Dear Advocates,

We hope this newsletter finds you enjoying the beautiful fall weather, and looking forward to the upcoming “break in the action” of the semester. The Division of Student Affairs Diversity Committee has been discussing for sometime now the future direction for the Diversity Advocates program, and evaluating whether the current orientation format is adequate for the needs of our campus community.

We have come to the conclusion that the process for becoming a Diversity Advocate should enable people who wish to serve in this role to explore their own identities and experiences of privilege and oppression in order to better serve our students as they share their own stories. We are therefore taking this year to re-imagine the network orientation, to create an experience that allows current and prospective advocates to connect on issues of diversity and inclusion in a more meaningful way.

As we move through this restructuring, we will periodically ask for your opinions -- your thoughts will be critical as we seek to create a stronger, more culturally competent Diversity Advocate Network and campus community.

Enjoy the Fall Break!

Division of Student Affairs Diversity Committee

Don’t forget to check your “listing” to ensure that the information we have for you as a Diversity Advocate is correct.

http://www.marquette.edu/dsa/diversity/find-advocate.shtml
Division of Student Affairs Diversity Committee

25 August 2010

Featured Advocate

DJ Todd is the Coordinator of the Marquette University Urban Scholars Program in the Office of Student Educational Services. Hailing from Omaha, Nebraska, DJ has spent significant time in at various universities in Nebraska, Kentucky and Nevada before coming to Marquette University.

DJ has been with Marquette for just over two years and has also served as the Coordinator for Multicultural Affairs in the Office of Student. In addition to his primary roles, DJ has served as advisor to a number of student organizations on campus and was an instructor in the Inclusive Learning CommUNITY.

The Marquette University Urban Scholars Program is a community of Scholars dedicated to academic excellence and service. Each year ten Scholars from first-generation and low-income backgrounds come to Marquette seeking a prestigious and rigorous education. The Urban Scholars Program provides an environment where Scholars develop their identity, serve the community and discuss issues of the day from an academic and practical standpoint. Urban Scholars are selected from the greater Milwaukee area concentrating on students from the Boys and Girls Clubs of Greater Milwaukee, Milwaukee/Racine/Kenosha Public Schools as well as the Jesuit high school consortium known as the Cristo Rey Network.

DJ offers this reflection: As a Diversity advocate on this campus, I see my role as one who is willing to progress, question and improve the diverse climate of Marquette through student contact, advocacy and policy development at all levels. It is not only our jobs as Advocates to listen to the student issues of our day, but work in solidarity to provide an environment where all students can matriculate through this institution of higher education with mental and environmental sanity. If we are truly preparing our students “...for the diversity of the world...,” we must continue to provide an environment where issues of a diverse nature are welcomed, integrated and normalized.

I believe Diversity Advocates can get more involved in advocating for diverse issues on this campus by proactively engaging the students in lives outside of the classroom. It is in our nature as administrators and staff to be busy and wait for students to come to us. However, when proactively engaging students about their life at Marquette, they reveal much more than they would when reacting to a situation or showing up to a meeting.

There is an excellent opportunity on our campus to advise student organizations. We have nearly 275 organizations established and in waiting, yet many are without advisors. Of this larger number, over 30 are student organizations dedicated to serve diverse populations. By advising student organizations, one can get an insight to the student culture and campus climate rarely seen from the front of a classroom or in an office. Many students cope with the issues of Marquette University by talking amongst themselves. In this arena one can engage with the students, understand their day to day lives and encourage them take ownership of their college experience while gathering information for policy or climate progression.

In addition Diversity Advocates can examine the privileges, which exist on campus for students as well as staff/administrators and advocate accordingly. Too often, individuals overlook their own privilege due to lack of awareness or convenience. It is important that each DA take a genuine self-examination recognize his/her own privilege and how it advances or inhibits the goal of a socially just society.

