A MESSAGE FROM...
Dr. Venessa A. Brown
associate chancellor and chief diversity officer

Welcome to Promoting Diversity and Inclusion, a Newsletter celebrating diversity at Southern Illinois University Edwardsville. This newsletter aims to showcase the 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 Promoting Diversity and Inclusion Newsletter, please contact Dr. Venessa A. Brown at 618-650-5867 or vbrown@siue.edu.

TABLE OF CONTENTS

FALL IN REVIEW
An overview of SIUE & national news from Fall 2019

HOLIDAY HIGHLIGHTS
Hanukkah
Christmas
Kwanzaa
Additional Holidays

NEW & INNOVATIVE STUDENT RESOURCES
Cougar Cupboard
TechSmith Relay
Online Learning Community
DiversityEdu

FACULTY HIGHLIGHTS
Welcome New Faculty!

INSTITUTIONAL DIVERSITY & INCLUSION UPDATES
Diversity Day 2019
Phenomenal Women Nominations
Saying Goodbye

MENTORING MATTERS
Mentor & Mentee Stories

PROMOTING DIVERSITY & INCLUSION 2
FALL 2019 IN REVIEW

SIUE COUGAR WELCOME
A Wild, Wild Cougar Welcome was underway at Southern Illinois University Edwardsville. During the first week of the semester, engagement activities are all around as students explore how they can become connected with campus life and the local community.

On Monday, Aug. 19 and Tuesday, Aug. 20, students learned about campus resources during the Resource Fair. A Cougar Welcome Kick-Off energized the Goshen Lounge with free mechanical bull rides, cookies, promotional items and more.

At the Resource Fair, the Office of Institutional Diversity and Inclusion handed out pamphlets, pens, free T-shirts, and informed students about volunteer opportunities.

SIUE STUDENT DIVERSITY HIGHLIGHTED IN WELCOME RECEPTIONS
It was a time for connections and commonality among students of the same ethnic background, sexual orientation/identification and military experience. It was also a time for them to be greeted by Southern Illinois University Edwardsville chancellor, administrators, faculty and staff, and to experience first-hand how the University is a welcoming, fun and safe place for all students.

Receptions included: the Black Student Welcome Reception on Aug. 26, SIUE Safe Zone Student Welcome Reception on Aug. 27, Veterans Student Reception on Aug. 28, Asian/Pacific Islander Student Reception on Aug. 28, and the Latinx Student Reception on Aug. 29.
CAB FALL LECTURE SPEAKER: YUSEF SALAAM

Campus Activities Board (CAB) hosted their Fall Lecture Speaker, Yusef Salaam! Yusef is a motivational speaker and activist featured in the Netflix series, “When They See Us” as a member of The Exonerated Five (formerly known as The Central Park Five). The free event drew over 400 people, and incited some great and profound conversations on campus regarding diversity's role in the reformation of the legal system.  
Learn More
WOMEN'S STUDIES EVENTS
Here we highlight some Fall events sponsored by the SIUE Women’s Studies Department.

Sept. 4 - Drs. Lakesha Butler, Cristina Di Meo, Albertina Perez, & Cathy Santanello, Panel About Women in Science

Sept. 6 - Dr. Saba Fatima, “#MeToo and Islamophobia”

Sept. 10 - Drs. Zenia Augustin, Danielle Lee, Sarah Luesse, & Susan Morgan, Panel About Women in Science

Oct. 4 - Dr. Erin Heil, “Identifying and Protecting Female Victims of Sex Trafficking”


Oct. 17 - Dr. Ashton Speno, “Adolescents, Sexualization, & Sexting”

Oct. 22 - Dr. Ezra Temko, “The Social Construction of Gender Quotas: Iowa’s Successful Adoption of Gender Balanced”

Learn More

COFFEE WITH COOL WOMEN
This series facilitated by Women’s Studies connects a small group of SIUE students with successful women who talk about their career paths. These women who have chosen interesting, challenging, and sometimes unconventional careers, invite students to think, “Wow. I want to do that. I can do that.”

Sept. 18 - Mercedes Collado, Program Manager for the Southern IL Healthcare Foundation and President of the Latino Roundtable

Sept. 30 - Katie Heaton discusses how a woman pitched the need for a library that changed lives

Oct. 21 - Mary Grose, Pediatric ER nurse at Cardinal Glennon Children’s Medical Center and local organizer of Bring Your Own Glen-Ed

Nov. 4 - Michelle Mueller, Corporate escapee turned small business owner of Shameless Ground

Nov. 11 - Dr. Ronda Sauget, SIUE alumna and executive director and CEO of Leadership Council Southwestern Illinois

Learn More

ACCESS INAUGURAL ED ROBERTS CHAMPIONS OF ACCESSIBILITY DINNER
This event on Oct. 24 featured awards presented to campus champions of accessibility, comedic entertainment provided by Lucas Waterfill, a live band, a plated dinner and a keynote address by Sara Minkara, CEO of Empowerment Through Integration.

