Office of Diversity Newsletter

Student Organization Spotlight of the Month: Union Board

The Hulman Memorial Student Union Board consists of eight committees, each offering opportunities to learn valuable work skills while meeting new people and making new friends. Union Board members serve as role models for other students by performing responsibly through goal setting, advanced planning, evaluation, and follow through on assigned projects and committee work.

The committees are; Community Service, Entertainment, Recreation and Adventure, Spirit, Special Events, and Ideas and Issues. Homecoming and Spring Week committees are considered steering committees.

The Ideas and Issues committee in particular highlights issues of diversity and some past programs include an LGBT Anti-Bullying candlelight vigil, a Holocaust Remembrance event, and World Music night.

Union Board is a great opportunity to get involved in the ISU campus community and be on a committee that reflects your interests. Union Board currently has about 30 members to help execute these educational and entertaining events.

Union Board meets Thursdays at 5:00pm in HMSU, 5th floor.

Visit their Facebook page at:
Hulman Memorial Student Union Board

Union Board Students at Jam the Bus, an event that collects food for local food banks

November 7, 2012
35 Dumb Things Well-Intended People Say
By Dr. Maura Cullen

“Some of my best friends are…(Black, White, Asian, etc.).” “I don’t see color, I’m colorblind.” “What do YOUR people think about this?” Have you ever heard these statements? Have you ever said any of them yourself? What all these statements have in common is that they are one of the “35 dumb things well-intended people say” as identified in Dr. Maura Cullen’s book. As Cullen explains, even though these statements are made with good intentions, the words can sometimes have a hurtful impact on oppressed groups and create a divide between us and the people we interact with.

Dr. Cullen explains how these statements can be hurtful in simple, clear, and easy to understand language that excludes statistics and theories that can sometimes confuse readers and convolute the point. The result is a text that is accessible to readers from many different backgrounds and perspectives.

The book includes core concepts of why sometimes words we say with benign intent can be hurtful, such as explaining away a subtly racist statement, how constant but covert discrimination can have a cumulative effect on its recipients, or how people make assumptions about a certain class of people (e.g., all Asians are bad drivers). The book also lists the 35 dumb things suggested in the title. Dr. Cullen does an excellent job explaining the intent of the speaker and understanding that they do not mean to intentionally cause harm, but also clearly explains the impact the words have on its recipient. The best part is that suggestions are given on how to express the same idea in a respectful way that does not cause conflict.

35 Dumb Things Well-Intended People Say is a quick read, full of concise information that is useful in both professional and personal life.

Chinese Elements in Hollywood Movies
In order to grab market share, the profit-driven Hollywood movie companies are all heading to the “virgin territory”—China where film market continued to grow at an annual rate of 60% plus. Film producers prefer to choose a story that is both “good” and “Chinese”—a move to cater to the massive Chinese market as well as entertain the rest of the world.

Based on Chinese stories, Disney's animated feature "Mulan" grossed 304 million U.S. dollars worldwide in 1998, and the "Kung Fu Panda" series produced by DreamWorks Animation has become the highest-grossing animated film worldwide and has been nominated for many prizes, including Academy Awards. For Westerners, Chinese elements are always wrapped in mystery. Chinese roles in American movies tend to be something of surreal: a white-haired master in Kill Bill and the key maker in The Matrix, supernatural or immortal beings in Chinese culture. Films like Crouching Tiger, Hidden Dragon are the real representation of Chinese culture which transmits Chinese family values, Confucian culture and the pursuit of chivalry. These qualities can strike a responsive chord in the hearts of the westerners.
1. **What is the AOP mentoring program?**

   The primary goal of this program is to assist any student that may benefit from additional support, encouragement, and campus services. The Mentoring Program provides academic support to students enrolled in the ISU Academic Opportunity Program (AOP), exploratory studies (ESP), students who are 21st Century Scholars, and any other student who requests a mentor across campus. Students who participate will be paired with an upper classman or graduate student. Mentors meet weekly with students to facilitate the development of skills for college success, such as time management, note taking, and test taking. A mentor also serves as a support and referral source when other services are needed. Students can develop realistic educational goals as well as specific semester goals with the assistance of a mentor.

2. **What is your role?**

   I coordinate the mentoring program at ISU. I educate staff and students about not only our mentoring services but all of the academic services that happen on campus. Our goal is to familiarize all students with the entire support team they have around them.

3. **How do you serve a diverse student population?**

   We serve any student on campus that feels they need a peer mentor regardless of major, year, or academic standing. We have peer mentors from an array of backgrounds and majors to help support our students from all areas.

