

DIVERSITY DIGEST

"IT HAS TAKEN ME SEVERAL YEARS OF EXPLORATION, BUT I AM AT A PLACE NOW WHERE I SEE AUTISM AS NEITHER AN AFFLICTION NOR A SUPERPOWER. IT'S JUST THE BLUEPRINT FOR WHO I AM. THERE IS NO CURE, BUT THAT'S ABSOLUTELY FINE BY ME. TO CURE ME OF MY AUTISM WOULD BE TO CURE ME OF MYSELF."

-**SARA GIBBS**, DRAMA QUEEN: ONE AUTISTIC WOMAN AND A LIFE OF UNHELPFUL LABELS

This issue:

NOTE FROM THE CHIEF DIVERSITY OFFICER

SEXUAL ASSAULT AWARENES AND PREVENTION MONTH

AUTISM ACCEPTANCE MONTH

OFFICE OF INCLUSIVE EXCELLENCE UPDATES & EVENTS

EDUCATION CORNER

ANNOUNCEMENTS & EVENTS

MEDIA RECOMMENDATION

MESSAGE FROM THE CHIEF DIVERSITY OFFICER

Greetings,

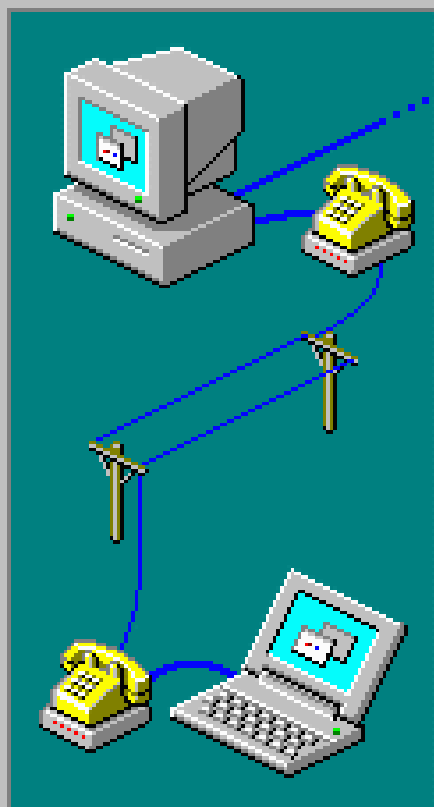
This month is Sexual Assault Awareness Month, Arab American Heritage Month, Autism Awareness Month, Pride Week (April 10, 2023, to April 15, 2023), World Autism Awareness Day, and Earth Day.

Additionally, this year Easter, Passover, and Ramadan are celebrated in April. We have educational information, events, and resources. Please enjoy this month's issue of Diversity Digest.

**Robin Kelley, Ph.D.
Chief Diversity Officer
Office of Inclusive Excellence.**



Welcome to Dial-Up Networking



Dial-Up Networking enables you to connect one computer to another computer and to the network by using a modem.

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Cancel



EDUCATION CORNER



EDUCATION CORNER

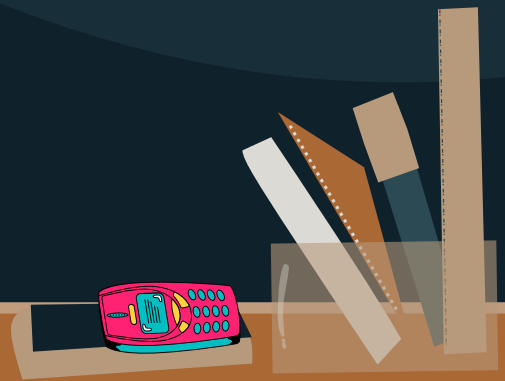
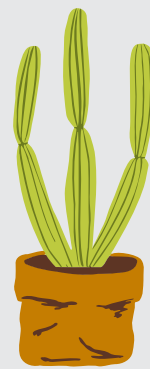
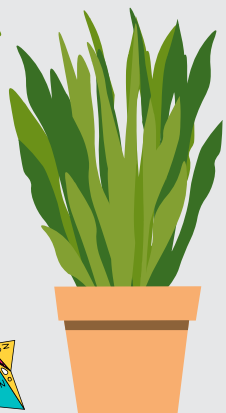
In this section we will be providing information on the difficult topic of sexual assault and harassment, providing resources both on campus and nation-wide, and showing our support for survivors of these experiences.