Learn More
SIUE RECEIVES 2019 HIGHER EDUCATION EXCELLENCE IN DIVERSITY AWARD

Southern Illinois University Edwardsville has received the 2019 Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. SIUE joins a select group of 35 institutions that have earned the distinction for six consecutive years.

As a recipient of the annual HEED Award, a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion, SIUE will be featured along with 92 other recipients in the November 2019 edition of INSIGHT Into Diversity magazine.

“SIUE’s strong commitment to diverse programming, and our diversity and inclusion online learning community position SIUE as a model for the region,” said Venessa A. Brown, PhD, associate chancellor and chief diversity officer. “SIUE values and appreciates a diverse and inclusive campus community. We are intentional about discussing various issues in our state, region, nation and world that impact our campus culture.”

THE AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY APPLAUDS THE DECISION IN THE HARVARD AFFIRMATIVE ACTION CASE

The American Association for Access, Equity and Diversity (AAAED), an association of equal opportunity, affirmative action and diversity professionals, announced its support for the decision handed down on September 30, 2019 by the Massachusetts Federal District Court in the Students for Fair Admissions v. President and Fellows of Harvard College case. The case involves a complaint by Asian-American students, that despite their grades and test scores, fewer of them were admitted because of alleged race-conscious admissions policies. The court ruled that Harvard’s admissions policies do not discriminate against these students.

Dr. Richard Anthony Baker, president of the Association stated, “The court rightfully acknowledged that diversity is an important factor in higher education.” The court observed that “a heterogeneous student body promotes a more robust academic environment with a greater depth and breadth of learning, encourages learning outside the classroom, and creates a richer sense of community.”
FALL 2019 IN REVIEW

INCLUSIVE CONVERSATIONS
Inclusive Conversations are designed to support critical conversations and understanding of campus climate issues for students, faculty and staff; social justice; and the collective responsibility to build a sustainable campus environment—one which embodies citizenship, excellence, inclusion, integrity and wisdom.

WHERE: Center for Student Diversity and Inclusion (CSDI), 2nd floor of the MUC
WHEN: 12:15-1:30 pm, biweekly

FALL 2019 Dates and Topics:

Sept. 6 - Microaggressions in the Classroom

Sept. 20 - Continued discussion on Implicit Bias Series Part III: Who Am I in the Delivery of Services? Implicit Biases Inside and Outside the Classroom

Oct. 4 - How well do we create an equitable community for faculty, staff, and students in the LGBTQIA+ community?

Oct. 18 - Appreciating or Appropriating?

Nov. 1 - How can we do better in supporting transgender and gender diverse community members?

Nov. 15 - Understanding Thanksgiving and its Connection to Native American History

Dec. 6 - Including Mental Health in the Diversity and Inclusion Discussion

SAVE THESE DATES FOR SPRING 2020!

January 24
February 7 & 21
March 20
April 3

12:15-1:30 p.m.
Center for Student Diversity and Inclusion
2nd Floor, Morris University Center

QUESTIONS?
Contact the Center for Student Diversity and Inclusion (CSDI) at 618-650-3180 or visit the CSDI website.

For accommodation questions, contact ACCESS at myaccess@siue.edu or 618-650-3726.
FOOD DRIVE FOR FOOD RECOVERY NETWORK

The holidays are a time when family and friends gather together, and most times food is at the center. But for those who suffer from food insecurity, the holidays can intensify this need, which is why the Food Recovery Network at SIUE is collecting donations for those in need.

The Food Recovery Network, formerly the Campus Kitchen at SIUE, is hosting its annual “Give Thanks, Give Food” food drive, according to Carolyn Compton, assistant director for community engagement with the Kimmel Student Involvement Center. The food drive will collect nonperishable and canned food donations through Nov. 10 that will be used to make Thanksgiving meal grocery bags for Community Care Center clients in Granite City.

Donations can be purchased through Sunday, Nov. 10 for free delivery to Food Recovery Network at SIUE at yougivegoods.com/siue-turkeypalooza-2019. Donation boxes will be located in the Student Fitness Center, Kimmel Student Involvement Center, Lovejoy Library Information Desk, Peck Hall and Rendleman Hall.

Food items requested include:

- Stuffing
- Canned vegetables
- Canned yams and potatoes
- Instant mashed potatoes
- Gravy
- Macaroni and cheese
- Applesauce
- Canned fruit
- Grocery store gift cards are also appreciated

SIUE ESL CHARTER HIGH SCHOOL ANGEL TREE GIVING CAMPAIGN

SIUE East St. Louis Charter High School (CHS) is kicking off its annual Angel Tree giving campaign. As winter approaches, the staff of CHS would like to ensure that all of our students experience the joy of the holiday season. To that end, we would like to invite you to participate in our Angel Tree giving program. This year, it is our goal to give every student at CHS a new sweatshirt and to give additional winter gear to the neediest students.