4. **What are the challenges of serving such a diverse population?**

   We plan for diverse populations as much as possible. We know that students coming to us will usually have some type of unique background, major, experience, or challenge they are facing during the time they are with us. With the large number of students we have sometimes it becomes a challenge to be prepared for everything that can occur during the semester, but we always find a way to help all of our students.

5. **What are your personal views on diversity?**

   I love the diversity of our student population and I know our peer mentors do as well. During my time of coordinating this program I have learned so much from our students about their cultures, backgrounds, and overall experiences. Getting the opportunity to get to know students from all around the world is such a rewarding and amazing experience. I couldn’t imagine working in any other type of environment.
National Observance Days

January

National Mentoring Month
National Stalking Awareness Month
Slavery and Human Trafficking Prevention Month
National Birth Defect Months
National Blood Donor Month
MLK Day of Service
National Glaucoma Awareness Month

National Stalking Awareness Month

Stalking is a dangerous crime that affected 6.6 million adults in the United States in one year. The better we understand the facts about stalking, the more we can do to stop it. That’s why the Stalking Resource Center, National Center for Victims of Crime, and the Office on Violence Against Women, U.S. Department of Justice, launched National Stalking Awareness Month in 2004. Every January since then, communities across the country have focused on stalking – holding events, sharing information, and building awareness about the crime.

MLK Day of Service

What is the Martin Luther King, Jr. Day of Service?
After a long struggle, legislation was signed in 1983 creating a federal holiday marking the birthday of Rev. Dr. Martin Luther King, Jr. In 1994, Congress designated the Martin Luther King Jr. Federal Holiday as a national day of service and charged the Corporation for National and Community Service with leading this effort. Taking place each year on the third Monday in January, the MLK Day of Service is the only federal holiday observed as a national day of service – a "day on, not a day off." The MLK Day of Service is a part of United We Serve, the President's national call to service initiative. It calls for Americans from all walks of life to work together to provide solutions to our most pressing national problems. The MLK Day of Service empowers individuals, strengthens communities, bridges barriers, creates solutions to social problems, and moves us closer to Dr. King’s vision of a "Beloved Community."

Why Serve on MLK Day of Service?
Dr. King believed in a nation of freedom and justice for all, and encouraged all citizens to live up to the purpose and potential of America by applying the principles of nonviolence to make this country a better place to live—creating the Beloved Community. The MLK Day of Service is a way to transform Rev. Dr. Martin Luther King, Jr.’s life and teachings into community action that helps solve social problems. That service may meet a tangible need, or it may meet a need of the spirit. On this day, Americans of every age and background celebrate Dr. King through service projects that strengthen communities, empower individuals, bridge barriers, and create solutions.

How can I serve on MLK Day?
People of all ages, backgrounds, and abilities can get involved. Just fill in your zip code in the Find a Project box to locate a volunteer opportunity in your community or plan your own project.
1. What is the main function of the Office of Student Success? How the Office work collaboratively with other units on campus?

The Office of Student Success engages faculty and staff as participants in the process of improving student retention and achievement. The Office is under the African American Cultural Center. It cooperates with three departments, that is, residential life, Academic Fair and Student academic Service Center. The office pays attention on under-representative and first generation students’ academic success, support data collection and assist other departments to make better programs that help to remain those high-risk dropping out students.

2. What programs help increase enrolled African students and keep African students; retention at campus?

Academic preparation, lack of African American faculty/staff, and alienation are key factors impacting African American student retention. The ISUceed Program was created to assist students with the transition from high school to ISU. The program accomplishes this by addressing issues that inhibit academic and social transition, such as time management, engagement, and study skills. This helps the student develop academic, leadership, and professional skills.

3. You referred that academic preparation, lack of African American faculty/staff and alienation are key factors impacting African American student retention? What initiatives do you think ISU has taken to keep African American students?

In support of student retention and completion achievement, ISU has launched the Pathway to Success Strategic Plan in Fall 2009. Prior to the student enrolling, faculty and staff coordinate a number of engaging activities with students. Scholarship and financial aids are provided to assist African American students finish their degrees. To create a strong first-year experience, ISU allied programs enhance freshman persistence and help establish a pathway to their success. ISU is making efforts to build a culture that is more intensively focused on effective academic and social engagement. I feel it is important for institutions like ISU to strive for equal representation in their staff, faculty and among the students here. It is also important to help support groups that are under-represented in the community. I really believe in “paying it forward” helping others get to where you are now in life. This is why I am on the Black Faculty Staff Caucus (BFSC). This group’s purpose is to help support black faculty, staff and students. I believe groups like the BFSC that celebrate diversity and help others play a crucial role to the students, faculty, and staff at this institution.

