

Diversity Digest



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Message From The Chief Diversity Officer

Dear Colleagues,

I am thrilled to connect with you all through our April 2024 Diversity Digest, a platform to celebrate and reinforce our ongoing commitment to diversity, equity, inclusion, and belonging within Gonzaga University. The spring semester has been a busy one full of engagement, speakers, and educational opportunities. In the spirit of inclusivity and belonging, we are delighted to highlight national cultural, heritage, and awareness observances, as well as educational, training, and opportunities to gather as a community. Our community engagement initiatives aim to create a positive impact for all members. By supporting the rich diversity of our community and fostering meaningful partnerships, we uphold our commitment to social justice, inclusion, and belonging.

Acknowledging that inclusion and belonging are not just catchwords — the concepts represent our goals for recognizing the humanity of all our members, the cornerstone of innovation, collaboration, and excellence. Let's continue to celebrate our differences, learn from each other, and grow stronger together.

I hope you enjoy this issue of the Diversity Digest.

Respectfully,

Robin M. Kelley, Ph.D.
Chief Diversity Officer

Office of Inclusive Excellence
Gonzaga University



Sexual Assault Awareness Month

Building Connected Communities

April 2024 marks the 23rd annual Sexual Assault Awareness Month (SAAM). The National Sexual Violence Resource Center polled coalitions against sexual violence across the country to determine their preferred color, symbol, and month for sexual assault awareness. Together, these coalitions settled on teal ribbons and April became the official month for sexual assault awareness.

This year's SAAM theme is "Building Connected Communities," and focuses on how our voices have even more power when we work together to build a community that is safe and respectful. Being a part of a community, like our campus community, can lead to a sense of belonging and purpose, especially when guided by a mission like Gonzaga's— to be an exemplary learning community that develops the whole person and encourages individuals to live a life of service for the common good.

Building connected communities also means acknowledging where we have opportunities to grow. College aged individuals experience a higher rate of sexual violence, and students from historically marginalized communities are victimized at even higher rates. This includes Black, Indigenous, and Students of Color as well as students who are LGBTQ+.

For this Sexual Assault Awareness Month, the events and activities put on by the Office of Inclusive Excellence tie into the theme of Building Connected Communities. Every Wednesday, our Gender-Based Violence Prevention Education Specialist will be tabling at Hemmingson during lunch and each week will have a different theme. Throughout April, students will be encouraged to show their support for survivors of sexual violence by writing affirmations and messages of support for them, wearing teal ribbons, helping to create an empowering playlist, or wearing denim for Denim Day. **(Continued next page)**



Sexual Assault Awareness Month

We will be hosting two larger events during the final full week of April. On April 22nd, we will be having a small conference called “Calling Survivor Allies!” This event will consist of several hour-long workshops. We’ll have a Victim and Witness Advocate from the Spokane County Prosecutor’s office share some information about how sexual assault cases move through the criminal justice system. There will be a session led by a Sexual Assault Nurse Examiner (SANE) about the process of evidence collection and treatment for sexual assault. We’ll also have workshops led by staff on Gonzaga’s campus, including a panel of staff who work with survivors in varying capacities, a workshop on bystander intervention, and a wellness activity. Our hope for this conference is that we can explore how we, as individuals and as a community, work to respond to sexual violence.

The keynote for our conference is an evening screening of the independent film “Disfluency” followed by a Q&A with the writer and director, Anna Baumgarten. “Disfluency” tells the story of a college student who is sexually assaulted in her last semester of college. The film does an excellent job of showing how trauma impacts an individual and their community without veering into graphic or exploitative storytelling tactics. Anna Baumgarten openly identifies herself as a survivor of sexual violence, lending credibility to her characterization of survivors. The film is heart-wrenching, compassionate, and ultimately, hopeful.

Our final event of the month is a survivor story-telling event on April 25th called “Survivor Speak Out.” The Office of Inclusive Excellence has been soliciting anonymous stories from people in our campus community who have experienced sexual violence, which will be read by students at the event in the comforting atmosphere of the Hemmingson Den. Survivor story-telling events are powerful, difficult events where we can hear the realities of how sexual violence occurs and the profound impact it has. Experiencing sexual violence can be incredibly isolating and these events allow people to understand that they are not alone. For those who haven’t experienced sexual violence, they can be an eye-opening reminder that sexual violence is not a far-away issue, but something that ripples throughout all communities, including our own.

