

## SPECIAL POINTS OF INTEREST:

- Multicultural training video premier
- N\*W\*C (NIGGER, WETBACK, CHICNK) play
- Percy Hughes Award for Scholarship, Humanity, and Social Change
- COE involvement in the COE Diversity Committee

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## “Did you just say what I think you just said? Addressing multicultural microaggressions in academia” *College of Education (COE) video premiere, dinner, and discussion*

On Thursday, October 21 a small group of Lehigh University faculty, staff, and students gathered in the College of Education’s Multicultural Resource Center (MRC) to view and discuss the much anticipated multicultural training video. Developed by a group of counseling psychology doctoral students, the video was funded by the COE Equity and Community Initiative grant, which was awarded to the group in 2009 by the COE diversity committee. Video producer Kristin Bertsch introduced the video by defining multicultural microaggressions as subtle and commonplace exchanges that manage to convey insulting or demeaning messages to socially oppressed groups. In turn, the group was challenged to view the video, which included built-in breaks for discussion, as they reflected on their own experiences with multicultural microaggressions.

The group viewed a total of four clips that highlighted exchanges between students in a classroom; two faculty members in a copy room; students in a study lounge setting; and faculty and students at an academic

conference. Time was allotted between each clip to



**Video premier guests in the COE MRC!**

process and reflect on similar experiences in the attendees’ own lives. Shared experiences between students and the challenges of addressing such experiences were highlighted by faculty and staff alike. Many students echoed feeling uncomfortable in class as a result of microaggressions imposed by other students and feelings of helplessness when professors did not address the microaggression. Faculty in turn agreed that students should be supported by professors but also highlighted the complexity of addressing sensitive

issues in a way that makes all students feel included and understood.

As a result of viewing and discussing the video, guests agreed that multicultural microaggression training should be a continuous part of professional development for all members of the campus community. It was suggested that the training tool be utilized in new faculty orientations, and several guests inquired about borrowing the video for use in classes and workplaces. It is anticipated that the video will be available electronically to the Lehigh network at some point in the near future; however a larger viewing of the video that includes a wider range of representatives from the campus community is in the planning process. For more information about the multicultural training video “Did you just say what I think you just said? Addressing multicultural microaggressions in academia,” contact [mrc@lehigh.edu](mailto:mrc@lehigh.edu) or video producer, Kristin Bertsch ([knb208@lehigh.edu](mailto:knb208@lehigh.edu)).

“..entertaining  
and informative  
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## N\*W\*C\*

The highly anticipated play N\*W\*C\* (Nigger, Wetback, Chink) hit Lehigh University's Baker Hall on October 19. The *racy* comedy, which highlighted stereotypes associated with African Americans, Asian Americans, and Hispanic Americans was launched by a number of campus organizations as a part of the Lehigh University commUNITY initiative. The 1 ½ hour production showcased the

stories of three men and their experiences as minorities in America. Packing irony and comedy behind each story, the actors attempted to dispel the stereotypes and provided history associated with each racial stereotype. General student reactions expressed the event as entertaining and informative in some aspects. However, some students expressed the

expectation of gaining a deeper understanding of race and culture that was not met during the performance. A discussion facilitated the day after the event allowed participants to process their thoughts and feelings about the program. N\*W\*C\* is just one of the many events we'll see from the commUNITY initiative, and we're looking forward to what the academic year will bring.

## MRC Student Availability Survey

As a result of valued student feedback provided to the MRC, we would like to gain a sense of when you're available! In an attempt to facilitate events, programs, and initiatives that target our College of Education students, we would like to be mindful of your schedule in our planning process. The following link is a doodle survey which provides you with a wide range of days and times that the center can offer programs and events. We just need you to indicate ALL the times and days you are willing and available to come!

See <http://doodle.com/participation.htmlpollId=vgv42vxarx5uq327>

# THE COE DIVERSITY COMMITTEE NEEDS YOU!!!

As members of the College of Education (COE) community, the college Diversity Committee aims to initiate and implement change that is reflective of your needs and priorities. In an effort to incorporate multiple levels of multiculturalism, we believe the COE community can help us identify neglected areas of interest. Though COE members are encouraged to be proactive in using the multicultural resource center (MRC) and voicing suggestions to the Diversity Committee, we value your active participation in our efforts.

With that said, the Diversity Committee will hold one open meeting each semester that will allow all members of the COE to attend one of their monthly committee meetings. This meeting will allow members of the college to provide suggestions and initiate discussions that the committee will incorporate into their programs and projects throughout the year. In addition to the open meetings, the expertise of COE students, faculty, and staff will be requested at certain points in the year to assist our efforts. It is our hope that these initiatives will begin a collective process of change management throughout the COE with regards to diversity and multiculturalism. Meeting dates and further requests will be advertised via the MRC mailing list and the COE digest. If you would like to join the MRC mailing list, please contact [mrc@lehigh.edu](mailto:mrc@lehigh.edu).