Also this month we will be sharing information on Autism (ASD), on-campus resources, links, and much more!

We recognize this can be a difficult month, perhaps more so than others. Please only view information that is safe for you to do so, and please skip this section if any of the information may be triggering for you. Take care of yourself, first and foremost!



SEXUAL ASSAULT AWARENESS & PREVENTION MONTH





Let's #HEALtogether



rainn.org/saapm

2023

SAAPM

Sexual Assault Awareness and
Prevention Month

RAINN

**Every day, hundreds of
Americans are affected
by sexual violence.**



**EVERY 68 SECONDS, AN AMERICAN IS SEXUALLY
ASSAULTED.**

AND EVERY 9 MINUTES, THAT VICTIM IS A CHILD.

**MEANWHILE, ONLY 25 OUT OF EVERY 1,000
PERPETRATORS WILL END UP IN PRISON.**

THERE ARE MANY TYPES OF SEXUAL VIOLENCE, INCLUDING RAPE, CHILD SEXUAL ABUSE, AND INTIMATE PARTNER SEXUAL VIOLENCE—AND OTHER CRIMES AND FORMS OF VIOLENCE MAY ARISE JOINTLY IN THESE INSTANCES.

SEXUAL VIOLENCE CAN HAVE PSYCHOLOGICAL, EMOTIONAL, AND PHYSICAL EFFECTS ON A SURVIVOR. THESE EFFECTS AREN'T ALWAYS EASY TO DEAL WITH, BUT WITH THE RIGHT HELP AND SUPPORT THEY CAN BE MANAGED.

CONSENT IS AN AGREEMENT BETWEEN PARTICIPANTS TO ENGAGE IN SEXUAL ACTIVITY. CONSENT ALSO PLAYS AN IMPORTANT ROLE IN DETERMINING IF ACT IS LEGALLY CONSIDERED A CRIME.

WHEN A CRIME IS COMMITTED, THERE IS A WINDOW OF TIME THAT A STATE HAS TO CHARGE THE PERPETRATOR. THE LAWS THAT DETERMINE THIS TIME FRAME ARE CALLED CRIMINAL STATUTES OF LIMITATIONS, AND THEY VARY BY STATE, SITUATION, AND CRIME.



SEXUAL ASSAULT AWARENESS AND PREVENTION

Gonzaga University fosters a climate free from sex and gender-based harassment, sexual assault, stalking, domestic and dating violence, and/or retaliation through clear and effective policies, coordinated education and prevention programs and the prompt and equitable resolution of all complaints of sexual harassment.

If you have experienced sexual assault, stalking, dating or domestic violence, gender or sex based discrimination there are many options for help, and know that we are here to assist you.

Getting to a safe place can be a good first step as you begin to explore options for support, healing and reporting. There are numerous places on and off campus that can assist you with accessing support resources. You have the choice of who tell about this incident, as well as what resources, support and reporting options you wish to pursue.





FREQUENTLY ASKED QUESTIONS

Where do I find all the Information I may need regarding my rights, Gonzaga Title IX's Policies and processes, my options for support on and off campus, and more?



What are my options to get help?

Where can I get the most common questions I may have about any of these topics and more answered?

Where can I find information on what to do to help someone who has experienced an incident?

Where do I find more information on reporting an incident?





FREQUENTLY ASKED QUESTIONS

DO I HAVE TO FILE A FORMAL COMPLAINT IN ORDER TO RECEIVE ACCESS TO SUPPORT, RESOURCES OR TO ASK FOR AN INTERIM MEASURE?

