieheld at areihel@siue.edu.

Tuesday, December 8, 10:00—11:00 a.m.

Dr. Rachel Tompkins, clinical psychologist

Rachel Tompkins, Ph.D., is a clinical psychologist serving patients in the Metro East. She has a long experience in areas of child welfare/custody issues and has worked extensively with the Illinois Department of Children and Family Services as well as a local abused women’s shelter. Dr. Tompkins also has a general clinical practice including individual, marital and family therapy with all ages.
Dr. Martin Luther King Jr. Celebration Luncheon

“Voices of the Unheard”

Wednesday, January 20, 2016

11:30 am., immediately following the Black Lives Matter Conference

Cost: $25.00

For more information, contact Sarah Laux at slaux@siue.edu

SIUE Black Lives Matter: Inside the Movement Conference

Wednesday, January 20, 2016

8:00 am - 11:30 am

No cost for attendance

RSVP by January 4, 2016

#BlackLivesMatter doesn’t mean your life isn’t important—it means that Black lives, which are seen as without value within White supremacy, are important to your liberation.”

(BlackLivesMatter.com)
Eugene B. Redmond Learning Center is Now Open

As one of the greatest post-civil rights repositories ever assembled, Lovejoy Library’s Eugene B. Redmond Collection contains thousands of books, magazines, rare program booklets and flyers, audio/visual recordings and historic posters. It holds more than 150,000 photographs of literary artists, musicians, entertainers, scholars, dancer/choreographers, supporters of the arts and political activists, which Redmond has taken over the last six decades.

Redmond, SIUE emeritus professor of English Language and Literature, is an award-winning author/editor of several dozen books, journals and anthologies. As literary executive of the estate of Henry Dumas (1934-1968), and in collaboration with writers such as Amiri Baraka and Toni Morrison, he has edited several volumes of the Dumas’ words. An SIUE alumnus, literary historian and scholar, Redmond was named Poet Laureate of East Saint Louis in 1976, the same year that Doubleday published his critical history, Drumvoices: The mission of Afro-American Poetry.

Recruiting and Retaining a Diverse Workforce

SIUE has published guidelines for recruiting and retaining a diverse workforce.

This document is available for download at:

www.siue.edu/institutionaldiversityandinclusion/.../Guidelines%20for%20Recruiting%20and%20Retaining%20a%20Diverse%20Workforce...
Embracing Diversity and Inclusion Newsletter

Holiday Word Search

CELEBRATE, CHRISTMAS, DECEMBER, DIVERSITY, HANUKKAH, HOLIDAY, HUMANRIGHTS, INCLUSIVE, KWANZAA, NEWYEAR