Now through Friday, Dec. 13, we will be accepting donations to the Angel Tree giving program. You may donate online here using a credit card. Checks should be made payable to SIUE Foundation and sent to Anne Moore, Campus Box 1049. Please drop off any cash donations with Anne in Alumni Hall, Room 1134.

Unfortunately, our students have needs year round for things like school supplies and school uniforms. This year, please consider making a recurring donation that will help to make the students of CHS successful all year long.

The SIUE Foundation is a 501(c)(3) organization. Contributions are tax-deductible to the extent allowable by law. Contact Anne Moore at 618-650-3354 or anmoore@siue.edu with any questions about the Angel Tree giving program.
TECHSMITH RELAY

The offices of Educational Outreach, Accessible Campus Community and Equitable Student Support (ACCESS), and ITS are collaborating to bring you a new audio/video hosting platform called TechSmith Relay.

TechSmith Relay will serve as the primary platform for storing media content across campus, giving faculty, students, and staff the ability to create, upload, and share videos from one location. In addition to its storing and sharing capabilities, TechSmith Relay allows users to do basic video editing, integrate quizzing and other video interactivity, and bring in external videos for enhancements. TechSmith Relay also has the capability to add automatic closed captioning, helping to meet University accessibility goals and achieve ADA compliance.

One of the greatest features for faculty and staff includes integration with Blackboard that also includes quizzing within the video content which can optionally report back to the grade center. This interactive quizzing will ideally help increase student engagement within flipped, blended, or online courses. Analytics allow users to see how much time is spent on the videos as well as the quiz results.

Access Relay at siue.techsmithrelay.com. You can find log in instructions and additional articles in the ITS Knowledge Base (keyword: Relay).

Faculty and staff can sign up today for a 1-hour training session.

Read More
DIVERSITY AND INCLUSION ONLINE LEARNING COMMUNITY

Please log on to Blackboard (go to My Organizations, and then click on Office of Institutional Diversity and Inclusion Online Learning Community) to enroll in our Online Learning Community. This is a resource available to all students, faculty, and staff.

Community: This area contains Community Topics on a variety of Diversity & Inclusion subjects, such as LGBT Pride, Women's Rights and African American History. You’ll also find links to the discussion board, where you can start or continue a conversation related to the topic, or share your thoughts in the Open Mic forum.

Resources: This is where you can find resources on diversity and inclusion; awards for SIUE students, faculty and staff; details about mentoring programs on campus; and resources for veterans.

Trainings: Anyone can take part in the online training modules in this community. Learn about how to identify and reduce bias and more with these self-paced trainings. When you complete the module you will receive a certificate of completion, which you can add to your personal or professional portfolio.

Film Series: Here you will find trailers for films shown in the on-campus Diversity & Inclusion Film Series, as well as discussion questions and evaluations for each. Students, faculty and staff are invited to investigate the films; faculty may wish to preview films before using them in class.

FINANCIAL MATTERS: ASK AN EXPERT

Do you have questions you want to ask experts, but don’t want the obligation to buy products? Now is your chance!

**When:** Tuesday, Nov. 12 at 2-3 p.m.

**Where:** MUC Mississippi/Illinois Room

Talk to the experts of your choice with no obligation to buy any products. This is a round table event, where you can come and go as you wish. The event is open to staff, faculty and students, especially those approaching graduation.

• Do you know the questions you should be asking about company benefits?
• Do you know how to negotiate salary?
• Do you know how to read your credit report?
• Do you know how to create and follow a budget?
• Do you know what it takes to get a car loan or mortgage?
• Do you know about filing your taxes?
Oct. 14 and 15 marked SIUE’s second annual Diversity Day. On Monday, Oct. 14, SIUE held the Diversity Day Community Stakeholders Reception, where Boy Scout Troops 1064B and 8064G performed a flag ceremony, and The Honorable Senator Christopher Belt (D-Centreville) shared words of wisdom from his path to the Senate seat. Senator Belt concluded his remarks with a quote from his mother: “The best salads are the most colorful ones.”

Howard Ross, founder of Cook Ross and best-selling author, was the keynote speaker on Tuesday, Oct. 15 during Diversity Day. The two-day event, under the theme “From Awareness to Action, SIUE Shaping a Changing World,” included artistic offerings, music, presentations, exhibits, guest speakers and a parade of nations.

Alton and East St. Louis campuses also participated in Diversity Day. The SIU School of Dental Medicine (SDM) featured keynote speaker Jennifer Hernandez, PhD, associate professor in the School of Education, Health and Human Behavior (SEHHB). Hernandez delivered the address: “Commercializing Culture: Culture Out of Context.” At the SIUE East St. Louis Center, J.T. Snipes, PhD, assistant professor in the SEHHB, facilitated a conversation on the Netflix miniseries, “When They See Us,” created, co-written and directed by Ava DuVernay.