No. If you are a Gonzaga Student, staff or faculty and have experienced Sexual Harassment as defined by either the Title IX Sexual Harassment policy or the Harassment and Non-Discrimination Policy, but are not sure whether or not you are ready or willing to file a formal complaint, you may still work with the Title IX Coordinator to: gain a better understanding of your support and reporting options, or request reasonable interim support measures to help you maintain access to your educational program or activity.





SUPPORT/REPORTING OPTIONS YOU HAVE

MEDICAL ATTENTION AND/OR EVIDENCE PRESERVATION

Seeking medical attention for an emergency and non-emergency.

CONFIDENTIAL SUPPORT

Speaking with confidential resources such as on and off-campus professional counselors, medical professionals, community advocates and priests or clergy acting in their sacred confidence role, all of whom can offer complete and legally protected confidentiality. A complete list of such confidential resources can be found in the Harassment & Non-Discrimination Policy.





REPORTING THE INCIDENT

Reporting the violence, abuse, harassment, misconduct or retaliation to the University and/or to Law enforcement for inquiry and investigation to stop the behavior, prevent its re-occurrence, address the behavior through administrative and/or criminal justice systems, and seek remedial action.

REPORTING OPTIONS INCLUDE:

- Criminally through the Spokane Police Department
- Administratively through Gonzaga University Process
- Both through the Criminal and GU Administrative processes



GONZAGA TITLE IX CONTACT



CHRISTINA THOMAS

**Title IX Director &
Lead Investigator**

Email: thomasc1@gonzaga.edu

Phone: (509) 313-4104



LINKS, RESOURCES, AND MORE

LINKS:

[TYPES OF ABUSE AND SEXUAL VIOLENCE](#)

[EFFECTS OF SEXUAL VIOLENCE](#)

[UNDERSTANDING CONSENT](#)

[STATUTES OF LIMITATIONS](#)

[RAINN - GET HELP](#)





RAINN DAY

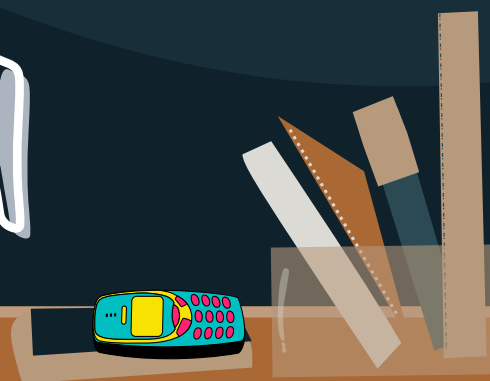
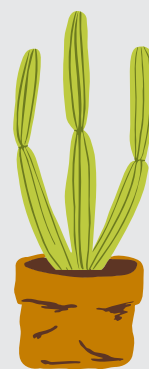
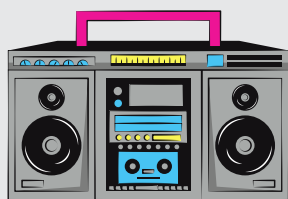
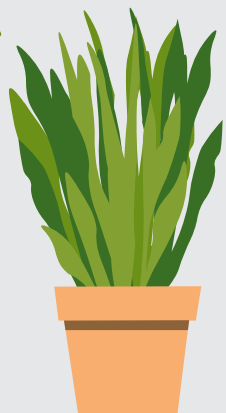
April 18, 2023 - is an opportunity for college students to demonstrate to their peers that they are an ally in the fight against sexual violence. This year, you can join them and elevate the conversation online by using the hashtags **#RAINNDay** and **#WhatIWish**.

DENIM DAY



April 26, 2023—is an annual, national day of awareness that encourages participants to wear denim as a symbol of believing survivors and asserting that consent has nothing to do with your clothing. Follow us to get updates and post your own **#DenimDay** photo in solidarity.

AUTISM (ASD) ACCEPTANCE MONTH





AUTISM SPECTRUM DISORDER (ASD)

WHAT IS AUTISM SPECTRUM DISORDER?

