I want to take this opportunity to thank all UA community members who commented on the Office for Diversity and Inclusive Excellence (ODIEX) Snap Shot of activities and acknowledged our accomplishments during our inaugural year. We have worked hard to create an office that promotes Inclusive Excellence, supports multiple communities on campus, and engages in capacity building for the benefit of all of us.

As we begin our second year, we want to continue to support the University of Arizona community as it takes advantage of the benefits of diversity and, simultaneously, addresses some of the challenges associated with managing a diverse campus. As many of you have heard me say before “diversity is like being invited to a dance, inclusiveness is actually being asked to dance”. ODIEX is working hard to support UA efforts to invite people to the university while also creating an inclusive campus climate that allows people to work, study, and contribute to the institution. We look forward to working with all of you this coming academic year.

Thanks again for all your support.

Jesús Treviño, Ph.D.
Vice Provost for Inclusive Excellence
Senior Diversity Officer
Inclusive Excellence Updates: Voices of Discovery

The Voices of Discovery Intergroup Dialogue Program (Voices), sponsored by the Office for Diversity and Inclusive Excellence (ODIEX), was initiated in Spring 2017 under the direction/coordination of Tamara Carter, Graduate Assistant for ODIEX. The program experienced an increase in undergraduate student participation, from 50 students in spring 2017 to 164 in fall 2017. Voices is a program that provides diverse students at the UA with learning space in which to engage in healthy dialogue and interactions around current issues that otherwise may not take place. Examples of groups offered to undergraduate students include: Gender Identity/Sexuality; Race in America; Disabled/Non-Disabled; Religious (Spiritual)/Non-Religious; and International/US born. The program extends over a five-week period (one day per week) with each session lasting two hours. Trained graduate students, faculty, and staff facilitated the groups.

Comments shared by participants (faculty and students) in Voices include:

• “Students commented that they were intellectually challenged, they grew as a person and many said that they were sad it was over!” K.Z., PhD

• “Programs such as yours can make a big difference in the life of a student.” T.S. PhD

When asked what s/he liked about the group, one student shared:

• “The depth of questions, (e.g., Why do you believe what you believe?) and the variety of discussions.” Participant in the Religious (spirituality)/Non-religious group

The Office for Diversity and Inclusive Excellence extends special thanks to the UA Cultural Centers for allowing us to use their spaces for the dialogues. In addition, a big thank you to the faculty and facilitators who supported the program.

Transgender Day of Rememberance

Trans Day of Remembrance (TDOR) will be observed at the University of Arizona on Thursday, November 16 from 5:30- 7:30pm

The Transgender Day of Remembrance is observed nationally on November 20th. The day began in November of 1998 to honor Rita Hester following her murder on November 28th, 1998. Her murder, like many anti-transgender hate crimes, remains unsolved. For the transgender community and their allies, this day represents a time to reflect on those who have lost their lives to anti-transgender violence.

For more information visit: https://tdor.info/
“The First Annual Conference on Gender-Based Violence will bring together faculty, staff, and students, Tucson community leaders and activists, and health and legal advocates to engage in critical and timely conversation on the complex issues surrounding the epidemic of gender-based violence and marginalized populations. Workshops, keynotes, performances, and panel discussions will focus on how to build survivor-driven, intersectional activism and programs aimed at providing the best possible care to survivors while radically uprooting the social and cultural attitudes that recreate cycles of violence, including sexual harassment, sexual assault, domestic violence, and hate crimes.”

For this and more information visit: http://www.uagender-basedviolenceconference.com/

**SAVE THE DATE!**

Second Annual UA Inclusive Excellence Symposium  
March 30, 2018 | 8:00 a.m.—5:00 p.m. | University of Arizona Student Union Memorial Center  
Sponsored by the Office for Diversity and Inclusive Excellence  
Co-sponsored by Associated Students of the University of Arizona (ASUA)

The UA Inclusive Excellence Symposium is an in-house diversity conference with various 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. We will add symposium information on the website as we get closer to the event: http://diversity.arizona.edu/ua-inclusive-excellence-symposium

For questions, contact Symposium Chair Charlinda Haudley: chaudley@email.arizona.edu or 520-621-3105.
Is your digital content accessible for everyone?

Here are a few quick tips to practice when you’re creating documents, writing emails or developing website content:

1. Use headings correctly to organize the structure of your content
   • Don’t rely on changing font size and style to create a heading

2. Provide alternate text (text equivalents) for images

3. Hyperlinks: Use self-describing language - Avoid “Click Here”
   • Instead of “Click here to fill out the form” have your link be “Fill out the Form”

4. Ensure good color contrast

Using these tips in your documents creates an accessible PDF document! Discover more about content accessibility at itaccessibility.arizona.edu or email itaccessibility@email.arizona.edu.