“Diversity Day is one of those times when SIUE is at its best, and we can show the world our great, vibrant and diverse University community,” said Venessa A. Brown, PhD, associate chancellor for the Office of Institutional Diversity and Inclusion, chief diversity officer, and chair of the Diversity Day Committee. “I like to think of SIUE as the United Nations of southern Illinois.”

Read More
Details on the numerous educational sessions held throughout Diversity Day are available in the Diversity Day 2019 Conference Booklet, which is also available on the Diversity Day History section of the Office of Institutional Diversity and Inclusion website.
SIUE’S 3RD ANNUAL DIVERSITY DAY IS OCTOBER 15, 2020!

Please mark your calendars for one of SIUE’s most exciting events!

Diversity Day is a celebration of our institution’s past, present and future as it relates to advances in cultural-responsiveness and inclusion. This goal is encapsulated in the day’s theme, “From Awareness to Action, SIUE Shaping a Changing World.” Designed with community engagement and participation across all three SIUE campuses in mind, this multi-event day showcases the multitude of ways in which membership in the global community is core to our mission and values.

Check out the Diversity Day website and stay tuned in Spring 2020 to learn more!
Saying goodbye is often bittersweet.

Over the past three years, I have worked with Dr. Venessa Brown and numerous graduate and research assistants in the Office of Institutional Diversity and Inclusion, helping to facilitate and sustain a campus climate that embraces and promotes diversity and inclusion. From the Phenomenal Women Luncheons and Black Lives Matter Conferences to the Educational Culture Tours and Diversity Day, I have learned so much. I’d like to thank Dr. Brown for giving me the opportunity to serve her office and the SIUE community in this way.

So it is bittersweet to say goodbye to the Office of Institutional Diversity and Inclusion as I move on to another position at SIUE. While I am excited for what my new position holds, it’s always difficult to leave a season of your life behind. I will always be grateful for the relationships I built and everything I learned along the way.

Rachel Garrett
Office Administratr for the Office of Institutional Diversity and Inclusion
HANUKKAH (Dec. 23-30)
Hanukkah (or Chanukah) is an eight-day Jewish festival celebrating the rededication of the Temple to the service of God in 164 BCE. According to religious stories, when the Maccabees entered the temple, they found a single jar of oil 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 are attributed to this miracle of this single jar of oil. The central feature of the observance is the nightly lighting of the Chanukiah or menorah. In short, Hanukkah celebrates the triumph of light over darkness and of spirituality over materiality. For Jews this holiday is also a celebration of family and heritage.

CHRISTMAS (Dec. 25)
Christmas is a holiday celebrated in many countries, commemorating the birth of Jesus Christ. Although the Bible does not mention a date for his birth, Pope Julius I chose December 25. The celebration of Christmas spread to Egypt, England, and Scandinavia by the eighth century. Over two millennia, Christmas has evolved into a worldwide religious and secular celebration. Today, Christmas is a time for family and friends to get together and exchange gifts. Additional customs include decorating Christmas trees, attending church, sharing meals, and of course, waiting for Santa Claus to arrive.

KWANZAA (Dec. 26-Jan. 1)
Kwanzaa is a seven-day celebration honoring African-American heritage and its continued vitality. The word “kwanza” is a KiSwahili (Kenya, Uganda, Tanzania) word meaning “first.” Dr. Manulana Karenga introduced the festival to the U.S. in 1996 as a ritual to welcome the first harvests to the home. This festival was created for African Americans as a response to the commercialism of Christmas. During this observance, people decorate their homes with a candleholder called a kinara and light a candle in the home each evening. There are seven candles that reflect Kwanzaa’s seven principles: unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith. This week long celebration often ends with a feast and the exchange of gifts.
August 2019

August is Family Heritage Month, which encourages researching your family tree, gathering information and knowing what makes up your own personal heritage.

Aug. 11 TISHA B’AV • Jewish
Mourning of the destruction of the First and Second Temples in Jerusalem in 586 BCE & 70 CE.

Aug. 12–15 EID AL-ADHA • Islamic
Commemoration of Ibrahim’s willingness to sacrifice his son in obedience of a command from God. Marks the end of the annual Hajj (pilgrimage to Mecca).

Aug. 15 RAKSHA BANDHAN • Hindu
Also called Rakhi, this festival celebrates the protective relationship between brothers and their sisters.

Aug. 15 ULLAMBANA (also known as Obon) • Buddhist
Ullambana, a Sanskrit term that means “hanging upside down and suffering,” honors the spirits of past ancestors and strives to relieve aching souls from suffering. It lasts about half of the month of August. Obon, the Japanese transliteration of Ullambana, is only three days and varies from region to region—July in the eastern region and August in the western region.

Aug. 24 KRISHNA JANMASHTAMI (Also known as JAYANTI) • Hindu
Celebrates Krishna's birthday, Vishnu's eighth incarnation on earth.

Aug. 31 MUHARRAM • Islamic
The month of Muharram marks the beginning of the Islamic liturgical year. This first day, al-Hijra, remembers the migration of Muhammad and his followers from Mecca to Medina in 622 CE. It also marks the beginning of the ten-day Shi’ite Remembrance of Muharram, a period of intense grief and martyrdom of Hussein, the son of Ali and grandson of Muhammad.