As we move through our April events, we will ensure there are resources available for anyone who needs additional support this month. At each of our events, we will have information about resources on campus for anyone who has experienced sexual violence, and staff and victim advocates will be present if anyone needs to talk. We encourage you to participate mindfully, to feel free to step away when necessary, and to take care of yourselves while we come together to raise awareness during this month.



Education Corner



National Arab American Heritage Month was first celebrated in 2017 as an initiative spearheaded by Mr. Warren and Dr. Amal David. Dr. David was a long-time supervisor in the Detroit Public School System and wanted to unify school celebrations for Arab American Heritage. The month of April was chosen for many reasons, one - to not conflict with other celebratory months such as Black History Month, Women's History Month and Hispanic Heritage Month, and two - April was selected because it marked the beginning of the Spring season;

symbolizing hope, growth, color and new beginnings, according to the Arab American Foundation. The first celebration took place in Washington, DC and showcased various displays of Arab culture, fashion, dancing, and singing, and was an important milestone in NAAHM being celebrated nationally.

In April 2021, President Biden declared April National Arab American Heritage Month to recognize the culture and contributions of the approximately 3.5 million Arab Americans. President Biden stated, "diversity is one of our greatest strengths, and it is essential that we continue celebrating, promoting, and educating others about the myriad ways that the Arab people have advanced human civilization and contributed to the well-being of our Nation."

Arab culture is comprised of great diversity including its people, history, dialects, and local customs. However, it is united by common language, with different dialects, and values of faith, regardless of the specific faith tradition, family, and community. The Arab World is formally comprised of 22 countries including Northern Africa and the Middle East and is represented by the League of Arab States.

Arab Americans have and continue to make great contributions to American society. Some notable Arab Americans include **Danny Thomas**, comedian and actor and founder of St. Jude Children's Research Hospital; **Donna Shalala**, former US Secretary of Health and Human Services; **Michael DeBakey**, cardiac surgeon and pioneer of the artificial heart; **Edward Said**, Professor and Literary Theorist and Cultural Critic; **Christa McAuliffe**, teacher and Astronaut, killed in the Challenger; **Rami Malek**, Academy Award Best Actor winner; **Gigi Hadid**, fashion model; **Ralph Johns**, organizer of the Greensboro sit-ins during the Civil Rights Movement; **Steve Jobs**, Co-founder, chairman, and CEO of Apple. **(Continued next page)**

Education Corner

The City of Spokane proclaimed April as National Arab American Heritage Month in 2023 by then mayor, Nadine Woodward. With over a 1000 Arab Americans living in Spokane representing more than 22 Arab countries, there are a variety of ways you can support local Arab American business. One way is to indulge in the cuisine such as [Emran Restaurant & Market](#), [Lebanon Restaurant & Cafe](#), [Skewers Middle Eastern Street Food](#), [Jerusalem Middle Eastern Cuisine](#), and [Feast World Kitchen](#). In addition, the Spokane Public Library has highlighted [a collection of films](#) by Arab Americans to educate and celebrate the month.

If you would like to learn more about National Arab American Heritage Month, its history, people, culture, and more, please check-out the [Educational Toolkit](#) published by the [Arab America Foundation](#). If you are interested in how to best celebrate and acknowledge NAAHM, please read [Best Practices for National Arab American Heritage Month](#).



Other April Celebrations

National Minority Health Month: This annual observance builds awareness about the health disparities that persist among racial and ethnic minority and American Indian/Alaska Native populations and encourages everyone to take action to end these inequities ([HHS](#)). Check out this Oprah Winfrey hosted special, [The Color of Care](#), to learn more.