Nominate a Colleague

Know someone that goes above and beyond as a Diversity Advocate? If so, we would love to recognize them in our upcoming newsletter. Please nominate them at http://www.marquette.edu/dsa/diversity/feedback.shtml
Ed de St. Aubin

His view on the DA role on campus: When I think of the various Diversity Advocates at Marquette, I see that each has a unique way of fulfilling that position. For me as a faculty member, I am fortunate to have many opportunities to promote diversity and encourage respect for differences between people. Some of this is done in the classroom or research lab when I am in direct contact with students. I am mindful that the messages I send in those contexts are being sent to at least four types of students: those who identify as minorities (ethnicity, sex/gender, faith, etc.); those from the mainstream who authentically celebrate diversity and maintain a deep respect for all humans, those who do not yet fully appreciate the systemic benefits of diversity nor understand these issues from the level of the individual; and those with rather entrenched views that actively damage others (racism, sexism, ageism, homonegativity). The challenge is to find the rhetoric that will effectively promote enlightenment for those from all of these groups. I am also mindful that having tenure obligates me to push for campus wide equity and diversity. We can challenge administrators and trustees to adhere to the Jesuit values regarding social justice and caring for the entire human being.

Ideas on how DA’s can get involved in advocacy about diversity issues on campus: Oh, the list is near endless in terms of how to get involved with promoting diversity within the Marquette community. Although I am the faculty advisor for our GSA (Gender-Sexuality Alliance), I really wish I could do more with the many other student groups that are core to this mission. I would encourage others to get involved with the Bayanihan Student Organization or Active Minds or the Arab Student Association. Further, the Office of Multicultural Affairs has lots of good stuff happening. These are, of course, institutionalized ways of getting involved. There are also the literally hundreds of opportunities we all have each day to demonstrate our appreciation for diversity. In one of my favorite songs, Louis Armstrong sings “I see friends shaking hands saying how do you do // They’re really saying I love you.” So reach out and say hello to someone - particularly someone who is different form you in basic demographic or identity ways. The university is an ideal context to get to know others and to be open to self-growth. These things are reciprocal.
Global Village is a unique living environment for Marquette juniors, seniors, and graduate students (termed “ambassadors”), and international exchange students, designed to assist in the acclimation of exchange students to the Marquette and Milwaukee communities through directed educational, social, and multicultural programming; simultaneously, the community offers Marquette students in relevant fields, such as International Business and/or Languages, the opportunity to further their studies through practical application and networking.

Marquette students in the Global Village gain an understanding of the importance of establishing international relationships in a global society; create, implement and promote diverse opportunities of which students can partake; and develop semester-long, comprehensive models for community growth through both active and passive programming.

The community is designed to facilitate transitional ease for international students, while at the same time creating an environment in which students are provided the opportunity to explore the joys and challenges of developing relationships with individuals from around the world.

Areas in which the Diversity Advocates might be of help include, but are not limited to:
- Intercultural communications
- Cross-cultural values
- Diverse considerations surrounding faith/religion
- Multicultural ideas surrounding issues of homosexuality

If you are interested in getting involved with the Global Village program as a DA or doing a program, please contact Dan Bergen at Daniel.bergen@marquette.edu

McCormick Hall Inclusive Leadership CommUNITY

The McCormick Hall Inclusive Leadership CommUNITY is open to all first-year Marquette students as an opportunity to explore topics of diversity and inclusion and how they relate to themselves, Marquette, and the greater Milwaukee community. Students engage in the program through two courses, offered Fall and Spring Semesters, in addition to living on the CommUNITY wings within the residence hall.

The 2011-2012 McCormick Hall Inclusive Leadership CommUNITY is comprised of approximately 40 students from various backgrounds – they come from many states around the US and some have joined us from countries around the world. These students engaged in a retreat early Fall Semester and began the process of building strong relationships with one another in conjunction with exploring topics of diversity and inclusion. These conversations have carried both into the classroom as well as within the residence hall. It is our hope that CommUNITY students will actively engage with the coursework covered in the classroom and expand upon the material through programming and dialogue provided in the residence hall to strengthen and facilitate learning and development. In addition, we hope to provide opportunities outside of McCormick Hall for CommUNITY students to engage in community service and explore the city of Milwaukee.

