Welcome KC Williams and Liz Soltero!

**KC Williams** is the new Director with African American Student Affairs. KC received both an MA and BA with Honors in Sociology from Stanford University. Most recently, before taking the position at AASA, she served as a Sociology Instructor at Coastal Carolina Community College in Jacksonville, North Carolina, teaching courses on Social Psychology, Marriage and Family, Social Deviance, Sociology of Gender, Social Problems, and Social Diversity. KC is on the Diversity First Board of Directors and also serves on the National Diversity Council. She was also a founder and sponsor of both the Renita Logan and Each One Reach One scholarships, which provide funding to African American students at Coastal Carolina College.

KC has a great deal of experience working in student advocacy, having served as an advisor for the LGBTQIA Club and Minority Male Mentoring Program at Coastal Carolina for 4 and 8 years respectively. Many of her conference presentations have also focused on underrepresented student and faculty experience, including "Welcome to My Post-Racial Life: A Guide to Teaching Race in Today’s College Classroom" (National Multicultural Conference and Summit, American Psychological Association) and "How I Experience Being Black Faculty at a White College: Resistance Strategies to Combat Contrapower Harassment" (Second Annual Women of Color Conference, University of California Davis). KC is a member of Delta Sigma Theta Sorority, Inc., the largest African American public service organization in the world. Welcome KC -- we are excited to work with you and the rest of AASA!

**Liz Soltero** is the new Director for the Adalberto and Ana Guerrero Student Center. Liz is a Tucson Native and, prior to taking this position at the UA, she worked as a librarian for the Pima County Public Library for over nine years. Liz received her BA from the University of Arizona in Mexican American Studies with an emphasis on History and Culture and a minor in Political Science. In 2008, she received her MLS from UA’s School of Information Resources and Library Science. While a student at UA, Liz worked as a researcher for the Mexican American Studies Research Center (MASC) and for the School of Information Resources & Library Sciences. She was involved in multiple projects, including a mixed method survey of human rights and public health issues related to immigration enforcement among Tucson Latinos and an oral history project with community members in the Barrio Hollywood Project.

At the Pima County Public Library, Liz managed several projects centered on family literacy among Spanish-speaking, Mexican-American, Native American, and other underserved communities. In part, this involved serving as the Assistant Branch Manager for two libraries -- Valencia Library and Eckstrom-Columbus Library -- with high Spanish-Speaking and refugee populations. Most recently, Liz procured the Discovering Gateways to Serving the Latina/o and Spanish-speaking Communities grant from the Arizona State Library’s Services and Technology Act. Liz is excited to join the University and support Latinx students on their educational journey. Welcome Liz -- we are excited to work with you and the rest of the Guerrero Student Center!

As you visit campus, be sure to speak a word of thanks to the Tohono O’odham and Pascua Yaqui people upon whose land we are guests here in Tucson. As guests and scholars we will build this community and continue the development of leaders for ‘Indian Country.’
Women’s History Month — like many other commemorative celebrations — first began as a day of recognition. The first recorded celebration of a “Women’s Day” in the United States took place on February 28, 1909 in New York City. This observance was organized by the Socialist Party, who marked the day as the one-year-anniversary of the NYC garment workers’ strikes during which thousands of women demonstrated for economic equality (Time). This observance spread alongside other Socialist initiatives in Europe, and ultimately the first “International Women’s Day” was observed on March 8, 1911 (Time; History). Officially recognized by the United Nations, International Women’s Day is intended to serve as a global celebration of women's economic, political, and social achievements as well as, in the words of the UN, “to recognize the fact that securing peace and social progress and the full enjoyment of human rights and fundamental freedoms require the active participation, equality and development of women; and to acknowledge the contribution of women to the strengthening of international peace and security” (History).

Because a record of the struggles and achievements of women still remained absent in United States education, in 1978, the Education Task Force of the Sonoma County (California) Commission on the Status of Women elected to designate the week surrounding International Women’s Day as “Women’s History Week.” The following year, the Women’s History Institute at Sarah Lawrence College adopted this observance week and, slowly but surely, Women’s History Week began spreading throughout the country (NWHP).