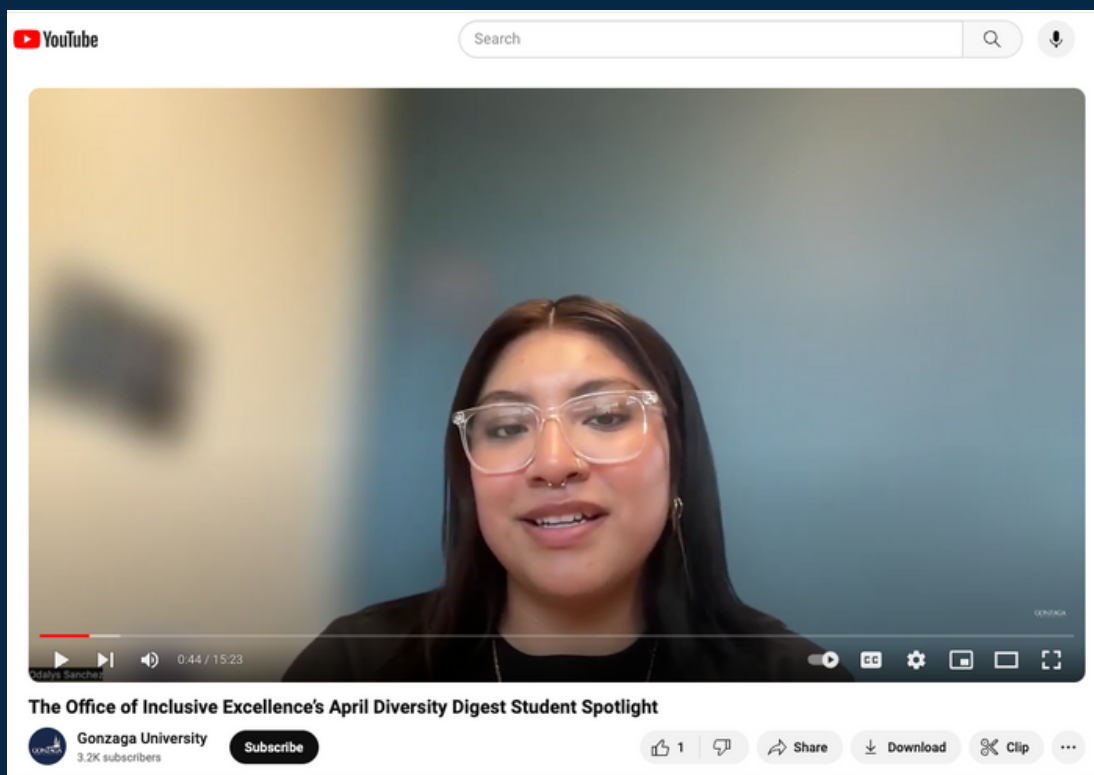
Autism Acceptance Month: April is an excellent time to learn more about autism! The [Autistic Self Advocacy Network](#) (ASAN) has a great website where you can find ways to get involved and see how ASAN is advocating for policy changes and inclusion on a national level. They also published a free online book called "[Welcome to the Autistic Community](#)," which helps answer questions about autism and shows how you can make life better for autistic people.



Student Spotlight

**Odalys Sanchez Cedillo
is Diversity Digest's
April Student Spotlight.**

Follow this link to watch!



Faculty Spotlight

Dr. Deena J. González

Senior University Fellow and Professor of History

College of Arts and Sciences

Last month, Diversity Digest had the privilege of speaking with Senior University Fellow and Professor of History Dr. Deena González about diversity and topics related to her work in Chicano/Chicana and feminist studies. Dr. González came to Gonzaga in 2019 as the university's first permanent provost/senior vice president and served in that position from 2019 to 2021. She left campus due to the COVID crisis and returned in 2022.

Before coming to Gonzaga, Dr. González served at Loyola Marymount University in L.A. for over 18 years, first as chair of Chicana/o studies, then as the director of faculty development and associate provost for faculty affairs. She has also held faculty positions at Pomona College in California during her academic career. In 2010-11, she served an American Council on Education Fellowship and was named one of the 50 most influential living women historians in the U.S. by the Sophia Radcliffe/Harvard Project.



Dr. González received her Ph.D. in History from the University of California, Berkeley. In 1985, her dissertation was published as "The Spanish-Mexican Women of Santa Fe: Patterns of Their Resistance and Accommodation, 1820-1880." While studying for her doctorate, she had to do much of her original research because there was little Chicano literature to study.