Autism spectrum disorder (ASD) is a complex developmental condition involving persistent challenges with social communication, restricted interests, and repetitive behavior. While autism is considered a lifelong disorder, the degree of impairment in functioning because of these challenges varies between individuals with autism.

HOW IS ASD DIAGNOSED?

ASD is a neurodevelopmental disorder, and it is thought to have a strong genetic component. However, medical tests such as blood tests or brain scans cannot currently be used to diagnose ASD. Instead, healthcare providers diagnose the condition based on the patient's history and behaviors.

SOURCE: AMERICAN PSYCHIATRIC ASSOCIATION
SOURCE: AMERICAN PSYCHOLOGICAL ASSOCIATION





HOW IS ASD DIAGNOSED? (CONTINUED)

Various experts can make this diagnosis, including some psychologists, pediatricians and neurologists. Psychologists (including neuropsychologists, who specialize in the relationship between the brain and human cognitive, behavioral and emotional functioning) are often involved in the diagnostic process. It is important that the expert making the diagnosis has extensive experience working with the wide range of symptoms associated with ASD.

To make a diagnosis of ASD, psychologists draw on a number of sources of information:

- Patient interviews.
- Observations of the patient's behavior.
- Tests of cognitive and language abilities.
- Medical tests to rule out other conditions.
- Interviews with parents, teachers or other adults who can answer questions about the patient's social, emotional and behavioral development.

SOURCE: AMERICAN PSYCHOLOGICAL ASSOCIATION





SEEING A PSYCHOLOGIST ABOUT ASD

When psychologists diagnose ASD or meet with a patient with ASD for the first time, they typically perform a comprehensive evaluation. That evaluation acts as a roadmap that identifies the patient's strengths and areas of need to help guide treatment.

Each person with ASD is different and has a range of strengths and challenges. Psychologists can make recommendations based on an individual's cognitive, behavioral, emotional and academic needs. Those treatment plans can help ABA therapists, educators and others capitalize on the individual's strengths and accommodate any challenges.

SOURCE: AMERICAN PSYCHOLOGICAL ASSOCIATION





LINKS, RESOURCES, AND MORE

DISABILITY ACCESS OFFICE

The Disability Access office in the Center for Student Academic Success at Gonzaga University establishes accommodations for students with disabilities as well as supports faculty and staff in providing those accommodations.

A disability, under the American's with Disabilities Act (as amended), is defined as any physical or mental impairment that substantially limits one or more major life activity of an individual.

If you are unsure if you have a medical condition that qualifies for disability accommodations, please call (509) 313-4134 or come into the Disability Access office (Foley Library 208) and talk to a staff member, do not delay meeting with a Disability Access representative out of concern for not having appropriate paperwork.

GONZAGA UNIVERSITY DISABILITY ACCESS OFFICE



DISABILITY ACCESS OFFICE



Disability Access Office

Foley Center Library Room 208

"We have no hope of solving our problems without harnessing the diversity, the energy and the creativity of all our people."

- Roger Wilkins



Dates and Deadlines

The Disability Access office accepts accommodation requests at any time during the year. However, the assignment of some accommodations will impact other University departments, such as Housing.

If you are a sophomore or a junior, please contact us no later than **November 1** of the current year for Housing accommodation.

If you are a current freshman or a transfer to Gonzaga, Housing accommodation requests should come to us by **December 15** of the current year. If you are an incoming freshman, we should receive your Housing accommodation request by **May 15**.



DISABILITY ACCESS

An office of the

Center for Student Academic Success

Gonzaga University Policy

Gonzaga University seeks to provide equal access for persons with disabilities to include students, employees and the public, to all educational programs, employment, activities, events and services which it operates, consistent with applicable Federal and state laws and Gonzaga policies.

Reasonable accommodations, academic adjustments, and public access will be provided to persons with disabilities to ensure they are provided an equal opportunity to participate in or benefit from any Gonzaga program, activity, event, or service.

Examples of Accommodation:

Alternative Testing

The Disability Access office encourages students and instructors to work together to meet testing accommodation needs. If the correct environment is not available or the accommodation is too complicated for the instructor to proctor, the student may take their exams with accommodations in the Academic Testing Center.