In 1981, Congress passed Pub. L. 97-28 designating the week of March 7, 1982 Women’s History Week at the federal level (Women’s History Month). As more states began celebrating “Women’s History Month,” in March 1987, Congress designated March as an official month of observance (NWHP). Beginning in 1995, the United States presidents have issued an annual proclamation to commemorate women's history (Women’s History Month).

Each year, Women’s History Month is given a theme, with 2017 being the year “Honoring Trailblazing Women in Labor and Business.” The National Women’s History Month Project recognizes the following women as honorees: Rebecca Anderson (Community and Economic Development Organizer); Barbara Hackman Franklin (Former Secretary of Commerce); Alexis Herman (Former Secretary of Labor); Lilly Ledbetter (Equal Pay Activist); Kate Mullany (Organized First All-Female Labor Union); Lucy Gonzales Parsons (Labor Organizer and Socialist Leader); Barbara “Dusty” Roads (Flight Attendant's Union Leader); Andra Rush (Founder/CEO Rush Group); Nina Vaca (CEO and Chairman of Pinnacle Group); Maggie Lena Walker (Businesswoman and Community Banking Leader); Yvonne Walker (President of Service Employees International Union Local 1000); Addie L. Wyatt (Labor Union Leader and Civil Rights Activist); Norma Yaeger (First woman stockbroker to be permitted on the floor of the New York Stock Exchange). For more information on these leaders, click here.

This Women’s History Month, be sure to remember, recognize, and celebrate the achievements of all women, especially those who experience multidimensional systemic and cultural oppression, including Black women, Latina women, Native American women, Middle Eastern women, Asian and Pacific Islander women, transgender women, queer women, Muslim women, Jewish women, disabled women, immigrant women, and poor women.

Citations:
http://time.com/4238999/womens-history-month-history/
http://www.history.com/topics/holidays/womens-history-month
http://www.nwhp.org/womens-history-month/womens-history-month-history/
http://womenshistorymonth.gov/about.html
http://www.nwhp.org/womens-history-month/2017-honoree-nominations/

Alt-Text
Image on page is three women in the Rosie the Riveter pose. The woman on the left has medium skin tone and is wearing a bandana with white, pink, and blue. These are the colors of the transgender flag. The woman in the middle is black and has an afro with a red bandana. The woman on the right has dark skin and is wearing a red hijab.
Able-Bodied Privilege & Disability Allyship

Note from ODIEX
Recently, the Office for Diversity and Inclusive Excellence has realized and would like to be accountable in recognizing that many of our own resources may not be ADA accessible, particularly to those who are visually impaired. With the assistance of the Disability Resource Center, we are working to make sure that our materials can be accessed by all members of the UA community. Alt-text captioning of images is now included in our PDFs. If you note or experience an accessibility issue, please reach out to us!

According to a 2012 U.S. Census Bureau report, nearly 1 in 5 Americans has a disability (Zeilinger, 2015). Some of these disabilities are visible, such as a disability that requires you to use a wheelchair, while some are invisible and can’t be “seen,” such as Cystic Fibrosis. Still, so much of our society -- from buildings to language -- are structured in a way that excludes and discriminates against disabled people. Ableism is a term used to describe the devaluation and marginalization of “individuals with physical, mental, or developmental disabilities that is characterized by the belief that these individuals need to be fixed or cannot function as full members of society (Casteñeda and Peters, 2000)” (FWD/Forward).

Ableism can also, however, be more implicit and even accidental. According to FWD/Forward, this doesn’t make it any less damaging: “I don’t think Google woke up one morning and decided to make some of their products completely inaccessible to certain users. I know they managed to pull it off anyway. I don’t [think] the mainstream media woke up one morning en masse and decided to ignore protests in support of the Community Choice Act. I know they managed to pull it off anyway. More than once.” Like other systems of oppression, ableism expresses the ways that the dominant culture fundamentally values people with disabilities less than those who are able-bodied, perpetuating ongoing stigma and violence.

