Summer Professional Development Opportunities

National Conference on Race & Ethnicity in American Higher Education (NCORE) May 28-June 1, 2013 in New Orleans, LA

The NCORE® conference series constitutes the leading and most comprehensive national forum on issues of race and ethnicity in American higher education. The conference focuses on the complex task of creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on campus and to expand opportunities for educational access and success by culturally diverse, traditionally underrepresented populations. NCORE® is designed to provide a significant forum for discussion, critical dialogue, and exchange of information as institutions search for effective strategies to enhance access, social development, education, positive communication, and cross-cultural understanding in culturally diverse settings.

Social Justice Training Institute (SJTI) June 10-14, 2013 in Springfield, MA

The Social Justice Training Institute provides a forum for the professional and personal development of social justice educators and practitioners to enhance and refine their skills and competencies to create greater inclusion for all members of the campus community.

AJCU (Association of Jesuit Colleges and Universities) Conference on Multicultural Affairs June 12-14, 2013 at Georgetown University, Washington DC

At this unique conference, participants will: a) Learn about the intersections of multiple identities, along with the challenges and opportunities they present to students, faculty and administrators; b) Engage in meaningful and validating discussions about diversity and inclusion; c) Share best practices with colleagues in a variety of fields and recognize distinguished programs from Jesuit campuses across the country. The theme of the conference is "All the Things We Are: Advancing the Diversity Dialogue."

Expanding the Circle: Creating an inclusive environment in higher education for LGBTQ students and studies – by the California Institute of Integral Studies June 24-27, 2013 in San Francisco, CA

In this conference, participants will not only address a variety of factors that have contributed to excluding LGBTQ issues from academic study and student life, but they will also explore strategies to make our campuses more inclusive for all students.

Diversity Toolbox:

Submitted by Stacie Dooley, Associate Dean of Residence Life for University Apartments and Off Campus Student Services

On Monday, March 25, 2013, Dr. Art Munin, Dean of Students at DePaul University, joined us for a workshop on intervening when we witness discriminatory or biased remarks directed at others. The premise of his workshop is that we will more often find ourselves in the role of bystander to such incidents, and it is important for us to have skills that give us the confidence to intercede. In the workshop we discussed the "bystander effect," why it happens, and what we can do to overcome it. The hope of the workshop is that we can begin to build a community of engaged bystanders at Marquette that can combat the effects of discrimination on our campus. Dr. Munin shared a number of skills for intervening, based on the research of Alan Berkowitz:

**Confrontation** (Berkowitz, p. 42-44)
- Express concern and caring
- Share the basis of your concern with specifics
- Share how it makes you and others feel
- Ask the other person if they understand your point of view
- Brainstorm what can be done
- Offer support for change
- Have a plan for follow-up

**Shifting the focus** (Berkowitz, p. 44-47)
- Ignore (non-participation)
- Shift attention away (deflection)
- Reframe the remark more positively (re-framing)

**Shifting the person** (Berkowitz, p. 47-51)
- First, take care of yourself
- Always give respect to the other person
- Listen to the upset that is underneath
- Notice what increases or decreases defensiveness
- Engage in “open talk”

1. Professional background and current role

Marquette’s a very special place for me. I graduated from here in 1996 as a teaching major in religious studies. I earned a Master of Divinity degree from the University of Notre Dame in 2005. I am currently enjoying my eighth year at Marquette as a professional. I’ve worked in parishes, high schools, and other church ministries. In Campus Ministry, I help students prepare to receive the sacraments, such as Baptism, Confirmation, Eucharist, and Marriage. I also coordinate our ecumenical and interfaith work, Ignatian small groups, March for Life pilgrimage, and LGBTQ & Allied Students’ Ministry.

2. Why do you like working at Marquette?

First and foremost, I love serving God and the Catholic Church. Pedro Arrupe, one of the former superior generals of the Jesuits, famously spoke about falling in love with God and having this love infuse one’s entire being and purpose in life. That sense of giving my life over to God and to an important work resonates deep in my heart. It fires me up, far more than any amount of coffee could ever do.

Secondly, Marquette’s setting as one of the apostolates or works of the Jesuits really aligns with my vocational call to ministry. Serving in a community that encourages critical thought, the search for truth and knowledge, and discerning how to better serve God and the world is invigorating. Our faculty and co-curricular professionals encourage students to think deeply and to look at what matters most. This pursuit can open up the search for God. Ignatian spirituality and the examination of our experiences to seek the invitations of God in our lives can be such a help. And bottom line, I love working with students and young adults.

I also believe that Marquette has an important mission directed to the Milwaukee community. I’m a Milwaukee native and am grateful to be part of a work that can build up the Church and the community surrounding Marquette. Milwaukee has some significant challenges, particularly in regards to poverty and racial segregation. I believe that Marquette can be a tremendous force for good in the midst of these challenges. Serving at Marquette also helps me positively contribute to the needs of the poor and marginalized on and off campus.