Textbooks in Alternative Formats

Some students need to listen to their books or enlarge the font in order to read effectively. Gonzaga uses an innovative approach to obtain textbooks in electronic formats. This allows students to use computer programs to listen to their books or adjust the font to allow for easier viewing.



DISABILITY ACCESS OFFICE



What We Do

We are dedicated to facilitating and co-creating a welcoming and equal opportunity environment for persons with disabilities. We recognize the unique and intrinsic value of each person and are committed to serving all in an atmosphere of equality. To that end, we arrange accommodations and provide resources that allow students with disabilities to access University programs, services, activities and facilities.

A **disability** is defined as "a physical or mental impairment that substantially limits one or more major life activities" and it may be temporary or permanent. Major life activities include (but are not limited to):

- Learning
- Reading/Writing/Computing
- Focusing/Thinking
- Communicating
- Sleeping
- Breathing
- Eating/Digestion

Accommodations

All disability accommodations are determined on an individual basis. The Disability Access office determines appropriate accommodations by reviewing documentation, considering the environment, interviewing the student and deciding if the requested accommodation is reasonable. Some examples of accommodations are listed below; this list is not exhaustive.

Classroom Accommodations

- Note takers
- Sign Language interpreters
- Modified furniture
- Classroom relocation

Alternative Media

- Textbooks in alternative formats
- Brailled materials or large print resources

Assistive Technology

- Training in text-to-speech and speech-to-text programs
- Captioning
- Sound amplification systems
- Screen magnification systems

Alternative Testing

- Extended time
- Distraction reduced testing environment
- Use of computer for essays

Student Life

- Housing accommodations
- Meal plan adjustments

Course and Policy Accommodations

- Attendance policy accommodations
- Priority registration

Our Process

Students requesting accommodation will submit an Accommodation Request Form to the Disability Access (DA) office. This form is available on the Disability Access website as below, under the **Student** link.

In addition to the Accommodation Request Form, students will need to provide the DA office with medical documentation of a diagnosed condition/disability. The Accommodation Request Form provides further information on criteria this documentation should address.

If a student is unsure whether they have a medical condition that qualifies them for disability accommodations, Disability Access staff are available for consultation.

Contact Us

Disability Access
502 E. Boone Ave.
Spokane, WA 99258-0019

509-313-4134 (Phone)
509-313-5523 (FAX)
disability@gonzaga.edu

Visit us on the web:
www.gonzaga/disabilityaccess

or find us in the Foley Center
Library, room 208.






LINKS, RESOURCES, AND MORE

ACCOMMODATIONS RESOURCES

For more information on how to secure accommodations, click [this link!](#)



To begin the process of securing accommodations, click this link to access and fill out the [Online Student Application here!](#)





LINKS, RESOURCES, AND MORE

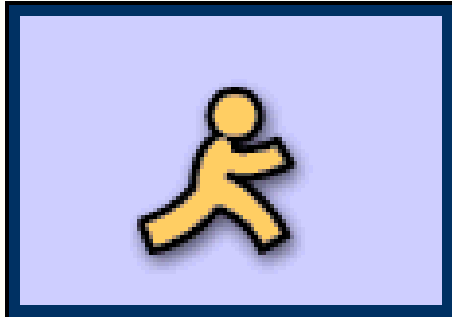
ACADEMIC TESTING CENTER

The Academic Testing Center provides proctoring services for faculty that are seeking assistance in administering disability related exam accommodations.

CENTER FOR STUDENT ACADEMIC SUCCESS

For information on the Center for Student Academic Success and resources available there, click [this link!](#)






Dialing...



WHAT'S NEW?



**WATCH FOR THE
RELEASE OF THE
OFFICE OF
INCLUSIVE
EXCELLENCE
STRATEGIC PLAN**

KEEP AN EYE OUT FOR NEW RELEASES FROM THE OFFICE OF INCLUSIVE EXCELLENCE:



Our **Annual Report** will be released at the end of this year! It will cover things accomplished by our office around campus and in the community for 2020-2022, as well as upcoming programs and exciting plans for 2023-2024.