Terminology

Disability: the definition of disability varies depending on source, including legal, medical, and social frameworks. According to the Americans with Disabilities Act, disability describes “a physical or mental impairment that substantially limits one or more major life activities of such individual” (ADA). In the United States, the language of “disabled persons” or “people with disabilities” are preferred to terms such as “handicapped,” which is generally considered pejorative (Diary of a Goldfish). Individuals who are not disabled are generally referred to as able-bodied.

Crip: Crip is an “insider term” used by some members of the contemporary disability justice movement to “reflect the political reclaiming of the historically derogatory term ‘cripple...’” (Wright.edu). Some disabled people may be uncomfortable with the word “crip,” and it should not be used to describe a person unless they self-proclaim that identity.

Neurotypical: “neurotypical refers to people whose neurological structure or function doesn’t fit what the medical community defines as ‘normal’” (urbandictionary.com). This is sometimes referred to as neurodivergence and was a set of terminology coined by the Autistic community. Neurotypical people could be autistic or have conditions such as ADHD, schizophrenia, bipolar, and OCD. People who are not neurotypical are neurotypical.

Ableism: discrimination against people with disabilities, including the expression of hate for people with disabilities, denial of accessibility, rejection of disabled applicants for housing and jobs, institutionalised discrimination in the form of benefits systems designed to keep people with disabilities in poverty, etc.
Able-Bodied Privilege & Disability Allyship

Nik Moreno, a Chicano, disabled, Queer, Nonbinary writer for Wear Your Voice, offers a list of 21 examples of able-bodied and neurotypical privilege as a way to call attention to the often unacknowledged advantages that folks without physical, mental, and developmental disabilities have by virtue of living in a society that is not fully accessible and inclusive. Here are a few examples (a link to the whole list can be found here).

“Ableist people will actually heed your call-outs about ableism: It all starts here. When you notice someone being ableist and call them out, they are more inclined to treat you as credible -- especially if you’re a white, cisgender person. There’s a major double-standard, because disabled folks have been working hard to fight ableism, experiencing varying degrees of ableist violence, erasure and even death. When we call someone out, we’re silenced, invalidated, victim blamed, etc. But the second an able-bodied person speaks up, they’re ‘revolutionary,’ ‘progressive,’ and ‘inclusive.’ Frankly -- it’s bullshit.”

“You’re not pitied because of disabilities.”

“You’re not seen as unattractive or undesirable because of disabilities.”

“You’re able to perform the tasks of daily living: I don’t think many folks realize how much they take for granted the fact that they can perform tasks like bathing, grooming, hygiene, getting dressed and even going to the bathroom. There’s a large number of people with disabilities who need some degree of assistance with the tasks of daily living.”

“You’re able to see yourself represented in the media and pop culture: People with disabilities are underrepresented -- and erased -- in media and pop culture. We’ve been left out, especially folks who are visibly disabled, except for those of us who are used as props or exploited for ‘entertainment.’ Usually when disabled characters are incorporated into stories, they’re played by able-bodied actors. Even within the body positive movement, a disproportionately small number of people with visible disabilities is represented.”

“You’re able to access buildings, sidewalks, parks, bathrooms, etc.”

“You don’t need help communicating (e.g. with braille or sign language)”

“You’re not made into inspiration porn: Karrie Higgins said it best in her HuffPost article: ‘People with disabilities are not here to inspire able [bodied] people or make them feel good about themselves. Inspiration porn not only objectifies people with disabilities by turning them into magic talismans, but it erases the very real issues many of us experience -- issues for which nobody is offering accomodations...’”

Spoon Theory

“Spoon Theory” is a concept created by Christine Miserandino to help explain the challenges that someone with a visible or invisible disability or who is neuroatypical might experience because they only have a limited amount of energy everyday: “A person living with chronic illness or disability only has a certain number of spoons in their possession each day, and every small action a person takes can result in a lost spoon. Once a person loses a spoon, it is very hard to get that back until after a full night’s sleep. Simple actions like getting out of bed, taking a shower, walking, and driving can require enormous amounts of energy that people do not have” (Spoon Theory). For more information on Spoon Theory, click here.