If you are interested in getting involved with the CommUNITY program or would like to present a program, please contact Jenny Steiner at Jennifer.steiner@marquette.edu

Learn More About These Programs:
- CommUNITY: http://www.marquette.edu/orl/res/specialty/info.shtml
RESOURCES & RECOMMENDED READINGS

Resources for campus that you should know about:
Like Chocolate Chips in a Glass of Milk - Racism and Segregation at Marquette: These videos depict students sharing their experience of being students of color at Marquette.
Part 1: http://www.youtube.com/watch?v=O4OAYwbgwyg
Part 2: http://www.youtube.com/watch?v=7l5aoihfphk&feature=related

Multicultural Affairs: http://www.marquette.edu/osd/multicultural/index.shtml
Office of Disability Services: http://www.marquette.edu/disability-services/
Office of International Education: http://www.marquette.edu/oie/

Interesting readings:

Unmasking ‘racial micro aggressions’ – Microaggressions are modern, aversive and subtle forms of racism, sexism, heterosexism, ageism, ableism, etc. in which we often engage, but are unaware of the impact of such engagement. Read this article for more information on racial microaggressions:

Microaggressions – Power, privilege and everyday life: A blog
www.microaggressions.com

Wisconsin Gazette: The voice of progress for Wisconsin’s LGBT Community – provides news, entertainment, topics, calendar and more
www.wisconsin.gazette.com

Recent immigration laws impact education for Hispanics:
http://news.yahoo.com/hispanic-students-vanish-alabama-schools-184555038.html

STUDENT PROGRAMS ON CAMPUS

MARQ Your Path: a program for students with disabilities, it promotes academic excellence, and provides a variety of resources and services
http://www.marquette.edu/marq-your-path

Urban Scholars: provides 10 full-tuition awards to students from Milwaukee-area high schools and Cristo Rey High School in Chicago
http://www.marquette.edu/explore/scholarships_urbanscholars.shtml

Educational Opportunity Programs: a federally-funded TRIO program that motivates and enables low-income and first-generation college students to enter and succeed in higher education
http://www.marquette.edu/eop/

Freshman Frontier: helps high school graduates who have the talent and academic desire to enter Marquette, but need some extra support to succeed in the college experience
http://www.marquette.edu/programs/freshman_frontier_program.shtml

Health Careers Opportunity Program: a federally-funded program that provides opportunities for disadvantages students who are interested in the health professions
http://www.marquette.edu/programs/health_careers_op_prog.shtml

ROTC (Reserve Officer Training Corps): Army ROTC, Navy ROTC and Marine Corps, Air Force ROTC
http://www.marquette.edu/programs/special_programs.shtml

Dorothy Day Social Justice Community:
http://www.marquette.edu/orl/res/specialty/dorothyday.shtml
**Ralph H. Metcalfe Sr. Scholarship**

( Opportunity for students you may work with)

**Ralph H. Metcalfe Sr. Scholarship (Opportunity for students you may work with)**

This scholarship provides awards of up to 2,000 each to Marquette undergraduate students of color who demonstrate financial need. Each year, at least one scholarship will be awarded to an Educational Opportunity Programs (EOP) student and one to a non-EOP Student.

An eligible candidate must:

- Be African American, American Indian/Alaskan Native, Hispanic, or Asian
- Be currently enrolled at Marquette (at the time of application) and maintain full time undergraduate status
- Maintain a minimum cumulative GPA of 2.5 (on a scale of 4.0)
- Demonstrate financial need
- Submit an online Application and supporting material. Applications for the 2012-2013 scholarships will be available in December 2011. <http://mu.edu/mucentral/financialaid/resources_scholar_eaa.shtml>

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**Diversity Word Search**

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Find the following words:

- Ability
- Advocate
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- Identity
- Resilience
- Class
- Microaggression
- Size
- Dialogue
- Partner
- Social Justice
- Discrimination
- Power
- Stereotype
- Diversity
- Prejudice
- Student
- Ethnicity
- Privilege

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**DSA Diversity Committee 2011-2012**

Stacie Dooley, Residence Life (co-chair)
Carla Cadet, Student Development (co-chair)
Tara Huss, Residence Life
Ann Mulgrew, Campus Ministry
Nick Jenkins, Counseling Center
Dr. Linda Lee, Student Affairs
JJ Janulis, Student Development
Heidi Vering, Disabilities Services
Angela Zapata, Counseling Center
Tony Perez, Residence Life

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**Check out the Multicultural Affairs website for upcoming events on campus!**

www.mu.edu/osd/multicultural