

"PROMOTING MULTICULTURALISM, INTERNATIONALISM, SOCIAL JUSTICE AND EQUITY AT LEHIGH UNIVERSITY"

The Council for Equity and Community (CEC)

In March 2008, Lehigh University demonstrated a clear commitment to promoting an inclusive and diverse campus community by forming the Council for Equity and Community (CEC). The CEC is led by co-chairs Dr. MJ Bishop, Associate Professor, College of Education, and Carolina Hernandez, Director of the Community Services Office. It is composed of faculty, staff, and undergraduate and graduate students from various disciplines, who hold the responsibility of preparing for and sustaining current and future diversity initiatives on campus. The council's goal "is to create an environment where we all learn, work, and live together, transcending racial, cultural and other boundaries"(CEC Website, 2009). Past initiatives dating back to 1990 paved the way for diversity efforts at Lehigh University and ultimately led to the formation of the CEC:

Commission on Minorities and Women (1989-1990)
The President's Commission on Diversity (1996-1998)
Achieving a More Diverse Lehigh report (2002)
University Diversity Leadership Committee (2005-2007)
Student-led group "The Movement" (2006-2009)
Campus climate survey: the "Rankin Report" (2006-2007)
The creation of the CEC (March 2008-present)

Highlights of CEC Accomplishments/Activities

Since its inception in March 2008, the CEC has established an organizational structure for the group and identified the following campus areas of need: policy, curricula, recruitment and campus/work life. Below are some highlights of the many activities the CEC has completed or is working on in each of these areas.

Policy/Organizational Structure/Communication

- ◇ Worked with the four colleges to ensure that the University's existing diversity statement is printed on all their recruitment and application materials
- ◇ Set up separate funding for diversity programming that entities on campus can request to support events and activities that advance the CEC's mission
- ◇ Worked with the University General Counsel's Office over Summer 2009 to improve the content of Campus Safety Bulletins broadcast in the event of a crime
- ◇ Working with the shepherds of the Strategic Planning Implementation Group (SPIG) to assure discussions of equity and community are woven into strategic planning throughout the process as the plan rolls out to all units/departments across campus
- ◇ Working with Institutional Research on improving access to data on specific indicators relevant to diversity and multiculturalism (e.g. recruitment and retention). Will also begin benchmarking these data against peer institutions

The Council for Equity and Community (CEC): Highlights of CEC Accomplishments/Activities Continued

Curriculum/Scholarship

- ◇ Implemented the first Social Justice Leadership and Service Learning faculty development seminar in Spring 2009
- ◇ Working with the directors of academic programs in related fields (i.e. Africana Studies, Latin American Studies, Asian Studies, and Women's Studies) and the Dean of the College of Arts and Sciences to develop short-and long-term recommendations for further strengthening their respective curricular areas through additional faculty lines, endowed chairs, help with infrastructure issues, and the like
- ◇ Supporting the First-year Experience Office in their efforts to build on and enhance diversity training during the Evolution Seminar
- ◇ Exploring the pros/cons of creating a required course for all students on diversity and multiculturalism and finding innovative ways to bring together academics and service (service learning)



Recruitment

- ◇ Worked in partnership with Admissions to draft a question and accompanying evaluation rubric for the undergraduate admission application to identify those students who hold the values we are interested in fostering on campus
- ◇ Worked in partnership with Admissions on improving the training of the tour guides and the messages they convey to prospective students
- ◇ Exploring with the Provost's Office on how each unit can set and meet goals for recruiting diverse faculty as part of strategic planning process

Campus Life/Work Life

- ◇ Working in partnership with University Leadership to better understand the impact of the economic crisis on Lehigh from the perspective of the CEC's mission, helping to improve communication about our plans for addressing the situation, and maximizing equitable and community-building outcomes --particularly for staff
- ◇ Working with Human Resources and others on the lack of representation that non-exempt (hourly) staff have in major university committees and initiatives. We will be adding 2 non-exempt seats on the CEC and plan to meet later in the semester with ERAC to see how the CEC can facilitate staff having a stronger voice across campus
- ◇ Working with Fraternity and Sorority Affairs to discuss the fraternity/sorority accreditation process and the leadership role that Greeks can play in enhancing equity and community on campus. Exploring ways to formally connect the new Faculty Committee on Student Life with Greek life, adding a CEC representative on the accreditation committee, and establishing an award for the fraternity/sorority that exhibits exemplary effort toward enhancing equity and community on campus that year

****For more information on the CEC, archived documents and activity updates go to <http://www.lehigh.edu/diversity/>****

The Semester Begins with A BANG:

Fall 2009 Campus Events Promoting Diversity

College of Education Initiatives:

Addressing multicultural microaggressions in the classroom training video

Four counseling psychology doctoral students who were awarded the College of Education Equity & Community Initiative Grant are currently creating a DVD featuring vignettes of culturally insensitive experiences that occur in the classroom setting. The video is aimed to encourage faculty, students and staff to explore barriers that prevent students from addressing insensitive comments in class with hopes of developing a safer learning environment. Once the DVD is complete, copies will be made available through the College of Education's Multicultural Resource Center and other academic departments by request. A screening of the video and a student-led discussion will occur after completion. **For more information contact Kristen Bertsch (knb208@lehigh.edu)**

College of Education students visit the UN to discuss children's health

Drs. George DuPaul and Patricia Manz, of the School Psychology department, traveled with a group of School Psychology students to the UN on October 15th to discuss topics around children's health. A brown bag discussion of their visit will be held in the MRC later this month.