*“In an effort to incorporate multiple levels of multiculturalism, we believe the COE community can help us identify neglected areas of interest.”*

## **\$5,000 PERCY HUGHES AWARD FOR SCHOLARSHIP, HUMANITY & SOCIAL CHANGE**

The Percy Hughes award honors Lehigh University students, faculty, and staff who work toward implementing big, transformative ideas in the local, national, and world communities with grace, tenacity, and devotion. For example, Percy Hughes made a continuous effort to bring co-education to Lehigh University starting in 1918. The Percy Hughes Award recognizes those who advance Lehigh University's culture of addressing the world's most pressing challenges with sleeves rolled up and an orientation towards real world issues. The award recipients are leaders who not only foster Lehigh's historic educational mission, values, and core beliefs but also push Lehigh in new directions and heights of excellence. Awardees will receive \$5,000, half of which will be donated to a charity of their choice. They will also have their names engraved on the Percy Hughes Award plaque.

**ALL SUBMISSIONS ARE DUE DECEMBER 1, 2010 and the recipient will be announced during the MLK week awards ceremony on Thursday, January 27, 2011!!!**

For more information on the award and to submit an online nomination form, click or copy & paste: <https://spreadsheets.google.com/a/lehigh.edu/viewform?formkey=dDFEYjUxRk5kS0x5a3Q2ZjFXMUpaV3c6MQ>

## UPCOMING CAMPUS EVENTS

### **2010 International Week - November 4th-13th**

The Global Union is eagerly looking forward to its annual International Week. Forty-six clubs, organizations, and departments will reveal a broad spectrum of the multifaceted and evolving world we live in. Events began November 4<sup>th</sup> with a global energy sustainability panel at 4:30PM in Maginnes 101 (a Green/International Week event) and a 6PM showing of the acclaimed documentary film *The Story of India* (<http://www.pbs.org/thestoryofindia/>) in Sinclair Auditorium by the India Club. For a complete schedule of events, visit the GU home page at: <http://www.lehigh.edu/~inglobal/>. If you have questions, you can email [mek409@lehigh.edu](mailto:mek409@lehigh.edu).

### **November 12 at 2pm (Maginnes 113) - Shalena Heard and Adafu Austin-“The Haves and The Have Nots”- POWER & PRIVILEGE WORKSHOP SERIES**

Have you ever noticed how social class impacts Lehigh’s campus or wanted to talk about this topic? Then come to this session and have a candid discussion about the impact of social class and social stratification at Lehigh.

**Women! Let's Talk About How We Hit the Books!- The Women's Center - November 18th, 2010 - 12:10PM** The Global Women's Discussion Series Presents: "Women and Education: Hitting the Books." Come to a fifty-minute discussion about the cultural influences that inspire the learning styles of women. Let us talk about the shift that happens when we go from our family's educational expectations of academic achievement to the larger social expectations of education. There will be light refreshments served.

**Adopt-a-Family Program, My South Side Photo Contest - Fame and Fabulous Prizes for Winners!** Students, Lehigh wants to know how you experience Bethlehem's South Side. Send us a picture that captures the essence of our home. From the big picture to the tiniest detail, we want to see it all! We'll showcase the best photos on our Web site and Facebook, and the top three photographers will receive gift certificates to area businesses. Visit [www.lehigh.edu/mysouthside](http://www.lehigh.edu/mysouthside) for more information. Entries must be received by 12:00 a.m. on December 1, 2010.

### **SAVE THE DATE: *One Man, Many Faces: The Identities of MLK***

Dr. Martin Luther King Jr. Celebration Week 2011

Kick-off: January 17, 2011

Week of Events: January 24-28, 2011

MORE DETAILS TO FOLLOW!!!

## **\$1,000 COLLEGE OF EDUCATION EQUITY & COMMUNITY INITIATIVE GRANT**

### **SUBMISSIONS DUE NOVEMBER 24, 2010**

The College of Education Equity and Community Initiative Grant awards up to \$1000 for COE students, faculty, and staff to fund programs, projects, and research that embrace diversity and enhance multicultural perspectives. Non-COE students are encouraged to collaborate with COE students on related projects to be eligible! Submissions are due WEDNESDAY, NOVEMBER 24, 2010!!! For more information and/or an application contact [mrc@lehigh.edu](mailto:mrc@lehigh.edu)!