One of the goals of the Office for Diversity and Inclusive Excellence is to build community by bringing offices and departments from across the university together through collaborative projects. Hence, all of our initiatives have numerous sponsors and co-sponsors, allowing us to unite different sectors of the UA community. This also demonstrates a mutual respect for each other as we create an inclusive environment.

The Women’s Empowerment Luncheon Series is exemplary of this work, hosted by UA Women’s Basketball, the UA Health Sciences Office of Diversity and Inclusion, and ODIEX. The series was designed to connect women and to promote networking and collaboration across campus. Building networks between and among women contributes to a healthy environment in which all feel welcomed and empowered. This is what inclusive excellence strives to accomplish.

I would like to extend a special thanks to the UA Women’s Basketball team and Coach Adia Barnes, as well as Lydia Kennedy, Director of UA Health Sciences Office of Diversity and Inclusion, for collaborating with the Office for Diversity and Inclusive Excellence to host the first event in the Women’s Empowerment Luncheon Series. What a great community-building event attended by 82 folks from across campus and co-sponsored by the College of Nursing, Immigrant Student Resource Center, the Department of Gender and Women’s Studies, Mexican American Studies, Women in Science and Engineering, the Women’s Resource Center, the Commission on the Status of Women, and ASUA. I want to thank Charlinda Haudley, Program Coordinator Senior, ODIEX, and Georgine Speranzo, Administrative Assistant, ODIEX, for all their contributions toward organizing the initiative. ODIEX looks forward to continuing this series in 2018.

Good luck to all Wildcats during finals week. Bear Down.

Jesús Treviño, Ph.D.
Vice Provost for Inclusive Excellence and Senior Diversity Officer
ODIEX Updates: Women’s Leadership & Empowerment Luncheon

This month, the UA women’s basketball team, UAHSC, and ODIEX hosted the first in a three-part Women’s Leadership & Empowerment Luncheon Series. The first luncheon, “Building Community and Bridging the Gaps”, was a great success with 82 folks from across UA in attendance. Facilitated by UA head women’s basketball coach, Adia Barnes, attendees discussed various possibilities for women at the University to build networks of support and success. Barnes, a former UA basketball and WNBA player, shared insights about the ways that athletics and academics can work together for a more inclusive UA community.

The series is generously co-sponsored by UAHSC Office of Diversity and Inclusion, UA Women’s Basketball, Immigrant Student Resource Center, Commission on the Status of Women, Women’s Resource Center, Associated Students of the University of Arizona, UA College of Nursing, UA College of Social & Behavioral Sciences Gender & Women’s Studies, UA College of Social & Behavioral Sciences Women in Science & Engineering, and Mexican American Studies. Please mark your calendars for two upcoming luncheons on January 8th and February 12th! RSVP information will be available soon. Questions? Concerns? Accommodations? Email Charlinda Haudley (chaudley@email.arizona.edu) or Lydia Kennedy (lkkennedy@email.arizona.edu).

Arizona Assurance: “Making the Dream a Reality”

The Arizona Assurance Scholars Program offers significant financial support that provides scholars and their families opportunities to pursue higher education, access faculty and peer mentoring, as well as academic guidance, enrichment programs, and ways to be involved on the UA campus. Charlinda Haudley, an Arizona Assurance Scholar, is the senior program coordinator for ODIEX as well as a PhD student in the Higher Education Program. She credits the Arizona Assurance program with providing her routes for academic success, academic strengths, and resiliency as a first-generation college student. Charlinda, who is integral to the success of ODIEX, has made a positive impact on the UA campus and beyond. For more information or to donate go to uafoundation.org/give/fund/assurance.

Charlinda Haudley (Tribal Affiliation: Navajo)
Spotlight: Holidays & Inclusivity

Part of building a campus of inclusive excellence is recognizing that December means people will be celebrating many different holidays. It also means recognizing that some folks will not be celebrating at all. Here are some simple tips on ways to be inclusive for people celebrating (or not celebrating) different religious, non-religious, and cultural holidays. From all of us at ODIEX, have a great December!

1. **Learn about other religious, non-religious, and cultural holidays**—Take the time to read about other things happening in December. This might include religious holidays or cultural celebrations including Christmas, Hanukkah, and Kwanzaa, or non-religious events such as World AIDS Day. For some information and resources go to https://www.diversitybestpractices.com/2017-diversity-holidays.

2. **Make no expectations about other religious or holiday celebrations**—Ask people what holidays, if any, folks are celebrating. Learning about different traditions is an opportunity to create a more welcoming community campus!

3. **Mark your calendar!**—Include any religious or cultural celebrations on your calendar. Use these as an opportunity to talk with others about different things happening in our vibrant community.