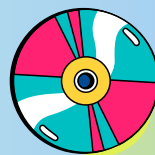


Look for the release of our **Inclusive Excellence Strategic Plan** later this year!

What's



Poppin'?



EARTH

WEEK



THE GONZAGA ENVIRONMENTAL ORGANIZATION



**THE GONZAGA ENVIRONMENTAL ORGANIZATION
AIMS TO EDUCATE THE GONZAGA COMMUNITY
ABOUT SUSTAINABILITY BY HOSTING FUN EVENTS
AND PROVIDING VOLUNTEER OPPORTUNITIES. GEO
IS MADE UP OF THE FAIR TRADE/ENVIRONMENTAL
JUSTICE, RETHINK WASTE, AND THRIFT SHOP
SUBCOMMITTEES. FOR MORE INFORMATION, FEEL**

FREE TO EMAIL

**EWAGNER2@ZAGMAIL.GONZAGA.EDU, OR FOLLOW
US ON INSTAGRAM @GONZAGAGEO.**

EARTH WEEK EVENTS FROM THE GONZAGA ENVIRONMENTAL ORGANIZATION

WASTE AUDIT- 4/17 FROM 11AM-1PM OUTSIDE HEMMINGSON

Learn how to properly sort waste by participating in the Welch vs. Desmet waste audit! We will be going through the dumpsters of Welch and Desmet dorms to see which dorm is best at sorting their waste. Anyone who attends from the winning dorm will receive a set of reusable utensils.

S'MORES AND STARS- 4/20 FROM 7-8PM AT JUNDT AMPITHEATRE

S'mores and Stars is an event put on by GEO where we discuss light pollution while eating s'mores together!

ROCK THE PLANET- 4/21 FROM 3-6PM AT THE JUNDT AMPITHEATRE

Rock the Planet is a celebration of the Earth! We will have 4 bands performing, tons of student vendors, outdoor games, and a food truck!



EARTH DAY

APRIL 22



GREEN FUND CYCLE #4 IS OPEN!

Green Fund provides a one-time grant funding and support for student-led projects directed towards improving sustainability at GU. If you have an idea, please apply! The purpose of Green Fund is to apply early in the stages of your project to receive funding and support as the project continues. Projects come in all shapes and sizes such as funding for books that educate students on systematic issues or for the community garden. Applications are open right now! [Link here!](#)

SPokane Community Events



APRIL 20-22 - 7TH INTERNATIONAL CONFERENCE ON HATE STUDIES: THE CHALLENGES OF HATE IN THE 21ST CENTURY

This conference is one of the leading interdisciplinary academic forums on hate, related social problems, and ways to create socially just and inclusive communities. The lessons learned and plans which emerge will help educators, researchers, advocates and others better analyze and counter hatred in its various manifestations to lead to communities being committed to peace, human rights, and justice.

TIME: Thursday, April 20th: 6:30 p.m. - 8:00 p.m.

Friday, April 21st: 9:00 a.m. - 6:00 p.m.

Saturday, April 22nd: 9:00 a.m. - 4:30 p.m.

LOCATION: Spokane Community College

1810 N Greene St, Spokane WA



SPOKANE COMMUNITY EVENTS



APRIL 1-30 - UBUHLE WOMEN: BEADWORK AND THE ART OF INDEPENDENCE

“Ubhle Women: Beadwork and the Art of Independence’ exhibit showcases a new form of bead art, the ndwango, developed by a community of women living and working together in rural KwaZulu-Natal, South Africa. The six artists featured in the exhibition call their paintings in beads ndwangos, which translates as “cloth” or “rag.”

TIME: Gallery is open Tuesday-Sunday, noon-4 p.m.
Through April 30

LOCATION: Northwest Museum of Arts and Culture
2316 W. First Ave, Spokane WA



GONZAGA COMMUNITY EVENTS



APRIL 14 & 15 - STUDENT CHOREOGRAPHY CONCERT

Enjoy the variety of work presented by the Student Choreography class of 2023. This concert is sure to impress as students showcase creativity, vision, and leadership through completed dance works performed by students.

