**Upcoming Event**

Stand Against, Don't Stand By!

* A workshop presented by Art Munin, Ph.D., Dean of Students at DePaul University

Monday, March 25, 2013, 7:00-9:00 p.m., AMU Ballrooms AB

“Traditional diversity education focuses on the roles of perpetrator and victim as it relates to discrimination. However, we will more often fill the role of bystander during such instances and too few of us have the skills and confidence to intercede. This bystander intervention workshop is designed to empower bystanders to assist others in dangerous and harmful situations. In this workshop we explore where the "bystander effect" comes from, how we can overcome it, and what skills are necessary to become engaged bystanders. A community of effective and engaged bystanders is one of the strongest tools we have in combating the effects of discrimination in society.”

Angela Zapata, Ph.D. is a counselor and the Diversity Coordinator in the Counseling Center. She earned her degree in Counseling Psychology with an emphasis in multicultural/diversity/social justice counseling from Arizona State University.

Angela currently serves as a co-chair of the Division of Student Affairs Diversity Committee, as well as as a member of the CommUNITY Advisory Board. She is also an adjunct faculty member in the College of Education, teaching in both Counselor Education/Counseling Psychology and in Educational Policy and Leadership. She also is an instructor for the Inclusive Leadership Learning CommUNITY class on cross-cultural engagement. In her four years at Marquette, Angela has also served on the LGBTQ Advisory Board to the Vice President of Student Affairs, the Disability Advisory Board, and was a member of the DSA Sexual Health Committee. Together with Steve Blaha from Campus Ministry, Angela co-facilitates the LGBTQ and Ally Student Discussion Night. She further serves as a liaison for the Counseling Center with the Office of International Education and works with the staff in the Educational Opportunity Program to help meet the needs of the students to facilitate their success at Marquette.

Angela’s reflection: As a Diversity Advocate, I see my role as working on many levels to help this campus be one that is inclusive and welcoming, a place in which everyone is supported and empowered to reach their goals. I strive to do this by working to increase my awareness, knowledge and skills in the area of cultural competence and social justice, diligently challenging myself to grow in an understanding of my own bias, prejudice, stereotyping and privilege that result in colluding with systems that can be discriminatory and oppressive. I also engage in meaningful dialogue with students, staff and faculty around social justice issues that can facilitate positive change for individuals and groups, making our campus community one that is united in a common goal of increasing awareness of those issues that while making us potentially feel uncomfortable, provides a safe space in which we can learn to voice, listen to and accept diverse ideas. I also see my role as a DA as one in which I work in collaboration with others, joining with those from marginalized populations and connecting with those from dominant groups to create an environment that is enriching and affirming. It is fulfilling for me to work with individuals and groups around issues of diversity, but I also see a deep need to work on a systemic level to help create policy that is inclusive and recognizes the inequity that is present, encouraging the system to also engage in self-reflection and discernment, which I believe are important to the Catholic, Jesuit mission we have at Marquette. I look forward to continuing to develop the DA program, creating a network of dedicated people who seek to support one another in the mission of educating, advocating and supporting a campus to encourage diversity, inclusion and social justice.
Social Justice Training Institute
http://www.sjti.org/
June 10 - 14, 2013
Springfield, MA
Application Deadline: March 22, 2013
What is the Social Justice Training Institute? The Social Justice Training Institute provides a forum for the professional and personal development of social justice educators and practitioners to expand and refine their skills and competencies in designing and facilitating diversity awareness experiences.

If you are looking for training tools, exercises, or "how to" activities - SJTI might not be for you. While participants do bring articles and activities to share with colleagues, the focus of the institute is personal work - working dynamics of internalized dominance and internalized oppression, and learning to better use yourself as the instrument of change.

Institute Format The Social Justice Training Institute will provide an intensive developmental opportunity for social justice educators to examine the complex dynamics of RACE AND RACISM and to focus on how to develop their personal competencies as trainers and practitioners.

Social Justice Training Institute: The Student Experience
http://www.sjti.org/home_student.html
July 17 – 20, 2013
University of Massachusetts Lowell
Registration will open soon.