She is the current 2023-2024 National Association of Chicano Studies (NACCS) Chair.

Born and raised in Hatch, New Mexico, Dr. González was exposed to civil rights activism at a young age, as New Mexico was one of the centers of the Chicano Movement. Another factor that shaped her consciousness was witnessing the different struggles brought upon by class, race, and status in Mexican immigrants and Mexican Americans living in New Mexico.

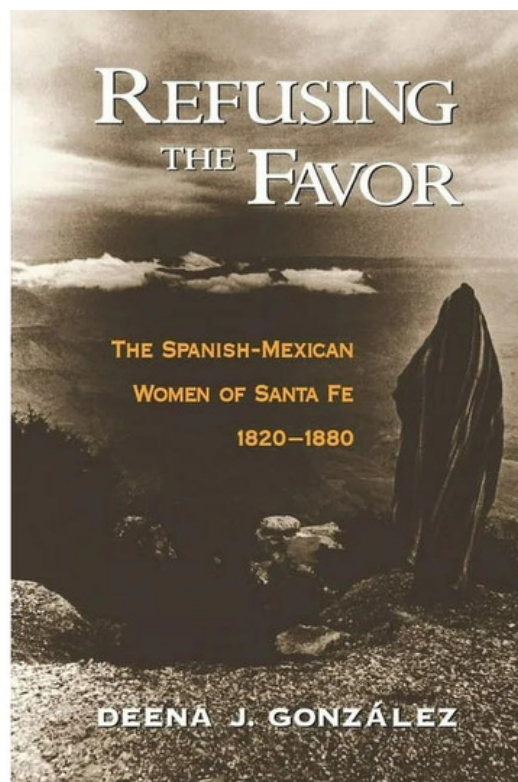
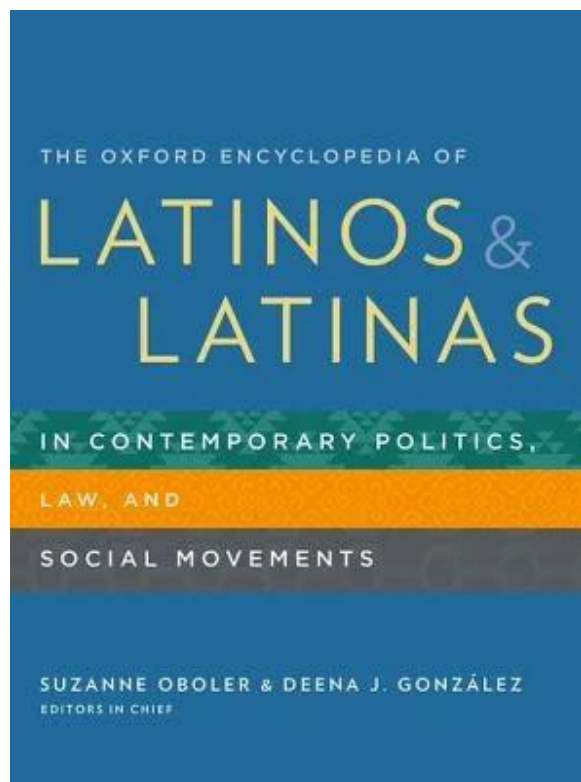
Dr. González believes there must be equal representation of Chicanos and Hispanic/Latinx scholars in academia. For those unfamiliar, the term Chicano or Chicana is the chosen identity of some Mexican Americans in the United States. **(Continued next page)**

Faculty Spotlight

Mexican Americans widely embraced the term during the Chicano Movement of the 1960s to express a political stance founded on pride in a shared cultural, ethnic, and community identity. Her academic work speaks to the need to study the history of the cultural history of Chicano movements, particularly feminist movements.