TIME: 7:30 pm

LOCATION: Magnuson Theatre

APRIL 28 - LAVENDER GRADUATION

Honor graduating LGBTQ+ students and their allies for their achievements and contributions at Gonzaga University.

TIME: 4:30pm - 6:00pm

LOCATION: Wolff Auditorium



GONZAGA COMMUNITY EVENTS



APRIL 25 - ACADEMIC HONORS CONVOCATION

Please join us for this annual event to recognize student and faculty achievement. Reception with light refreshments will immediately follow the ceremony.

TIME: 3:30 - 5:00pm

LOCATION: Hemmingson Auditorium

APRIL 28 - ANDREA BROWER'S "SEEDS OF OCCUPATION, SEEDS OF POSSIBILITY"

Join Andrea Brower, Lecturer of Sociology, for a discussion of her recent book, "Seeds of Occupation, Seeds of Possibility," where she tackles the historical and social conditions that led to the chemical-seed industry's domination and testing of herbicide-resistant GM technologies in the Hawaiian Islands.

Dr. Brower will be joined in the conversation by Wendy Thompson, Director of the Office of Tribal Relations and Women's & Gender Studies assistant professor Noralis Rodriguez-Coss.

TIME: 5:00pm

LOCATION: Humanities Building - Room 153





Connected!

'Incredibly intelligent...
I cried laughing.'

SHAPPI KHORSANDI

'A standing ovation for this brutally
honest, very funny and moving book.'

RACHEL RILEY

SARA GIBBS

DRAMA QUEEN

One Autistic Woman
and a Life of
Unhelpful Labels



A MEMOIR



'SARA GIBBS ABSOLUTELY NAILS THE
DISORIENTING EXPERIENCE OF
GROWING UP WITH UNDIAGNOSED
AUTISM.' -
JOANNE LIMBERG, AUTHOR OF LETTERS
TO MY WEIRD SISTERS

[PURCHASE HERE](#)



**THAT'S ALL FROM US HERE AT
THE OFFICE OF INCLUSIVE
EXCELLENCE THIS APRIL!**

**ENJOYED THE NEWSLETTER? SCROLL
DOWN TO **SUBSCRIBE!****

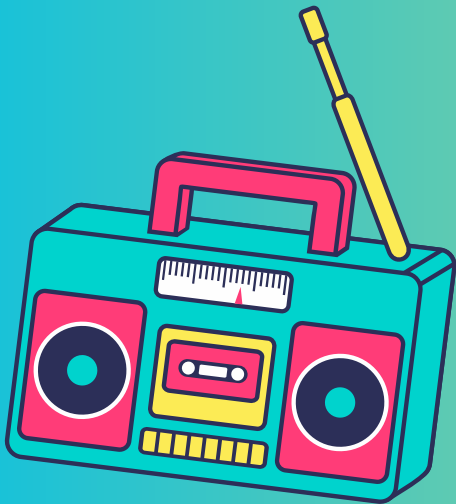
**GIVE US A FOLLOW ON INSTAGRAM
[@GONZAGADIVERSITY](#)
OR FEEL FREE TO EMAIL US AT
INCLUSIVEEXCELLENCE@GONZAGA.EDU
TO STAY IN TOUCH!**



**THANK
YOU**

**FOLLOW THE LINK
BELOW TO
SUBSCRIBE TO
DIVERSITY
DIGEST!**

CLICK HERE TO **SUBSCRIBE AND STAY UP TO
DATE WITH THE OFFICE OF INCLUSIVE
EXCELLENCE!**



**ANY FEEDBACK FOR US? PLEASE EMAIL
US AT
INCLUSIVEEXCELLENCE@GONZAGA.EDU
OR DM US ON INSTAGRAM
@GONZAGADIVERSITY AND LET US
KNOW!!**