Since December of 1998, the Social Justice Training Institute has been providing an opportunity for individuals committed to issues of inclusion to develop their skills in the areas of dialogue and connectedness. Over 500 professional colleagues have participated in this experience to date. We have now expanded the experience to include an opportunity for students to gather and do some "personal work" related to social justice issues. The institute is open to 50 undergraduate students on college and university campuses in the U.S. and abroad. This advanced experience is for students who have done a fairly

Trending Now:
#TRANSGENDER_EQUALITY
On Wednesday, April 10, 2013, Intercultural Engagement in the Office of Student Development, the Gender Sexuality Resource Center, the Center for Teaching and Learning, and the Gender Sexuality Resource Center will be inviting Mara Keisling, Executive Director of the National Center for Transgender Equality in Washington D.C. for campus for a workshop with faculty and staff, a Soup with Substance lunch, and a campus lecture in the evening.

Keisling's talks will focus on our capacity to create trans-inclusive classroom and student culture environments and areas of progress and challenge regarding transgender and gender non-conforming communities.

Final arrangements for Mara Keisling's visit to campus are still being confirmed, please visit Intercultural Engagement's website for upcoming information and dates http://marquette.edu/

Please visit the Gender and Sexuality Resource Center website to learn more about their upcoming events.
http://www.marquette.edu/gender-resources/

Celebrate Diversity with Intercultural Engagement

Every month Intercultural Engagement in the Office of Student Development plans activities, programs, events, and services that reflect certain theme months or weeks. These educational opportunities may include keynote speakers, performers, small-scale productions, film discussions, or other exciting opportunities. Intercultural Engagement recognizes the following months:

September: Hispanic Heritage Month
October: LGBTQ History and Disability Awareness Month
November: American Indian/Native American Heritage Month
December: Human Rights Awareness Month
January/February: Pan African Heritage Month
March: Women of Diversity and Islam Awareness Month
April: Asian, Pacific Islander Awareness Month

Professional Development Opportunities

Diversity Toolbox
Celebrate Diversity with Intercultural Engagement

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Book Review:
The Gifts of Imperfection: Let Go of Who You Think You’re Supposed to Be and Embrace Who You Are– Your Guide to a Wholehearted Life, by Dr. Brené Brown
Submitted by: DeAndre Taylor

Have you ever wanted to let go of who you think you are supposed to be and begin to embrace who you are? If you can answer yes, then The Gifts of Imperfection- Let Go of Who You Think You’re Supposed to Be and Embrace Who You Are- Your Guide to a Wholehearted Life is a book that can help you in your journey.

The Gifts of Imperfection is written by Dr. Brené Brown, a researcher who, studied shame and authenticity. Her research is the foundation for this book and her own journey to live a wholehearted life. Brown analyzed various stories of men and women who were living fulfilling lives. In her analysis, Brown noticed that individuals who had fulfilling and amazing lives, lived with their whole hearts by embracing imperfection, being vulnerable, and being authentic. What Brown found in these stories started to change her own perspective on life and how she was living it.

Brown guides the reader to live a Wholehearted Life, which she defines as living your life with an understanding that you are worthy, by not striving to be perfect; but, rather, embracing being imperfect. The book is filled with, simple, stimulating perspectives and personal insights. Brown proclaims in order to live a wholehearted life the reader must “cultivate the courage, compassion, and connection to wake up in the morning and think, no matter what gets done and how much is left undone, I am enough. It’s going back to bed at night thinking, yes, I am imperfect and vulnerable and sometimes afraid, but that doesn’t change the truth that I am also brave and worthy of love and belonging (Brown, 2010).”

Brown identifies three gifts of imperfection; the tools a person needs to live a wholehearted life and become worthy. Those gifts are courage, compassion, and connection. Brown states that courage is speaking one’s mind by telling one’s heart. Compassion is learning to relax and allow ourselves to move gently towards what scares us. Lastly, connection is the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they develop sustenance and strength from a relationship (Brown, 2010).

The book is comprised of 10 cultivating guideposts, which Brown identifies, to help the reader nurture a wholehearted life. The 10 guideposts are: authenticity, self-compassion, resilient spirit, gratitude /joy, intuition /trusting faith, creativity, play/rest, calm/stillness, meaningful work, and laughter/song /dance. Brown writes a chapter on each guidepost. In each chapter she presents parts of her research and personal stories that relate to the relevant guidepost. At the end of each chapter, Brown asks the reader to “DIG Deep” by providing practical actions the reader can do to ensure they are living a wholehearted life (Brown, 2010).

By digging deep, Brown wants the reader to:

Deliberate in their thoughts and behaviors through prayer, mediation, or setting intentions.
Inspire to make new and different choices.
Get going and take action.