ODIEX Student Advisory Board

Working with ODIEX, the Student Advisory Board is comprised of student leaders from across the university. This committee provides a platform for students to give helpful feedback directly to ODIEX while engaging in the creation of more inclusive spaces and events on campus. These student leaders provide a full perspective on the inclusivity of the ODIEX’s signature programming. We would like to acknowledge and thank the 2017-2018 students: Alex Spartz (Disability Resource Center), Steven Wilson (Pictured top left, Disability Resource Center), Araceli Islas (United Sorority and Fraternity Council), Teresita Sanchez (United Sorority and Fraternity Council), Ariel Shirley (Native American Student Affairs Cultural Center), Andrea Gautheir (Undergraduate Admissions), Zevi Altus (Hillel Foundation), Anna Wooorlidge (Pictured bottom left, Associated Students of the UA), Daniela Blanco (Eller), Bryndon Bush (Pictured right, Eller).
Planning Accessible and Inclusive Campus Events

Do you plan classroom activities, club activities or events throughout campus? This one is for you!
As an event planner, accessibility and inclusivity should be a top priority to create welcoming and good experiences for everyone.
While there is a lot to consider, good design is an important part of the process and any progress toward inclusion is a success!

- Consider accessibility early in your planning. Think about how the venue type, event structure, and any other elements may impact the experiences and level of participation for people with disabilities at an event. Good planning may not only save you money, but eliminate the need for retrofitting or individual accommodations later.

- Be knowledgeable about all event access features. As the event planner, you should be prepared to field all event-related inquires, including questions about access.

- Make the experiences of disabled people the same as non-disabled people. When you create inclusive events, all participants will have an equitable experience.

- Create a positive experience. When there are barriers to participation, it can make participants feel unwelcome, and less likely to return or recommend this event to a friend or colleague.

Questions or want more information about planning accessible events? Contact Eric Bell at DRC-events@email.arizona.edu.

Activities

**Cultural Cuisines: Latkes**

3 pounds large russet potatoes
1 medium onion
2 large eggs
1/4 cup fine plain dried breadcrumbs
3 1/2 teaspoons kosher salt
2 teaspoons baking powder
1/4 teaspoon freshly ground black pepper
2 tablespoons (or more) schmaltz (optional)
2-4 tablespoons (or more) vegetable oil
Applesauce & sour cream to serve

https://www.bonappetit.com/recipe/adam-maxines-famous-latkes

**December 2017**

**Multicultural Holidays**

December 1: World AIDS Day
December 3: International Day of Disabled Persons
December 3 - 24: Advent
December 8: Bodhi Day
December 10: International Human Rights Day
December 12: Feast Day at Our Lady of Guadalupe
December 12: Eid Milad Un Nabi
December 12-20: Hanukkah
December 13: St. Lucia’s Day
December 16-24: Las Posadas
December 21: The Winter Solstice/Yule
December 25: Christmas
December 26 – January 1: Kwanzaa
Save the Date: Second Annual UA Inclusive Excellence Symposium

March 30, 2018 | 8:00 a.m.—5:00 p.m.
Student Union Memorial Center
Sponsored by ODIEX
Co-sponsored by Associated Students of the University of Arizona (ASUA)

The UA Inclusive Excellence Symposium is a diversity conference featuring workshop sessions and a keynote speaker. The symposium is free and open to UA students, faculty and staff. This year’s symposium falls on Good Friday. With respect to those in observance, ODIEX will provide accommodations.

More details to follow at:
http://diversity.arizona.edu/ua-inclusive-excellence-symposium

For questions, contact Symposium Chair Charlinda Haudley: chaudley@email.arizona.edu or 520-621-3105

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Save the Date: Arizona State Museum Master Artist Series
Pottery-Making Demonstration
Friday, December 8, 2017
1:00-3:00 PM

Culture Craft Saturday
Arizona State Museum
Saturday, December 9, 2017
9:30 AM-2:00 PM

UAHS LGBTQ+ Interest Group 2017-2018 Series
Scordato’s Pizzeria, 4911 N Stone Avenue
Thursday, December 14, 2017
5:30-7:30PM
Please RSVP by December 13 at: http://tinyurl.com/Networking-LGBTQ

Save the date: The queer Migration Network (QMN), an iLGBT Studies research initiative, is hosting the conference “No Bans, No Walls, No Detention Cells: A UA Graduate Student Conference on Migration” that aims to challenge the everyday violence of border militarization, travel bans, expanding detention, and larger power structures affecting the most marginalized amongst our communities. The conference will be held at the University of Arizona on Friday, April 6th, 2018.

Save the date: iLGBT Studies Miranda Joseph Endowed Lecture, “Insurgent Aesthetics of the Forever War: Race, Security, and the Sensorial Life of Empire” by Professor Ronak K. Kapadia. The lecture will be held at the University of Arizona on February 21, 2018.

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Film screening: KIKI
Women’s Resource Center
Wednesday, December 6, 2017
1:30 – 3:30 PM

Center for Middle Eastern Studies
Film screening: After Spring
Wednesday, December 6
7:00 PM
Cesar Chavez Building

Immigrant Student Resource Center & Guerrero Student Center host:
Rough Semester? Us, too.
Free massages, lunch, music, art & more
UA Chavez Building, 2nd Floor
Wednesday, December 6, 2017
12:30-3:00 PM

Do you have an event that you would like featured in our newsletter and/or listserv?
Contact our administrative assistant,
Georgine Speranzo
georgine@email.arizona.edu