September 2019

September is National Suicide Prevention Awareness Month
During September, mental health advocates, prevention organizations, survivors, allies, and community members unite to promote suicide prevention awareness.

Sept. 2 GANESH CHATURTHI • Hindu
Celebrates the birthday of Ganesha, the elephant-deity.

Sept. 10 ASHURA • Islamic
A day of fasting observed on the 10th day of the month of Muharram to celebrate Moses’ exodus from Egypt. For Shi’a Muslims, it also marks the climax of the ten-day Remembrance of Muharram, which mourns the martyrdom of Hussein at the Battle of Kerbala.
HOLIDAY HIGHLIGHTS
OBSERVANCES & RELIGIOUS HOLIDAYS: FALL 2019

Sept. 10  WORLD SUICIDE PREVENTION DAY
A time to remember those affected by suicide, to raise awareness, and to focus efforts on directing treatment to those who need it most.

Sept. 12  NATIONAL DAY OF ENCOURAGEMENT
This day is dedicated to uplifting people around us and making a positive impact.

Sept. 15-Oct.15  HISPANIC HERITAGE MONTH
Hispanic Heritage Month pays tribute to the generations of Hispanic and Latino Americans who have positively influenced and enriched our nation and society.

Sept. 16  MEXICAN INDEPENDENCE DAY
This Mexican holiday celebrates the “cry of independence” on September 16, 1810, which started a revolt against the Spaniards.

Sept. 21  INTERNATIONAL DAY OF PEACE
International Day of Peace, established in 1981 by unanimous United Nations resolution, provides a globally shared date for all humanity to commit to peace above all differences and to contribute to building a culture of peace.

Sept. 29–Oct. 7  NAVARATRI · Hindu
Nine-day festival celebrating the triumph of good over evil. It worships God in the form of the universal mother commonly referred to as Durga, Devi or Shakti, and marks the start of fall.

Sept. 30–Oct. 1  ROSH HASHANAH · Jewish
Beginning of the Jewish New Year and first of the High Holy Days, which marks the beginning of a ten-day period of penitence and spiritual renewal.

October 2019

October  BREAST CANCER AWARENESS MONTH
A chance to raise awareness about the importance of early detection of breast cancer.

October  BULLYING PREVENTION AWARENESS MONTH
A chance to encourage schools, communities and organizations to work together to stop bullying and cyberbullying and put an end to hatred and racism by increasing awareness of the prevalence and impact of all forms of bullying on all children of all ages.

October  DOMESTIC VIOLENCE AWARENESS MONTH
Domestic Violence Awareness Month first began in 1981 by the National Coalition Against Domestic Violence as a Day of Unity to connect battered women's advocates across the country.

October  DOWN SYNDROME AWARENESS MONTH
A chance to spread awareness and celebrate people with Down Syndrome, and celebrate their abilities and accomplishments.

October  FILIPINO AMERICAN HERITAGE MONTH
Commemorates the many ways that Filipino Americans have contributed significantly to American History from serving in World War II to strengthening our labor movement.
### October

**GLOBAL DIVERSITY AWARENESS MONTH**
Global Diversity Awareness Month reminds us of the positive impact a diverse workforce can have on a society.

**ITALIAN AMERICAN HERITAGE MONTH**
Recognition of the determination and achievements of Italians within the United States as they play a vital role in altering the political, social, and economic aspects of our country.

**NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM)**
A national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.

**NATIONAL MENTAL HEALTH AWARENESS MONTH**
A time to fight stigma, provide support, educate the public and advocate for policies that support people with mental illness and their families.

**POLISH AMERICAN HERITAGE MONTH**
An annual event observed in October by Polish American communities to celebrate Polish history, culture, and pride.

**GERMAN AMERICAN HERITAGE DAY**
Commemorates the date in 1683 when 13 German families landed in Philadelphia. These families subsequently founded Germantown, Pennsylvania, the first German settlement in the original thirteen American colonies.

**MENTAL HEALTH AWARENESS WEEK**
Provides a time for people to come together and display the passion and strength of those working to improve the lives of the tens of millions of Americans affected by mental illness.

**DUSSEHRA/DASSERA • Hindu**
Anniversary of the day when Rama killed the evil demon Ravana. Also known as Durga Puja, which celebrates the goddess Durga.

**YOM KIPPUR • Jewish**
The “Day of Atonement” marks the end of the Ten Days of Penitence that begin with Rosh Hashanah.

**NATIONAL COMING OUT DAY**
A day to promote a safe world for LGBTQIA+ individuals to live truthfully and openly, and to increase awareness about issues surrounding life both in and out of the closet.

**SUHKKOT • Jewish**
The week-long “Feast of Booths” commemorates the 40-year wandering of the Israelites in the desert on the way to the Promised Land.

**INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY**
The 2019 theme for this day is “Acting together to empower children, their families and communities to end poverty.”
Oct. 20  **BIRTH OF THE BÁB**  • Bahá’í
Bahá’í observance of the anniversary of the birth in 1819 of Siyyid, “the Báb,” the prophet-herald of the Bahá’í Faith, in Shíráz, Persia.

Oct. 20  **GUR-GADDI GURU GRANTH SAHIB**  • Sikh
Since 1708, Sikhs have accepted Sri Guru Granth Sahib as their eternal Guru that holds the spirit of all Ten Gurus of the Sikhs. They consider Guru Granth Sahib to be a spiritual guide not only for Sikhs but for all of mankind; it plays a central role in guiding the Sikhs’ way of life.

Oct. 21  **SHEMINI ATZERET**  • Jewish
“The Eighth (Day) of Assembly” is observed on the day immediately following Sukkot.

Oct. 22  **SIMCHAT TORAH**  • Jewish
“Rejoicing in the Torah” celebrates the conclusion of the public reading of the Pentateuch and its beginning anew.

Oct. 27  **DIWALI**  • Hindu
Also called Deepavali, “Festival of Lights”, it celebrates the victory of good over evil, light over darkness, and knowledge over ignorance.

Oct. 27  **BANDI-CHHOR DIWAS**  • Sikh
A commemorative occasion having no fixed date which occurs in October or November and celebrates the release of the Sixth Guru Har Gobind Sahib from imprisonment and coincides with Diwali, the Hindu festival of lights.

Oct. 31  **REFORMATION DAY**  • Christian
Commemorates the beginning of the Protestant Reformation in 1517.

Oct. 31  **HALLOWEEN**
The eve of All Saints’ Day.

**NOVEMBER 2019**

November  **NATIVE AMERICAN/ALASKA NATIVE HERITAGE MONTH**
A time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people.

Nov. 1  **ALL SAINTS’ DAY**  • Western Christian
Commemorates all known and unknown Christian saints. Eastern Christianity observes it on the first Sunday after Pentecost.

Nov. 2  **ALL SOULS’ DAY**  • Christian
Commemoration of all faithful Christians who are now dead. In Mexican tradition it is celebrated as Dia de los Muertos between October 31 and November 2, and is an occasion to remember dead ancestors and celebrate the continuity of life.

Nov. 4-10  **NATIONAL NONTRADITIONAL STUDENT WEEK**
An opportunity to recognize and celebrate exclusively the nontraditional student population.
HOLIDAY HIGHLIGHTS
OBSERVANCES & RELIGIOUS HOLIDAYS: FALL 2019

Nov. 10  MAWLID AL-NABI (Also known as MILAD AL-NABI) • Islamic (Sunni)
The observance of the birthday of Islam founder Prophet Muhammad, which is celebrated in Rabi’ al-awwal, the third month in the Islamic calendar. Shi’a Muslims celebrate it five days later than Sunni Muslims.

Nov. 11  VETERANS DAY
A day to honor and thank all military personnel who serve/served the United States in all wars, particularly living veterans.

Nov. 12  BIRTH OF BAHÁ’U’LLÁH • Bahá’í
Observance of the anniversary of the birth in 1817 of Bahá’u’lláh, prophet-founder of the Bahá’í Faith, in Núr, Persia.

Nov. 12  GURU NANAK DEV JI’S BIRTHDAY • Sikh
A very important holiday in the Sikh faith as Guru Nanak Dev’s was the First Guru of the Sikhs and the Founder of Sikhism. He was born in mid-November; the holiday is celebrated according to the lunar date.

Nov. 13-19  TRANSGENDER AWARENESS WEEK
A time for transgender people and their allies to take action and bring attention to the community through educating the community and advancing advocacy around the issues of prejudice, discrimination, and violence.

Nov. 15  MAWLID AL-NABI (Also known as MILAD AL-NABI) • Islamic (Shi’a)
The observance of the birthday of Islam founder Prophet Muhammad, which is celebrated in Rabi’ al-awwal, the third month in the Islamic calendar. Sunni Muslims celebrate it five days earlier than Shi’a Muslims.

Nov. 16  INTERNATIONAL DAY FOR TOLERANCE
Marks the anniversary of a Declaration of Principles on Tolerance that qualifies tolerance not only as a moral duty, but also as a political & legal requirement for individuals, groups & States.

Nov. 21  NATIONAL DUTCH AMERICAN HERITAGE DAY
A celebration of Dutch American heritage and the contributions they and their ancestors have made to the economic, social, political, and cultural life of the United States.

Nov. 20  TRANSGENDER DAY OF REMEMBRANCE
An annual observance to honor the memory of those whose lives were lost in acts of anti-transgender violence.

Nov. 26  DAY OF THE COVENANT • Bahá’í
Day of the Covenant is a festival observed to commemorate Bahá’u’lláh’s appointment of His son, Abdu’l-Baha, as His successor.