The Disability Resource Center leads the University in a progressive and proactive approach to campus accessibility. DRC ensures UA curricular, workplace, physical, information, technology and policy environments are usable, sustainable, welcoming, and accessible through individual consultation, strategic partnerships and consistent outreach.

Activities

Cultural Cuisines: Sautéed Shishito Peppers

The shishito pepper comes from East Asia. While most are sweet, about one in ten is spicy!
   To cook them, use a wide pan to heat a little olive oil until it is almost smoking. Add the peppers and cook for 10-15 minutes on medium until all sides are blistered. When they are done, top with a pinch of salt and the juice of one lemon.
   Check out the full recipe at: https://www.epicurious.com/recipes/food/views/sauteed-shishito-peppers-summers-best-new-bite-51153400

Multicultural Holidays

October 31 — November 2: Dia de los Muertos
November 1: All Saints Day
November 2: All Souls Day
November 7: Diwali
November 9: The Birth of the Bab
November 11: Veterans Day
November 12: The Birth of Baha’u’llah
November 20: Transgender Day of Remembrance
November 21: Eid Milad Un Nabi
November 22: Thanksgiving in the United States
November 25: Feast of Christ the King
Upcoming Events

Women’s Leadership & Empowerment Luncheon Series
A Gender Identity Story Circle Initiative:
Hosted by UA Women’s Basketball, UAHSC Office of Diversity and Inclusion & the Office for Diversity and Inclusive Excellence
Building Community and Bridging the Gaps
Wednesday, Nov 29th, 2017
12:00 PM – 1:30 PM in Sonora Room – 1st floor SUMC
Everyone is welcome! Lunch is provided. Space is limited.
RSVP by Monday, Nov 13th:
https://tinyurl.com/luncheonseries

Save the date for future luncheon series!
Empowering Others: Mon, Jan. 8th 12 PM - 1:30 PM
Finding Your Voice: Mon, Feb. 12th 12 PM - 1:30 PM
Questions and/or concerns can be directed to Lydia Kennedy at lk kennedy@email.arizona.edu or Charlinda Haudley at chaudley@email.arizona.edu

NASA Presents: Native American Heritage Month 2017
See the full calendar at: http://nasa.arizona.edu/calendar

Advancing Women in Leadership Symposium
November 3, 8:00am-12:00pm
Student Union Memorial Center, North Ballroom
Register at: csw.arizona.edu

The First Annual UA Gender-Based Violence Conference:
“Survivorship”
November 3-5, Student Union Memorial Center
Register at: https://gbvconference_ua.eventbrite.com

The 28th Annual All Souls Procession and Finale Ceremony
November 5, 4:00-10:00pm
For more information see: http://allsoulsprocession.org/

The Second Annual Raquel Rubio Goldsmith Lecture in Ethnic, Gender and Transborder Studies: Joy Harjo
November 8, 6:00-8:00pm (Silent auction from 5:00-6:00pm)
PCC Center for the Arts, West Campus
2202 W. Anklam Road

To Tell Our Stories:
Holocaust Survivors of Southern Arizona
November 9, 12:00-1:30pm
Jewish Hostory Museum
564 S. Stone Avenue

Tear Down the Walls, Build Up the People Concert
November 10, 8:00pm-1:00am
Solar Culture Gallery

WOSAC Presents: The Divine Order
Winner of Best Feature at the Tribeca Film Festival!
November 10-15
The Loft Cinema

Gender and Women’s Studies Presents: Zero Weeks
The first documentary exploring unpaid parental leave in the US
November 10-16
The Loft Cinema

UA Health Services LGBTQ+Interest Group presents: Camouflage Closet
November 14, 12:00-1:00pm
UA College of Medicine - Tucson, Room 2117

CatChat: An ODIEX Brown Bag Lunch Series
Zachary Ritter, “But I’m not a Racist?!: How to engage in difficult political dialogue in a Trumpian Age”
November 17, 12:00-1:00pm
GWS 100, 925 N. Tyndall Avenue

Sistah Chat: Queens
November 17, 6:00pm
African American Student Affairs

The UA African Students’ Association Presents:
Cultural Fashion Show
Double Tree By Hilton Hotel Tucson Reid Park
445 S. Alvernon Way

In Transit/En Tránsito: Arts, Migration, Resistance
September 16, 2017 through March 11, 2018
The University of Arizona Museum of Art

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