What I enjoyed most about this book was Brown’s ability to write candidly about being true who you are as an individual. Brown effectively conveyed her dispositions by acknowledging societal norms and how those norms are not conducive to a wholehearted life. For example, in Guidepost #6- Cultivating Creativity, Brown states that there no such thing as creative people and non-creative people. There are only people who use their creativity and there are people who do not use their creativity. Our creative thoughts and personalities will not dissipate; our creativity will live within us until it is expressed (Brown, 2010). Brown’s simple decrees such as cultivating creativity and overcoming adversity reminded me of the work in social justice and diversity. Living a wholehearted life is living a life of purpose, meaning and not being ashamed of who you are as an individual. Without purpose and meaning it is easy to lose hope and become overwhelmed by our circumstances of injustices and acts of discrimination. Not being who you are as an individual will lead to being someone you are not and give a false sense of who you are supposed to be (Brown, 2010).

As I read this book I was reminded of Dr. Maura Cullen’s, 2007, 7 Steps to Success in Diversity Training. Cullen stated that when you make a mistake, acknowledge the hurt and accept the mistake. Do not try to negate it or forget it- simply name it. It is important understand that you are imperfect; do not focus on the mistake because it will prevent you from moving forward (Cullen, 2007). As Brown mentioned, “shame keeps worthiness away by convincing us that acknowledging our stories will lead to people thinking less of us”. Being considerate of others is the foundation of diversity, when we use our tools of a wholehearted life, such as, showing compassion and making connections will allow others to feel supported. Therefore, when hurt and shame happens we will be more abetted to acknowledge that no one is perfect and, thus, make positive change- we will not become reclusive (Brown, 2010).

The Gifts of Imperfection is a book of inspiration and hope. It left me in a place of serenity to acknowledge who I am as a person. It is a great source of inspiration and affirmation that you matter for who you are as a person.

Brown, B. (2010). The gifts of imperfection: let go of who you think you're supposed to be and embrace who you are. Center City, MN: Hazelden.
**EVENT RECAP:**

**Conversations for Change**

After taking a year break from hosting the popular student event, Dinner for Change, the Diversity Committee welcomed a new iteration of the program entitled “Conversations for Change” this past November. Conversations for Change provided an opportunity for over 50 students to have an open discussion regarding their experiences with diversity and inclusion on campus. New to the program this year were ten student facilitators who went through a facilitation and dialogue training prior to the event. Susannah Bartlow in the Gender Sexuality Resource Center and Carla Cadet in Intercultural Engagement helped prepare these student leaders to facilitate a dialogue among their peers. Students consented to being recorded for the event and the Diversity Committee is currently transcribing these conversations in an effort to assist with programming, trainings, and a greater understanding of the climate on campus for students. The goals for Conversations for Change were to create a greater sense of community among student leaders who are passionate about inclusivity and social justice, and to encourage a sense of agency in students regarding issues of difference and inclusion. The Diversity Committee will be sure to keep you apprised of any updates regarding Conversations for Change. This year’s Conversations for Changed was organized by DeAndre Taylor in the Office of Residence Life, JohnRae Stowers in the Office of Student Educational Services, Susannah Bartlow in the Gender Sexuality Resource Center, Tony Perez in the Office of Residence Life, and John Janulis in the Office of Student Development.

**Film Review-Mirrors of Privilege: Making Whiteness Visible**

John Janulis, Coordinator for Intercultural Engagement

*Mirrors of Privilege: Making Whiteness Visible* is a 50-minute film produced by Shakti Butler that contains personal revelations about moving through the stages of denial, guilt, fear, and shame about moving towards racial justice. Featuring interviews with Tim Wise, Joe Fahey, Peggy V. McIntosh, Marguerite Parks, and Gary Howard among many others, this film captures dialogues and reflections that compel us to examine race-based oppression and to support our own healing. In asking how *Mirrors of Privilege: Making Whiteness Visible* changes the dynamic of learning and healing between racial groups, WorldTrust: Social Impact through Film and Dialogue explains, “First, *Mirrors of Privilege: Making Whiteness Visible* allows white people to find their own voice, and to reflect on their own experience and understanding. They hear from role models-other white people who have already committed themselves to racial justice. This has been a missing piece in social justice and cultural competency work. And, when viewing this film, people of color have an opportunity to focus on their own issues of internalized racism, should they chose to do so”.


**Brown Bag Lunch Conversation**

The DSA Diversity Committee is planning on hosting a brown bag lunch conversation for the Diversity Advocate Network in April or May.

We are in the process of gather ideas for topics. Please forward any recommendations you may have to:

diversitycommittee@marquette.edu

Thank You!