

June is Pride Month and brings bittersweet events to Office of DEI

The June issue of Diversity Digest includes contributions from some of our wonderful faculty and staff. Bernadette Calafell writes about new course offerings in CRES, topics in research & CRES' latest publications. Matthew Barcus writes about the Stonewall riots, sacrifices made, and recognition of June as Pride Month. Sara Diaz also shares reflections on Pride Month, her identity and the intersectionalities that exist for her.

We recently hired our Associate Chief Diversity Officer – Robin Kelley, Ph.D., who will start at the end of July. We extend a very warm welcome to Robin. Unfortunately, that also means we have to say goodbye to Charlita Shelton, Ph.D., who has been serving as our interim ACDO over the last nine months. Charlita has been an immense influence in the Office of Diversity, Equity and Inclusion, and has brought several core projects to fruition. She is now heading the Pandemic Response Task Force, paving the way for GU's successful transition back to in-class instruction. We would like to thank Charlita for her invaluable contributions to our department, and wish her the best as she continues to work her magic at GU.

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Charlita Shelton with President McCulloh

Introducing Robin Kelley, Ph.D. – Associate Chief Diversity Officer

My commitment to diversity, equity and inclusion was already solidified when I met Dr. Larry Ebbers in 2013, yet he was integral in my taking that commitment to the next level. He was my major professor and responsible for many successful doctoral students' academic and professional successes. He was known for encouraging students to get it "D O N E," or in other words, complete their doctoral degree requirement. He was known for spelling the word "done" out emphatically. It was a running joke among his students.



Robin Kelley

Dr. Ebbers was committed to mentoring and supporting all students but focused on the success of women and underrepresented minorities. He is credited with creating national programs to increase the diversity of the higher education CEO and others in senior leadership roles. In 1989, he started the Leadership Institute for a New Century Linc program, which is designed for women and minorities preparing for community college leadership positions. Additionally, in 1995 he started the Community College Leadership Initiative Consortium (CLIC), which provides leadership development for mid- and upper-level administrators in community colleges.

Dr. Ebbers focused on community college leadership because of the community college mission and access to underrepresented populations.

His influence led me to refocus my interest in developing leaders who are competent and responsive to DEI. I agree that other members of the institutions' community should also develop DEI skills. I believe that diversity, equity and inclusion is a driver for change and success. In order for leaders to effect the change needed for DEI, they must first hold themselves accountable and make diversity, equity and inclusion an integral aspect of daily practices, as well as develop systems and structures that are operationalized.

As Dr. Ebbers always stressed, in higher education, it is critical to prepare students to be able to function effectively in a global marketplace. He pushed diversity, equity and inclusion not only to support students, staff and faculty, but also stressed the need for diverse administration and leadership. I developed a philosophy that DEI and multicultural competencies, unconscious bias awareness, and the ability to work in interdisciplinary teams were minimally required of higher education leadership. Dr. Ebbers' work and mentorship inspired me to first obtain my doctorate degree, but most importantly to use my leadership skills to develop and support other leaders' journeys toward the power of diversity, equity and inclusion in order to change their institutions and the world.

COVID-19 Sent LGBTQ Students Back to Unsupportive Homes Raising the Risk They Won't Return

When one Stanford University senior left campus last month, the student could count plenty of stressors: the Covid-19 pandemic, the sudden transition to online classes, the abrupt loss of a campus community. But the student also had a secret.

The student identifies as nonbinary and transgender, and, when they moved back home on March 14, their family didn't know that.

The student uses the pronouns "they" and "them," and asked to be identified by their initials, A.R., because they haven't shared their gender identity with everyone in their life. So as they adjusted to their new living environment, A.R. faced a choice: "Either I'd have to be dealing with being misgendered for an indefinite amount of time, or all of a sudden come out to my family."

A.R.'s predicament was just one of the uncomfortable — and in some cases, even unsafe — situations facing LGBTQ college students who had to leave campus abruptly amid the Covid-19 pandemic.