Nov. 28  THANKSGIVING DAY
Thanksgiving Day is a national holiday in the United States. In 1621, the Plymouth colonists and Wampanoag Indians shared an autumn harvest feast that is acknowledged today as one of the first Thanksgiving celebrations. This early relationship with the Wampanoag tragically remains one of the sole examples of harmony between European colonists and Native Americans.

PROMOTING DIVERSITY & INCLUSION

20
DECEMBER 2019

December  

AIDS AWARENESS MONTH  
Aids Awareness Month is a time to educate ourselves and each other to raise awareness, donate time and resources to AIDS-related charities, and wear red to express support for those who have been diagnosed with HIV or AIDS.

Dec. 1  
WORLD AIDS DAY  
World Aids Day is an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

Dec. 1–24  
ADVENT • Christian  
Advent is a season of spiritual preparation in observance of the birth of Jesus. In Western Christianity, it starts on the fourth Sunday before Christmas. In Eastern Christianity, the season is longer and begins in the middle of November.

Dec. 8  
BODHI DAY • Buddhist  
Also known as Rohatsu, commemorates the day that the Buddha, Siddharta Gautama, experienced enlightenment or spiritual awakening (bodhi). Celebrated on the eighth day either of December or the 12th month of the lunar calendar.

Dec. 12  
OUR LADY OF GUADALUPE • Christian  
Celebrates the apparition of the Blessed Virgin Mary (by her title, Our Lady of Guadalupe, the Patroness of Mexico and the Americas) before Juan Diego, an indigenous convert to Roman Catholicism, on the Mexican hill of Tepeyac in 1531.

Dec. 23–30  
CHANUKAH (Also known as HANUKKAH) • Jewish  
Eight-day “Festival of Lights”, celebrating the rededication of the Temple to the service of God in 164 BCE. Commemorates the victory of the Maccabees over the Greek King, Antiochus, who sought to suppress freedom of worship.

Dec. 24  
CHRISTMAS EVE • Christian  
Celebration of the arrival of Mary and Joseph in Bethlehem for the birth of Jesus.

Dec. 25  
CHRISTMAS • Western Christian  
Commemorates the birth of Jesus.

Dec. 26–Jan. 1  
KWANZAA  
A seven-day celebration honoring African American heritage and its continued vitality. “Kwanzaa” means “first fruits (of the harvest)” in Swahili.
Dear New Faculty,

We want to take this opportunity to welcome you to a campus committed to diversity and inclusion and to a community of scholars committed to ensuring that our students are ready for the world. We are pleased to see the diversity among your group; different races, ethnicities, ages, gender identities, physical capabilities and beliefs are all represented in your cohort. Your diversity is an asset that supports our academic goals and prepares our students to be successful in a future where converging ethnicities can foster innovation and quality of life for the communities we serve. You are strongly encouraged to share your diversity with your students, colleagues, and the community so that we enhance our learning, understanding of differences and ultimately celebrate our similarities.

Thank you and welcome to SIUe!

The Office of Institutional Diversity and Inclusion
Mentoring Matters commemorates mentoring on the SIUE campus. In this section, you will find updates on programs being implemented on campus and highlights of mentors’ and mentees’ success stories. Enjoy!

MENTORING PROGRAMS

The Faculty and Staff Mentoring Student-Athletes Program is a joint program with the Office of Institutional Diversity and Inclusion and Intercollegiate Athletics where faculty and staff members serve as mentors to student-athletes.

BUILD (Bridging Universal Inclusion & Leadership Development) is a collaborative mentoring program between the Office for Accessible Campus Community & Equitable Student Support (ACCESS) and the Office of Institutional Diversity and Inclusion.

DR. FLORENCE MAÄTITA & KELSIE WILLIAMS

Here we feature Dr. Florence Maätita and Kelsie Williams. Florence, the mentor, is a professor in the Department of Sociology. Kelsie, the mentee, is a member of the Women’s Basketball team and the Faculty and Staff Mentoring Student-Athletes Program.

Why did you want to become a mentee?
I feel like it’s a great opportunity just to network with people and just to be allowed to have wisdom bestowed upon me. Learning new things from different types of people.

What do you like most about the mentoring relationship you have with your mentor?
Dr. Maätita is very easy to talk to and comes across as a very open person, and is very nice. She also let us know that she would be there for anything we needed. I love that in a person, to know in the back of my mind that if I needed something I can go talk to them and I would be fine--she’s that type of person. We haven’t had the chance to meet up because of our hectic schedules, but I plan to meet with her to just catch up. I know you don’t always need to have a problem to talk to someone so they can fix or solve it, you can just build relationships. Dr. Maätita is one of those types of mentors I can do that with.