Perhaps the most interesting part of our conversation centered around discussions of the history of the Chicano political movement in Los Angeles. Memories of the National Chicano Moratorium March against the Vietnam War and the killing of Los Angeles Time Reporter Ruben Salazar in East Los Angeles, California, in 1970 were the catalyst for many young Chicanos to examine their cultural history. Strikes and boycotts of American table grapes harvested by primarily Mexican migrant workers led to the formation of the United Farm Workers by Delores Huerta and Cesar Chavez. Dr. González was a student during the 1970s-80s and spoke freely about her memories and impressions of those times.

It is important to remember that Dr. González represents a unique and personal perspective and is a living witness to the history of the Chicano/a political movement. As a world-renowned scholar of feminist Chicana literature, she is one of the many professors whose scholarship and diversity make Gonzaga a world-class university.



Media Recommendations



Disfluency, Written and Directed by Anna Baumgarten

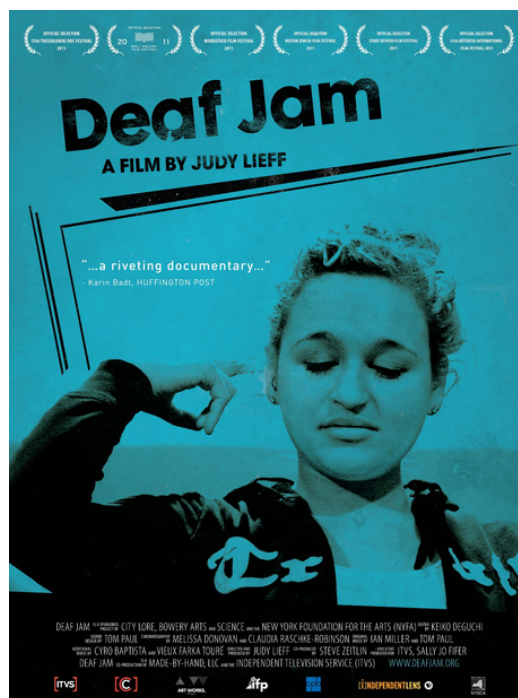
“When Jane fails her final college class, she returns home to her parent’s lake house where she comes to terms with the trauma that derailed her senior year.”

Read this review of the film from [The Austin Chronicle](#) to learn more about the movie we’re screening for Sexual Assault Awareness Month. “Disfluency” has won several independent film awards, including the Narrative Feature jury award at Austin Film Festival in 2021.

Deaf Jam, Directed by judy lieff

“Deaf Jam” is the story of deaf teen Aneta’s bold journey into the spoken word slam scene. In a wondrous twist, Aneta, an Israeli immigrant living in the Queens section of New York City, eventually meets Tahani, a hearing Palestinian slam poet. The two women embark on a collaboration creating a new form of slam poetry that speaks to both the hearing and the Deaf.

[Visit the website to learn more](#), this film may be available to stream through your public library on Kanopy.



What's Poppin'?: Office of Inclusive Excellence

Sexual Assault Awareness Month April 2024 Events on Campus



Every Wednesday, 11am
Resource Tabling
Hemmingson

April 22nd, 10am
Calling Survivor Allies! Conference
Hemmingson Auditorium

April 22nd, 7pm
"Disfluency" Film Screening
Q&A with Writer & Director Anna Baumgarten
Hemmingson Auditorium
(Keynote for Conference)



April 23rd, 10am
An Exhibition of Courage and Hope
Hosted by GSBA
Joann Jundt Lounge

April 25th, 7:30pm
Survivor Speak Out!
Hemmingson Den

**YOUR VOICE
MATTERS**

Check Zagtivities for more information on
each event!

For questions or accommodations, email poffenroth@gonzaga.edu



Visit [this link](#) to submit a story for the Survivor Speak Out by April 19th!

Use [this form](#) to RSVP for Calling Survivor Allies by April 19th!

What's Poppin'?: Office of Inclusive Excellence



Leadership Academy | 2023-2024

Inclusive Excellence Leadership Academy Graduation, April 23rd

The Inclusive Excellence Leadership Academy (IELA) is designed as scaffolding or building blocks adult learning and development program that will help the Gonzaga realize our Inclusive Excellence strategic goals as a learning community. The academy will utilize multidisciplinary strategies and cover topics such as oppression, anti-racism, equity, diversity, inclusion, implicit bias, micro-aggressions, race, privilege, power, inequities, gender identities, current issues, generational intelligence, and more to deepen and expand the collective cultural competency of the Gonzaga community. This academic year, there were two cohorts of 26 participants. Each cohort organized a project focusing on topics connected to DEIB efforts.