Alt Text
The image on the page has six figures of black silhouette cartoons. On the far left, two people are talking in sign language. In the middle, a person on a mobilized wheelchair is talking to a person with a seeing eye dog. On the left, a shorter person with assistive canes is talking to a taller person with assistive canes.
Recognizing able-bodied and neurotypical privilege as well as working to counteract ableism in day-to-day life is the first step towards disability allyship. Here are a few ways to start making these changes:

1. **Do Not Police Disability**: According to Pharaoh Katt, “This is the first point because it is most important. I’ve seen it happen before: a well-meaning CND [currently non-disabled person] is somewhere like... a train. They see someone in the priority seating who, in their mind, does not fit the definition of disabled. Well-meaning CND decides to scold said person, for using up a seat which someone ‘more needy’ could be sitting it. DO NOT do this! I cannot [s]tress this enough. Just because you can’t tell, doesn’t mean a person is not disabled... It is not up to you to determine whether a person fits the definition of disabled” (Katt).

2. **Consider accessibility when planning events, giving presentations, and distributing materials (including electronic materials)**: At UA, the Disability Resource Center can provide resources and advice for improving accessibility and inclusivity.

3. **Be conscientious of language**: a lot of common language intentionally or inadvertently targets individuals, such as “crazy,” “insane,” “lame,” “dumb,” “retarded,” “idiot,” “imbecile,” “invalid” (noun), “maniac,” “nuts,” “psycho,” and “spaz.” While some disabled or neuroatypical folks may intentionally reclaim these pejorative terms, those who are able-bodied or neurotypical should recognize the negative impacts that their use of ableist language has even when it is not directed towards a disabled or neurotypical person. Further explanation can be found in the article “15 Crazy Examples of Insanely Ableist Language” by Parker Marie Molloy.

4. **Do not assume that disabled people have no autonomy**: Allie Cannington, a board member of the American Association of People with Disabilities writes, “There is a very narrow-minded perception of disability. That narrow-minded assumption that all individuals with disabilities need and want certain things... [assuming that disabled people] constantly need help without actually asking the person [if they do is an example of ableism]” (Zeilinger, 2015). As a practice, integrate accessible practices into your daily life but do not assume that a person with a disability needs your direct assistance unless they ask for it.

5. **Do not feel entitled to know how someone became disabled**: people often feel as though they can ask a disabled person personal and invasive questions about their body and experience. If a disabled person wants to share that information with you, it should be something they initiate, not a question that you ask (Zeilinger, 2015).

6. **Speak Up**: Able-bodied and neurotypical people often have the privilege to call out ableist language and to challenge stereotypes without being invalidated or having to exert energy that a disabled person might not have in that moment (Katt, 2010).

**Sources:**
- Americans with Disabilities Act (ADA)
- “Obama Will Now Include Workers With Disabilities In His Minimum Wage Hike” - Sy Mukherjee
- “The Language of Disability” - Diary of a Goldfish
- “What is Ableism? Five Things About Ableism You Should Know” - FWD/Forward
- “21 Ways Able-Bodied Privilege Looks” - Nik Moreno
- “15 Crazy Examples of Insanely Ableist Language” - Parker Marie Molloy
- “How To Be An Ally: A Guide for the Currently Not-Disabled” - Pharaoh Katt
- “6 Forms of Ableism We Need to Retire Immediately” - Julie Zeilinger
- spoontheory.tumblr.com

**Image Credit:** stillmyrevolution.com

The image is a red circle. Within the red circle, there is a symbol of a person in a wheelchair. The person is holding a sign that reads “Allies not excuses.”
Recommended Readings

**Feminist, Queer, Crip - Alison Kafer**

“*In Feminist, Queer, Crip,*” Alison Kafer imagines a different future for disability and disabled bodies. Challenging the ways in which ideas about the future and time have been deployed in the service of compulsory able-bodiedness and able-mindedness, Kafer rejects the idea of disability as a pre-determined limit. She juxtaposes theories, movements, and identities such as environmental justice, reproductive justice, cyborg theory, transgender politics, and disability that are typically discussed in isolation and envisions new possibilities for crip futures and feminist/queer/crip alliances. This bold book goes against the grain of normalization and promotes a political framework for a more just world” *(Indiana University Press)*.