How has your relationship grown?
She seems like the best person to cheer us on for Cougar basketball. I don’t have to talk to her to know that, because her energy that she has for us shows everywhere. I’m very excited to see her at the games because she is so women’s basketball-oriented and excited to cheer me and my teammates on. Lastly, she makes good cookies!
KEVIN SCHMOLL & IZIAH JAMES
Here we feature Kevin Schmoll and Iziah James. Kevin, the mentor, is the SIUE Police Chief. Iziah, the mentee, is a member of the Men’s Basketball team and the Faculty and Staff Mentoring Student-Athletes Program.

Why did you become a mentor?
I love basketball and I started going to the SIUE Men’s Basketball games; I also started taking my boys to the games. Because of my love of basketball, I wanted to help the program as much as I could, to help the players each year and support them however I can. I really mentor the whole team. This year I have Iziah James as my mentee, but I meet with the whole team at the beginning of the school year. I let them know that even though I am assigned to one player, you are all my mentees and if you ever need any help, please ask. I do know some of the athletes want to be police officers here on our SIUE campus, so if I can mentor them and help them be a part of the force that would be awesome.

What do you like most about the mentoring relationship you have with your mentee?
Getting to know them better, their background and where they came from. Also, them getting to know me and my background and watching them succeed on the court and in the classroom. Watching them move on and have a successful life and career, that is very rewarding for me.

How has your relationship grown?
Beginning is slow. They are new and with me being a police officer it takes a little bit to get over that, but I think once they get to know me they see I am just like them. I love playing basketball too, and I am a fan and I am here to help. I think once we get over that barrier of me being a police officer, then we will come together pretty good. I make sure that I am very approachable and here to help. I want to break down those barriers in law enforcement to let everyone know that we all are approachable.

What would you tell someone who is interested in being a mentor?
It’s got to be something you want to do and you have to love basketball. You have to be there for the students by encouraging them to go to class, get good grades, get along with peers and represent SIUE well on and off the court. I have been doing this for many years and I enjoy it very much. I am still in touch with my past mentees--even though they have graduated and moved on I still stay in touch with them. Once a mentee, always a mentee for life!
BETHANY KASSEBAUM & KLOE HILBRENNER

Here we feature Bethany Kassebaum and Kloe Hilbrenner. Bethany, the mentor, is an instructor in the Department of Biological Sciences. Kloe, the mentee, is a member of the Softball team and the Faculty and Staff Mentoring Student-Athletes Program.

Why did you become a mentor?
I really enjoy sports and interacting with students. Becoming a softball mentor gave me the perfect opportunity to combine two of my passions.

What do you like most about the mentoring relationship you have with your mentee?
Not only do I get to have a relationship with my mentee, but I have gotten to know quite a few of the other players and coaches as well. I have been warmly welcomed into their community and a few of them have met me for coffee or had dinner with me at my home.

How has your relationship grown?
My relationship with Kloe Hilbrenner is one that I treasure! Being a student-athlete comes with certain pressures and challenges, and Kloe takes them all in stride. She is such a focused student and athlete and I really enjoy watching her go after her goals! We communicate fairly regularly and I come to see as many of her games as I can. My kids even come to the games with me and know that #8 is our player (they also love to cheer her on). As our relationship continues to grow, I hope that she feels comfortable enough to know that she can come to me with any of her difficulties as well as her accomplishments!

My previous softball mentee (Haley Adrian) and I are still in contact and I know that we will be lifelong friends!

What would you tell someone who is interested in being a mentor?
I would tell anyone who is interested in becoming a mentor to go for it! You will get so much more out of the relationship than you put into it! These athletes are an asset to our SIUE community and beyond. It is my pleasure to be associated with them!

If you are interested in mentoring opportunities, please see our Mentoring webpage for more information.
Visit our website at http://www.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:

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

MEET OUR TEAM

The Office of Institutional Diversity and Inclusion is housed in the Provost Suite, third floor, Rendleman Hall, and is comprised of the Associate Chancellor for Institutional Diversity and Inclusion, Dr. Venessa A. Brown, and research assistants.

DR. VENESSA A. BROWN
Dr. Brown is the Associate Chancellor for the Office of Institutional Diversity and Inclusion and Chief Diversity Officer at SIUE, with a tenured faculty appointment as professor in the Department of Social Work. She previously served as Associate Provost in Academic Affairs and Executive Director of the SIUE East Saint Louis Center (ESLC).

LACRESHA LINTON
Lacresha Linton is a Research Assistant for the Office of Institutional Diversity and Inclusion. She received a Bachelor’s in Social Work at SIUE. She is also pursuing her Master’s degree at SIUE where she hopes to find a future with children and families. Lacresha’s hobbies are running, listening to music and dancing. A long term goal of Lacresha’s is to establish her own community center in her hometown of Rock Island, IL.

BREJANI OWENS
Brejani Owens is a Research Assistant for the Office of Institutional Diversity and Inclusion. She earned her Bachelor’s in Social Work and is currently attending graduate school for her Master’s in the same discipline. Brejani aspires to continue to serve as an advocate and educator for disadvantaged populations, and to eventually become a Healthcare Policy Analyst, working to eliminate healthcare disparities and unethical treatment of minorities.