After completing the program, IELA graduates receive an "Inclusive Excellence Leadership Certificate." To earn the IELC, participants must attend monthly workshops over the course of the academic year, attend monthly debriefings, and complete a cohort project. Information about the 2024-2025 program will be announced this upcoming fall semester.

1st Annual Unity Through Diversity Symposium: Amplifying Voices of Color, April 24th



1st Annual
Unity Through Diversity Symposium
Amplifying Voices of Color
Keynote Speaker: Dr. Bridget Turner Kelly
April 24, 2024
12:00 p.m. – 5:00 p.m.

This event is hosted by the Office of Inclusive Excellence in collaboration with the Gonzaga University Council for Diversity, Equity and Inclusion. Lunch is sponsored by the Office of the Provost.

Questions? Email: InclusiveExcellence@gonzaga.edu



Register here

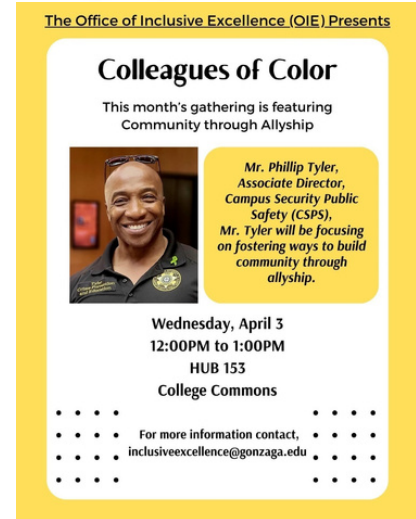


This half day symposium is to be held on April 24, 2024, with the keynote session in the Globe room at 12 p.m. and the breakout/concurrent sessions in Hemmingson. The keynote speaker, Dr. Bridget Turner Kelly – Associate Professor, College of Education at the University of Maryland will lead an audience of faculty, staff and students in a conversation around intergroup dialogue and its impact on campus climate. She will also facilitate a second 60-minute session targeted for faculty and staff of color around the importance of mentoring, how to seek out mentors, and how a culture of mentoring leads to retention. Also, the symposium will have concurrent sessions focused on faculty and staff professional development and scholarship led and facilitated by GU faculty and staff. Participants can use skills developed from intergroup dialogue to build a more inclusive campus. Faculty and staff of color will be in the community and learn how to seek and maintain successful mentoring. Attendees will learn from faculty and staff experts on various topics related to this symposium.

What's Poppin'?: Office of Inclusive Excellence

Colleagues of Color: Community through Allyship

The Office of Inclusive Excellence manages and/or supports several faculty and staff-led, and -facilitated affinity groups of the university community formed around interests, backgrounds, identities, and common bonds. We actively contribute to GU's mission, values, and efforts specific to diversity, equity, inclusion, and campus engagement. One of the affinity groups is called Colleagues of Color, creating an open and inclusive space for faculty and staff who share common interests/concerns to support and uplift one another. This spring semester, we have been able to create a theme for the gatherings, Stronger in Community. February was highlighted by Mr. Chrishone Wilson from Human Resources and Dr. Itohan Idumwonyi from Religious Studies with focusing on building community. March was highlighted with community through wellness from Dr. Salena Beaumont Hill (URM Teaching Fellow) from Leadership Studies. This April's Colleagues of Color served as a resource for understanding ways to become an allyship in the workplace with Campus Security & Public Safety's Associate Director, Phillip Tyler. Mr. Tyler has been a wonderful ally in the Spokane community through these ways: President of the Spokane chapter of the NAACP, Mayor's Multi-cultural Advisory Committee, Spokane County Human Rights Task Force, Spokane Public Schools Diversity Advisory Council, just to name a few.



GU Take Action: Bystander Intervention Education Program

New offering from the Office of Inclusive Excellence! Do you want to learn ways to actively and publicly take a stand against bias and harassment? Well, now is the time to take action.