**It’s the Little Things: Everyday Interactions that Anger, Annoy, and Divide the Races**

“Although we no longer live in a legally segregated society, the division between blacks and whites never seems to go away. We work together, go to school together, and live near each other, but beneath it all there is a level of misunderstanding that breeds mistrust and a level of miscommunication that generates anger. Now in paperback, this is Lena Williams’s honest look at the interactions between blacks and whites—the gestures, expressions, tones, and body language that keep us divided. Frank, funny, and smart, It’s the Little Things steps back from academia and takes a candid approach to race relations. Based on her own experiences as well as what she has learned from focus groups across the United States, Lena Williams does for race what Deborah Tannen did for gender. Finally, we have a book that traverses the color lines to help us understand, and eliminate, the alarmingly common interactions that get under the skin of both blacks and whites.” *(Good Reads)*.

Activities

**Cultural Cuisines**

Spanakopita (*σπανακόπιτα*) is a Greek savory pastry that is traditionally filled with spinach, feta, onions or scallops, egg, and seasoning. A recipe for this dish can be found here: [http://www.mygreekdish.com/recipe/traditional-greek-spinach-pie-spanakopita-recipe-with-home-made-phyllo/](http://www.mygreekdish.com/recipe/traditional-greek-spinach-pie-spanakopita-recipe-with-home-made-phyllo/)

*Image Source: Food.com*

Image is An image is provided of spanakopita. It is a triangular pastry and inside you can see spinach and cheese.

**DIY (“Diversity Is You”) Game**

Carrom is a game of Southeast Asian origin that is very popular in Nepal, India, Pakistan, Bangladesh, and Sri Lanka, as well as in areas of the Middle East. It is believed to have been invented by the Indian Maharajas and became widely popularized after World War I. The International Carrom Federation (ICF) was founded in 1988.

Carrom is similar to a table shuffleboard game. The object of the game is to use a striker disk to hit lighter disks (“carrom men”) into any of the four corners pockets on the board *(Source: wikipedia.com)*.

*Image Credit: TutorialsPoint*

An image is provided of a carrom board, which is square and wooden with several different line markings. A person’s hand can be seen. The hand is poised to flick a small, circular game piece towards other small disks.
Inclusive Excellence Updates

Check out our new website!
diversity.arizona.edu/odiex
Like us on Facebook
facebook.com/uaodiex

UA Inclusive Excellence Symposium

The Office for Diversity and Inclusive Excellence will be hosting the UA Inclusive Excellence Symposium on March 31st. The event is our in-house student, staff, and faculty diversity and inclusiveness conference and will be an opportunity to examine issues and solutions related to campus diversity. Our luncheon keynote speaker will be Dr. Kathleen Wong (Lau), former director of the National Conference on Race and Ethnicity and current Chief Diversity Officer for San Jose State University in San Jose, California. We will also have approximately 10 workshops on a variety of topics plus an opening session. Registration is currently closed. You can learn more at http://diversity.arizona.edu/ua-inclusive-excellence-symposium. If you have questions, please contact chaudley@email.arizona.edu.

2016-2017 Inclusive Excellence Awards and Richard Ruiz Diversity Leadership Faculty Award

The annual Peter W. Likens Inclusive Excellence Awards were established to recognize students, staff, and programs that enhance the UA through their inclusive programing and leadership. Award nominees are selected on the basis of their significant contributions toward creating a diverse and inclusive community through one or more of the following: recruitment and retention of an excellent and diverse faculty, staff, or student body; fostering equality of opportunity within our campus community; encouraging diverse perspectives on our campus; creating a welcoming and supportive campus climate through efforts such as visibility, communication and education; and other areas critical to establishing Inclusive Excellence at the University of Arizona. In 2015, a new faculty award was created: the Richard Ruiz Diversity Leadership Faculty Award. This award honors Professor Richard Ruiz's many contributions to making the University of Arizona a better, more inclusive campus. In fact, he was awarded the Inclusive Excellence Award in 2009 for his tireless work supporting and advocating for diversity and cross-cultural understanding. All awards come with a $500 honorarium. The award ceremony will be Thursday, March 30, from 4:30-6:30 p.m. You can learn more at http://diversity.arizona.edu/inclusive-excellence-awards.