3. How do you foster inclusion in your work in Campus Ministry?

One of the keys to good ministry is hospitality. I put a great deal of personal emphasis on welcoming others and creating a place for relationship and dialogue. As well, I strive to meet each individual where he or she genuinely is. Doing this naturally involves genuine affirmation. In time, part of these conversations can include encouragement to take the next step, whatever that might be, in saying “yes” to God.

So in these senses, inclusion is part of the very fabric of what we do in Campus Ministry. Likewise, we want each student to feel accompanied on their walk with God. This naturally leads us to ask who is on the margins or who is underrepresented, but it absolutely includes all students. Finding a place of welcome to be engaged in one’s relationship with God, encouraged, and challenged is so important. I really try to be present to and supportive of students’ religious experiences. These experiences are sacred.

I love working with a variety of student populations and communities. Some of the communities with whom I’ve had a lot of contact in the past few years include Catholic, Christian, Jewish, Muslim, Sikh, and lesbian, gay, bisexual, transgendered, questioning, and allied students. I meet regularly with students and other leaders to support ongoing and new programmatic offerings on campus as well as to continuously strengthen the overall sense of community on campus.

4. How do you feel that diversity enriches our community at Marquette?

Part of what makes a university setting exciting is engaging in the search for truth and knowledge from numerous perspectives, traditions, and cultures. This work is enriched by our diversity. In many ways, diversity is who we are. Bringing that reality to life by creating spaces for engagement and dialogue is vital. This diversity is also very Catholic (both upper case and lower case “c”). In the end, I believe encountering the diversity that exists within the human family leads to an incredible sense of awe and gratitude to God.

5. Is there anything that you would like Diversity Advocates to know about Campus Ministry?

I’m very excited by the progress we’re making on our ecumenical and interfaith offerings, particularly the relationships and opportunities that continue to open up in relationship to our affiliated ministries (i.e. Cru, Hillel Milwaukee, InterVarsity Christian Fellowship, Lutheran Campus Ministry, and Orthodox Christian Chaplaincy) and religious student organizations. More and more we’re embodying the Catholic Church’s commitment to building up unity among Christians and fostering deep relationships of support across religious traditions. I see this as helping to witness to a more peaceful world.
## Book Review: Trauma Stewardship, by Laura Van Dernoot Lipsky and Connie Berk

Submitted by: Susannah Bartlow, Director of the Gender and Sexuality Resource Center

Trauma stewardship calls us to engage oppression and trauma—whether through our careers or in our personal lives—by caring for, responding to, and responsibly guiding other beings who are struggling. At the same time, we do not internalize others’ struggles or assume them as our own. Trauma stewardship practitioners believe that if we are to alleviate the suffering of others and the planet in the long term, we must respond to even the most urgent human and environmental conditions in a sustainable and intentional way. Laura Van Dernoot Lipsky

*Trauma Stewardship* is an incredible resource—part self-help book, part trauma theory, the book has transformed the way I do my work. Laura Van Dernoot Lipsky wrote the book after years of pushing herself past the breaking point in emergency response, activism, and social work. In this text, Lipsky and her co-author define secondary trauma and trauma exposure response, provide a lens for understanding symptoms, and offer a transformative practice for people who work in any capacity that puts them in contact with human and environmental suffering. They share profiles of activists, social workers, emergency workers, and others; and provide cartoons (mostly from *The New Yorker*) that make light of the psychological and spiritual dimensions of trauma stewardship and exposure (the cartoons are a great break from the theory). Lipsky and her co-author write from what appears to be a mostly white cultural frame, but the interviews and stories in the book are from a variety of professions/activist practices and a diversity of cultures.

One thing I love about the book is that she’s clear that social injustice is a problem of oppressive systems, not just individuals. In Lipsky’s framework, secondary trauma happens when we come into conflict with human and environmental suffering; long-term trauma exposure leaves palpable physical and psychological symptoms that infect every area of our lives. Lipsky proposes that stewardship can address these challenges by combining mindfulness practices with self-awareness and with a practical approach toward lasting social change. I’m a little New Age-y, so her tone really resonates with me; but even if you are skeptical about self-help or pop psychology books, there are concrete suggestions that help immeasurably in daily living and are compatible with other religious or spiritual traditions.

I can’t say enough about how this book revolutionized both my personal developmental path—contributing to increased maturity, healthy living, and psychological well-being—but also transformed my daily reactions and my long-term strategy in working for gender and racial justice in an unjust world. I find myself returning to the practices in the text when I am aware that I am internalizing others’ pain, becoming arrogant in my convictions as self-protection, or allowing my commitment to slip because I feel discouraged or overwhelmed.

There is no one resource for the challenges of working in a helping profession. But this book has been an indispensable resource for my own journey and my professional life. If you check it out I’d love to know what you think!

### Diversity Advocate Training

The DSA Diversity Committee has spent the last year evaluating and redesigning the Diversity Advocate Training. More information to come during the 2013-2014 academic year!

### Feedback

The DSA Diversity Committee is always open to feedback from the Diversity Advocate Network. Please forward any questions, comments, concerns, and ideas to diversitycommittee@marquette.edu

Thanks!

Have a great summer!!