Read more at:

<https://www.chronicle.com/article/Covid-19-Sent-LGBTQ-Students/248633>



New Scholarship in Critical Race and Ethnic Studies



Bernadette Calafell, Ph.D.

The **Department of Critical Race and Ethnic Studies**, composed of Assistant Professor E. Cassandra Dame-Griff and Professor and Chair Bernadette Marie Calafell, has been busy not only offering new courses, but publishing interdisciplinary scholarly research.

Read more about it here:

<https://www.gonzaga.edu/-/media/Website/Documents/About/Diversity-Inclusion/Diversity-Digest/CRES-GU.ashx?la=en&hash=C8D6FDBC61A0C51BEB408053492926292D7E79E8>



Stonewall riots – Honoring Their Memory, by Matthew Barcus



Many lives have been and continue to be lost, but we must fight to honor those who pass, minimize the loss of life, support the survivors, and persist in our pursuit of life, liberty, happiness, and love for all God's creation. Gonzaga University's Lincoln LGBTQ+ Resource Center and wider GU community continues to work toward equity, affirmation, cura personalis, and belonging grounded in a Jesuit understanding. As an LGBTQ+ Resource Center, we strive to emulate an understanding of Jesuit values provided by Magis. Along with Fr. James Martin, S.J., in his book "Building a Bridge", we call for members of the Catholic and LGBTQ+ communities to come together with respect, compassion, and sensitivity.

Read the full article here:

<https://www.gonzaga.edu/-/media/Website/Documents/About/Diversity-Inclusion/Diversity-Digest/Matt-Barcus---Pride2.ashx?la=en&hash=BE32FB426E03796593A9B9347997DC1427E53D19>

I don't want to go back into the closet just because I need care: Recognition of older LGBTQ adults in relation to future care needs

A significant number of lesbian, gay, bisexual and transgender (LGBT) older adults have experienced a lifetime of prejudice, social stigmatization and discrimination within the health care system (LGBT MAP & SAGE, 2010). These experiences have resulted in mistrust of health care providers and our health care system, causing fear and avoidance of services (Institute of Medicine, 2011). In order to meet the needs of this community, health care providers need to have a better understanding of how these experiences have affected the health and well-being of many LGBT older adults and recognize the barriers they face when accessing care and services.

Read more here: <https://www.tandfonline.com/doi/full/10.1080/13691457.2018.1534087>



What Library of Congress says about Pride Month: Lesbian, Gay, Bisexual, Transgender and Queer Pride Month

There are spectrums or continuums of gender, expression and sexuality that we all fall within somewhere — there is no “one size fits all.” Moreover, no one should be shunned or discriminated against because they do not fall on the spectrum

where someone else thinks they should. What Library of Congress says about Pride Month: Lesbian, Gay, Bisexual, Transgender and Queer Pride Month: <https://www.loc.gov/lgbt-pride-month/about/>



Reflection on Pride Month ~ Sara Diaz

In a bizarre twist of legal history and fate, my same-sex marriage is a big part of the reason I am here teaching Women's and Gender Studies at Gonzaga. When I finished my Ph.D. in 2012, my registered domestic partnership wasn't portable. My job search was limited by Section 2 of the Defense of Marriage Act (DOMA), which was eventually overturned by the U.S. Supreme Court on June 26, 2015. My partner and I desperately wanted to stay in Washington state, so we could hold on to the legal protections we had at that time. When I saw the job at GU, I jumped. But, I admit I was a bit apprehensive about leaving Seattle for a Catholic school in Spokane. It was a time of anticipation and uncertainty.

Read full article here:

<https://www.gonzaga.edu/-/media/Website/Documents/About/Diversity-Inclusion/Diversity-Digest/Sara-Diaz-June-Diversity-Digest.ashx?la=en&hash=46DF09EC0615C3E71CFFB7CB379D63926CC803Fo>

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