4. The Office of Diversity has contributed much to create a safe, diversified and respectful campus environment for students. From your perspective, what else do you think our office need to do?

The Office of Diversity is doing great. It cares and connects students. The office helps under-representative students feel connected and comfortable at the campus. Workshops like Safe Zone help students find each other and deal with struggles. The office should continue to support groups and create a welcoming campus environment.

**Spotlight Staff—Christopher Childs**

Christopher Childs is a research analyst working in the Office of Student Success at Indiana State University. As a research analyst, he is in charge of gathering data about student retention and academic performance rates. In addition to data gathering, he analyzes the data using statistical research methods.
Upcoming Office of Diversity Events

Tuesday, January 29, 2013 7pm HMSU Room 421—Further off the Straight and Narrow - This important new 61-minute documentary picks up where Off the Straight & Narrow: Gays, Lesbians, Bisexuals & Television (1998) left off. Facilitated by Dr. Kand McQueen.

Feb 6, 2013 6pm HMSU Room 321—Hip Hop: Beyond Beats & Rhymes – Hip-Hop: Beyond Beats & Rhymes provides a riveting examination of manhood, sexism, and homophobia in hip-hop culture. Director Byron Hurt, former star college quarterback, longtime hip-hop fan, and gender violence prevention educator, conceived the documentary as a “loving critique” of a number of disturbing trends in the world of rap music. He pays tribute to hip-hop while challenging the rap music industry to take responsibility for glamorizing destructive, deeply conservative stereotypes of manhood. This 60-minute documentary features revealing interviews about masculinity and sexism with rappers such as Mos Def, Fat Joe, Chuck D, Jadakiss, and Busta Rhymes, hip-hop mogul Russell Simmons, and cultural commentators such as Michael Eric Dyson and Beverly Guy-Sheftall. Facilitated by Aaron Slocum and Linda Atkinson ISU Residential Life.

*Friday, 2/8/13 7pm ISU New Theater - The first play - "Mama Juggs" - channels the voices of three generations of women in Anita Woodley's family as they deal with bra stuffing, breastfeeding and last stage breast cancer. Written as a promise to her mother, who died of breast cancer before 50 - it seeks to challenge cultural taboos and stereotypes surrounding breast health and body image. Woodley wrestles with these issues through a diversity of theatrical styles, including a cappella Negro spirituals, comedy, straight talk, improv and audience interaction.

*Saturday, 2/9/13 5pm ISU New Theater - The second play- "The Men in Me" is a multidimensional, audience-interactive experience brought to life on stage through a one-woman theatre piece and on record through a professionally-pressed soundtrack. Woodley tells the stories of the men in her life as they fight to survive in the Oakland projects amid the temptation of drugs, the threat of violence and the specter of prison. Yet in this bleak environment, the narrator connects with her future husband, discovering the regenerative power of a healthy relationship after having endured domestic violence. And in her son, she sees the promise of a new generation raised outside the projects. Woodley shows how these men shaped her life, including by helping her narrowly avoid being sold into prostitution.

*If you want tickets to the plays, please email Elonda Ervin at Elonda.ervin@indstate.edu . All tickets can be picked up at the New Theater 1-hour before the play starts. If you are not there within 15-minute before the play begins, your ticket will be given to those on the wait list. Only 170 tickets are available.

Wednesday, February 13, 2013 7pm HMSU Room 421—Killing Us Softly 4: Advertising’s Image of Women—In this 45-minute video, Jean Kilbourne takes a fresh look at how advertising traffics in distorted and destructive ideals of femininity. The film marshals a range of new print and television advertisements to lay bare a stunning pattern of damaging gender stereotypes -- images and messages that too often reinforce unrealistic, and unhealthy, perceptions of beauty, perfection, and sexuality. Facilitated by Aimee Janssen-Robinson.

Tuesday, February 19, 2013 6pm HMSU Sycamore Lounge—Miss Representation—Like drawing back a curtain to let bright light stream in, Miss Representation is a 90 minute video that uncovers a glaring reality we live with every day but fail to see. Written and directed by Jennifer Siebel Newsom, the film exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. Facilitated by Regina Atkins and Venita Stallings.