Image Credit: Eastern Illinois University

At the bottom of the page, there is an image of several raised, multicolor hands.
March 2017 Holidays

Women's History Month
National Developmental Disabilities Awareness Month
National Multiple Sclerosis Education & Awareness Month
Deaf History Month (March 13-April 15)
Islamic Awareness Week (March 27 - April 2)

March 1: Ash Wednesday
March 1-19: Baha’i Fast
March 8: International Women’s Day
March 11-12: Purim
March 12: Magha Puja Day
March 13: Holi
March 17: St. Patrick’s Day
March 20: Baha’i New Year (Naw Rúz)
March 20: Ostara/Eostre
March 31: Trans Day of Visibility

Deep Dish - Teaching LGBT History of the Latin American Southern Cone - Jadwiga Pieper Mooney
Thurs., March 2 - 12:30 pm
McClelland Park Room 402

Advancement of Latinos in Engineering and the Young Latina Forum
Thurs., March 2 - 8 am
SUMC - Grand Ballroom

The Politics of Procedure: Literary Language and Political Commentary in the Early Modern Ottoman Empire - Oscar Aguirre-Mandujano
Fri., March 3 - 3 pm
Marshall Building, Room 490

Pride Shabbat
Fri., March 3 - 5:45 pm
Hillel (please RSVP to mblumenb@email.arizona.edu)

Community Digitization Day
Sat., March 4 - 9 am - 5 pm
For more information, visit:
speccoll.library.arizona.edu/events/community-digitization-day

Public Health Lessons Learned From the Flint Water Crisis: From Lead to Legionella - Joan B. Rose
Wed., March 8 - 12 pm
Drachmann A114

Diversity Task Force Meeting
Mon., March 20 - 9 am
Old Main, Silver and Sage Room

Upcoming Events

Artist Talk with Filmmaker Maria José Cuevas
Wed., March 22 - 6 pm
Tucson Museum of Art, Lobby, 140

Body Positivity Fair
Wed., March 22 - 9:30 am - 2 pm
Contact: fdavvey@email.arizona.edu

Tucson Cine Mexico 2017
Wed., March 22, 6 pm - Sun., March 26 - 2 pm
Harkins Tucson Spectrum 18, Room 5455

Deep Dish: What Does Queer Theory Have To Do with Teaching Science in Elementary Schools? - Kristin Gunckel
Thurs., March 23 - 12:30 pm
McClelland Park Room 402

“Hopi Qatsi: Hopi Lifeways and Sustainability” - Micah Lomāomvaya
Sat., March 25 - 7 pm
Center for English as a Second Language, Room 103

“What Are We Praying For When We Pray For Healing” - Gila Silverman
Mon., March 27 - 4 pm
Hillel Foundation

Censored Series: Abortion
Tues., March 28 - 6:30 pm - 7:30 pm
Women's Resource Center

2017 Town and Gown Lecture - To the Ends of the Earth: Religious Transformations in the Age of Reformation
Wed., March 29 - 7 pm
Fred Fox School of Music, Holsclaw Hall

Inclusive Excellence Awards and Richard Ruiz Diversity Leadership Faculty Award
Thurs., March 30 - 4:30-6:30 pm

The Extractive Zone: Queer Decolonial Perspectives in the Améri-
cas
Thurs., March 30 - 6:30 pm
Center for Creative Photography

Inclusive Excellence Symposium
Fri., March 31, 8 am - 1:30 pm
SUMC

Women in Cybersecurity Conference
Fri., March 31, 2 pm - Sat. April 1, 5 pm
JW Marriott Tucson Starr Pass