The Office of Inclusive Excellence is now offering a professional development workshop for individual units on bystander intervention. During this 60-90-min facilitated workshop, you will learn about bystander intervention principles and how to be better equipped with effective intervention strategies to create more inclusive and welcoming environments.



You will be engaged in nuanced scenarios tailored for your unit and discuss how to effectively respond through a role play activity. You will also be encouraged to think through how interventions may change based on social identities and positionality. Lastly, you will learn of other campus resources to utilize such as the BIAS team.

We are excited and willing to engage your unit in this tailored professional development opportunity on bystander intervention. If you would like members of OIE to present, please contact inclusiveexcellence@gonzaga.edu.

What's Poppin'?: Office of Inclusive Excellence

Undocumented Community Support Coalition (UCSC)

The Undocumented Community Support Coalition is a group of various campus partners coming together to work towards improving how Gonzaga supports undocumented community members. This group was established about eight years, in fall 2023, a task force was created to explore updates on continued support for the undocumented community within the Office of Inclusive Excellence as an institutional home for this initiative. Currently, efforts are being planned.

Information on the Task Force: The Undocumented Community Support Task Force is a group working together to assess needs and opportunities to improve how Gonzaga supports undocumented community members. In an ever-changing societal climate, Gonzaga recognizes the need to reassess and revamp community support to match current trends impacting immigration status. Once the work of the task force is complete, recommendations will be made to the Chief Diversity Officer to formulate a new and continuous plan for care for the Gonzaga undocumented community.

Outcomes:

- Reassess effective practices of support to the Gonzaga undocumented community.
- Reassess effective developmental resources to staff, faculty, and students for allyship and advocacy.
- Reassess educational materials for the campus community about the effects of U.S. immigration and deportation policies.



Task Force Representation:

OIE Liaison, Dr. Shawn Washington
GU Law School representative, Vanessa Montoya
Faculty representative, Dr. Ray Rast
Student Affairs representative, Adrian Reyes
Financial Services representative, Kelly Wentz
Admissions representative, Rosa Velasco

A workshop on being an ally to students impacted by immigration was held over Zoom on Friday, April 12th from 9a-12p. For more information about UCSC, please contact the Office of Inclusive Excellence at inclusiveexcellence@gonzaga.edu.

What's Poppin'?: Announcements & Events

Spokane Community Events

Expo '74: Then and Now: A Speakers Event

Join Eastern Washington University faculty as they present the legacy of Expo '74 from multidisciplinary perspectives: J. William T. "Bill Youngs, PhD Professor of History. Dr. Youngs is the author of the seminal work *The Fair and the Falls: Spokane's Expo '74*, Margo Hill, MURP, JD, Program Director, American Indian Studies, and Associate Professor of Urban and Regional Planning. Professor Hill, who attended the event as a child, will share her reflections of tribal history and participation in Expo '74; and Erin D. Dascher, PhD, Associate Professor of Geosciences. Dr. Dascher will reflect on the changes Expo '74 brought to the Spokane River, and explore the diverse ecosystem and current conservation efforts.

Date: Tuesday, April 23, 2024

Time: 12:00 pm – 1:00 pm

Location: JFK Library, EWU, Cheney, WA

Cost: Free

For more information, visit: <https://www.ewu.edu/library/stories/expo74event/>

YWCA Spokane 2024 Equity for All: Building Bridges to Equity Maternal Health in Communities of Color

Equity For All is an annual, progress-minded event that includes courageous conversations to provide us with an opportunity to broaden perspectives, learn new tools, and connect with a diverse community of citizens passionate about eliminating racism in our community. There will be a performance, followed by a panel discussion with a Q&A on the topic above. Panelist: Dr. Melodi Wynne, Symetria Gongyin, Monica Guzman, Prosparetti Coleman, Dr. Shari Clarke, and host Amara Boyd.

Date: Friday, April 25, 2024

Time: 5:00 pm – 7:00 pm, doors open at 4:45 pm

Location: The Hive, 2904 E Sprague Ave, virtual participation will also be available.