Alliance for change in education student group

A new student group, guided by the CIE department, was founded this semester. The group is looking to partner with other student organizations and departments on campus that are interested in sharing ideas with these education communities and others, ideas that may empower them to meet their needs while providing our students with experiences in comparative and international education. If you would like more information or have interest in becoming a part of this interdisciplinary partnership, please contact Ciara Lowery (chl209@lehigh.edu).

Campus Wide Initiatives:

International Student Support Network

In an effort to provide professional and social resources to Lehigh's international students, the counseling center has established an International Student Support group that allows students to discuss various questions and topics as well as meet other international students. Groups are held Thursdays from 6pm-7pm in the Packer House! For more information contact Ben Bensadon (beb309@lehigh.edu)

Global Union Events

Videoconferencing with U.S. soldiers in Iraq: the Lehigh community spoke with U.S. soldiers through videoconference about their experiences in combat and their thoughts about the war, life and family on 9-11-09. *Refugees shared their stories:* five refugees from around the world shared their experiences with the Lehigh community. For information regarding future Global Union events contact Calvin Reed (car209@lehigh.edu)

Women's Center

The Women's Center hosted the TJ Leyden lecture "Turning Away from Hate" on Thursday, September 19th. TJ Leyden, a former white supremacist, shared his experience in the white power movement, the movement's history, his decision to leave the movement and the important role of students in combating racism. Leyden's lecture was highly anticipated by the campus community and inspired many of those in attendance. For more info on Women's Center Events email (inwnc@lehigh.edu)

The Rainbow Room

In celebration of LGBTQIA Awareness Month, the Rainbow Room is hosting a month full of activities which included Lehigh Observes National Coming Out Day on October 9th on the UC Front Lawn and the National Equality March in Washington, DC on October 11th. For more information about LGBTQIA Awareness Month Events see <http://www.lehigh.edu/~inrainbo/> or contact rainbowroom@lehigh.edu. September 2009 also marked the premier of the LGBTQIA Graduate Student Alliance. This group is composed of current graduate students, alumni, and staff who support LGBTQIA communities. For more information contact Aubrey Decarlo (ald508@lehigh.edu)



FALL 2009

Office of Multicultural Affairs (OMA)

In celebration of Hispanic Heritage Month (HHM), the first annual Dia de los Muertos event will be held to celebrate historical figures and loved ones who have passed away. An altar will be displayed outside of the Women's Center November 2nd-November 5th and the Dia de los Muertos event will take place on November 5th 2009 from 5:30pm to 7:30pm. The goal of this event is to engage the entire campus community in honoring historical Hispanic figures and personal loved ones who have passed away. For more information about participating contact Samantha Arce (sba210@Lehigh.EDU) or attend the information session October 23rd at 5:30pm in the Multicultural Room

Upcoming MRC Events

LEHIGH UNIVERSITY

Address:
College of Education
Iacocca Hall
Room B-103

Phone: 610-758-6119

MRC News

www.lehigh.edu/mrc

- ◇ **Mid October:** COE student trips to the United Nations “Brown Bag” featuring Dr. George DuPaul and the school psychology group as well as Dr. Nick Ladany with the counseling psychology group
- ◇ **October 29, 2009, 4pm in the MRC:** Power Nap Workshop facilitated by Lehigh University’s counseling center
- ◇ **November 5-6:** Dr. Paul Gorksi, assistant professor of Interdisciplinary and Integrative Studies at George Mason University, will visit the College of Education

-Thursday, November 5th, 4pm-7pm, location TBA:
Dr. Gorksi will lead an open forum on equity and social justice in education

-Friday, November 6th, 12pm-4:30pm: Dr. Gorksi will facilitate a strategic planning workshop for the College of Education faculty, staff, and student representatives

- ◇ **COE Equity and Community Initiative Grant Proposals:**
The COE’s Diversity Committee will accept applications for the Equity and Community Initiative Grant this semester. Application deadlines and details will be posted at www.lehigh.edu/mrc and in the November issue of MRC News

****Check the MRC website for updates and announcements****



Upcoming Campus Events

10/15- Founder’s Day Celebration at 4:10pm in Packer Memorial Church, honoring the COE’s own Dr. Iveta Silova (CIE) and Dr. Cirleen DeBlaere (Counseling Psychology). This year's ceremony features an address by Professor Robert Storer. Refreshments will be available immediately following the celebration. Questions? Call **610-758-3898**

10/22 & 24- “The Vagina Monologues” auditions, sign up sheets are outside the Women's Center (UC C207), for more info contact kew211@lehigh.edu

10/23- Dia De Los Muertos educational workshop "What is Dia De Los Muertos?"

10/26-10/30- Ally Week, 11am-2pm & 6pm-8pm daily, honoring LGBTQ community allies, stop by the Rainbow Room for a pin and treat

11/1- The Comparative International Education program (CIE), Study Abroad Office and Global Citizenship program are pleased to announce the International Education Week Photo Contest and Exhibition. The theme of the competition is "Education Around the World". All students, faculty, and staff are eligible to submit an original photograph. Photos should be submitted electronically to CIEphotocontest@gmail.com by Nov. 1st.