

Raising our Collective I.Q. Through Intercultural Tension

St. Ignatius of Loyola was fond of consistently claiming that all human reality is saturated with the living presence of God, including our stressful experiences and life's suffering narratives. In 2005, I reported to Fr. Pat Lee, the former vice president for Mission. Early in our working relationship I vividly recall him animating my restless curiosity with the notion that in our interactions with creative tension God reveals His face as an inspired invitation to learn, grow and become a loving knower of the Greater Good.

Certainly, a current hot topic in higher education is teaching and learning within the creative tension of the seemingly competing goods of free speech, academic freedom, and creating, as well as sustaining, inclusive and generative campus learning environments by addressing bias behavior.

A segment of this month's Diversity Digest has links to research articles and resources addressing these issues. Let me know if your department would like to do a deeper dive into having a

facilitated conversation and continue a discernment on these issues affecting our campus community.

Any space, any occasion, any encounter that draws us closer to the heart of ourselves and of the other is a meeting place with God (She, He or It). Earth becomes heaven to the degree in which we let God love us through our lived experience. A condition of truth is to invite the suffering to speak. Social justice is what love looks like in public space. Aren't these the ways in which we walk the talk of our mission?

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References: <https://www-stage.gonzaga.edu/-/media/Website/Documents/About/Diversity-Inclusion/Diversity-Digest/Digest-References.ashx?la=en&hash=A89C41942D54A45B9BBB79283280433B93157031>

Bias in the Classroom: Types, Frequencies and Responses

Incidents of bias still occur in college classrooms, but no research has specifically explored this topic. To address this gap in the literature, professors (N = 333) completed anonymous surveys assessing types of bias they perceived in their classroom, their responses to the bias, and the perceived success of their responses.

Read more at: <https://edspace.american.edu/culturallysustainingclassrooms/wp-content/uploads/sites/1030/2017/09/Bias-in-the-Classroom-Types-Frequencies-and-Responses.pdf>

Free Speech Tensions: Responding to Bias on College and University Campuses

Despite the increasing development of bias response teams on college and university campuses, little scholarship has examined these teams and, in particular, team leaders' approaches to understanding the role of free speech in responding to bias. Through semi-structured interviews, administrators who served on bias response teams at 19 predominantly white institutions described the need to

balance free speech with other interests, recognize the nuance of First Amendment protections, and respond with educational conversations.

Read more at: <https://www.naspa.org/blog/free-speech-tensions-responding-to-bias-on-college-and-university-campuses1>

A Taxonomy of Inclusive Design

This series will explore concepts, practices, and organizational shifts that are central to inclusive pedagogy in higher education.

Read more at: <https://er.educause.edu/blogs/2019/11/a-taxonomy-of-inclusive-design-on-disclosure-accessibility-and-inclusion>

Learning, Not Training

The Office of DEI provides e-learning opportunity to faculty and staff

Diversity.edu allows for an expanded means to reach ALL of our institution's community. It is a much appreciated resource that helps institutions promote diversity initiatives and better prepare staff and faculty to become inter-culturally competent. This e-learning program utilizes innovation, extensive research, best practices in

diversity, equity and inclusion, and high-quality training modules.

The e-learning product will be piloted to a select group of faculty & staff with the intention of rolling it out to the entire University community within the coming months.

Diversity Equity & Inclusion Council Retreat

The DEI Council held its first retreat on January 24 – 25, designed to work on adopting the NERCHE (New England Resource Center for Higher Education) Model. This model will help us to gauge our institutionalization of

diversity efforts and the assessment rubric was designed to assist members of higher education community in gauging the progress of their diversity, inclusion and equity efforts on their campus.



The Dangers of Mistaking Diversity for Inclusion in the Workplace

There is danger of mistaking diversity for inclusion in the workplace. These days there's an alphabet soup of terms focused on encouraging fairness in the workplace. Most organizations have a senior level executive of Equity, Engagement, Culture, Belonging, Fairness etc., but the most common phrase is "Diversity and Inclusion" (D&I) – which sounds great, but what does it really mean? Are these concepts similar, complementary, or different? The

truth is that too many companies make the mistake of assuming that diversity and inclusion are synonymous or that one automatically implies the other...and that mistake is arguably a risky one.

Read more at: <https://www.forbes.com/sites/danabrownlee/2019/09/15/the-dangers-of-mistaking-diversity-for-inclusion-in-the-workplace/#656499534d86>

Calendar of Events

Council for Diversity Equity and Inclusion Meeting	Feb. 26
"The 19th: For Her, For All" performance by GU Concert Choir & activist composer Melissa Dunphy	Feb. 28
Colleagues of Color Cultural Affinity Meeting	Mar. 3
Americans & the Holocaust Exhibit	Mar. 19- Apr. 27
Spokane Community Observance of the Holocaust Student Art Exhibit	Mar. 16-30
Council for Diversity Equity and Inclusion Meeting	Mar. 23
Lena Schindler Suffrage Lecture	Mar. 25
Steps from Suffrage to Solidarity Parade	Mar. 25
Productive Discomfort Faculty Affinity Group Meeting	Mar. 26
Veta Schlimgen Suffrage Lecture	Mar. 26

Considering Matthew Shepard - <i>Performances By Gonzaga Chamber Chorus, Spokane Kantorei, and Spectrum Singers</i>	Mar. 28-29
Americans & the Holocaust Exhibit - <i>Inspiration for today from Holocaust survivors Carla Peperzak and Cora Der Koorkanian</i>	Mar. 31
IMPACT with Dean Rosey Hunter	Apr. 1
Colleagues of Color Cultural Affinity Meeting	Apr. 3
Guest Speaker, Judy Shepard - <i>Founder, Matthew Shepard Foundation</i>	Apr. 7
Americans & the Holocaust Exhibit - <i>Hate: Documenting it, Understanding it, and Countering it, presented by Academic Centers for the Study of Hate</i>	Apr. 22
Productive Discomfort Faculty Affinity Group Meeting	Apr. 23
Americans & the Holocaust Exhibit - <i>Last Day</i>	Apr. 27