Cost: Free and open to the public, registration required

For more information and to register, visit <https://ywcaspokane.org/racialjustice/rsjevents/equity4all/> or call 509.378.4807. American sign language interpreter services will be available at the venue. The in-person venue has a free parking lot, is wheelchair accessible, and accessible by STA bus routes 21 & 90.

2nd Annual Gala - A Woman's Worth

The gala aims to honor the achievements and contributions of women from all walks of life. Join them as they recognize the incredible worth of women as their passion come alive once again.

Be prepared to enjoy a night of music, dancing, delicious food, and engaging conversations. This is an opportunity to connect with like-minded individuals who share a passion for supporting and empowering women.

Date: Friday, April 26, 2024

Time: 6:00 pm – 8:30 pm

Location: Hemmingson Grand Ballroom Gonzaga University, 702 E Desmet Ave

Cost: \$60.00

For more information, visit https://www.facebook.com/events/694888569361183/?active_tab=discussion.

What's Poppin'?: Announcements & Events

Spokane Community Events

28th Annual Native American Community Graduation

Graduates of all levels and degree programs are welcomed!

Date: Friday, April 26, 2024

Time: 6:00 pm – 8:00 pm

Location: Cataldo Room, Gonzaga University, 429 E Boone Ave

Cost: Free, registration closes April 22, 2024

Questions, contact rouse@Gonzaga.edu.

El Mercadito (The Market)

Outdoor cultural market with free food distribution, cultural foods, fresh fruits and vegetables, local vendors, and more.

Date: Saturday, April 27, 2024

Time: 11:00 am – 3:00 pm

Location: AM Cannon Park 1901 W Spofford Ave

Cost: Free to attend

For more information visit <https://www.latinosenspokane.org/mercadito> or call 509.558.9359.

BellaCristo Handbell Choir Spring Concert

BellaCristo, is a thirteen-member community handbell choir. In this concert, they are highlighting the music of America with songs that include ragtime, spirituals, blues, the big band sounds of the 1940s, a Sousa march, pieces by George M Cohen, Irving Berlin and more! Some pieces will also showcase handbells with chimes, pipe organ & flute.

Date: Saturday, April 27, 2024

Time: 4:00 pm

Location: Millwood Community Presbyterian Church, 3223 N Marguerite Rd

Cost: Free to attend

Free will donations are accepted to help purchase music for future concerts.

37th Annual Spring Food Festival - Ramen Fest

Featuring Traditional Japanese Recipe Ramen (chicken or tofu), Mochi Desserts & Inari Sushi – take out only.

Date: Sunday, April 28, 2024

Time: 11:00 am – 2:00 pm

Location: Spokane Buddhist Temple, 927 S Perry

Cost: Food - \$15.00-chicken or tofu, \$8.00 for desserts and \$8.00 for inari sushi.

For more information, visit <http://spokanebuddhisttemple.org/>. Prefer cash, cards accepted.

Asian Grad Party

3rd Annual graduation party to honor Asian/Asian American graduates from Spokane area high school, colleges, and universities.

Date: Sunday, April 28, 2024

Time: 4:00 pm – 5:30 pm

Location: Spokane Central Public Library, 3rd floor, 906 W Main Ave

Cost: To register go to bit.ly/AsianGradParty24.

For more information, visit <https://aclspokane.org/>.

What's Poppin'?: Announcements & Events

Spokane Community Events

Celebrating 40 Years of The Fig Tree

Keynote Speaker: Karen Georgia Thompson, General Minister, and President United Church of Christ. Member of the World Council of Churches Central Committee.

Date: Sunday, April 28, 2024

Time: 5:00 pm – 8:00 pm

Location: Cathedral of St John, 127 E 12th Ave

Cost: \$50.00

For more information and/or RSVP, email event@thefigtree.org or visit <https://www.thefigtree.org/donate.html>

Other April Celebrations/Awareness Months

- Celebrate Diversity Month
- Earth Month
- Global Astronomy Month
- Multicultural Communications Month
- National Alcohol Awareness Month
- National Child Abuse Prevention Month
- National Garden Month
- National Poetry Month
- National Volunteer Month
- Sexual Assault Awareness Month
- Stress Awareness Month
- Thai Heritage Month



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