The month of September 2017 marks the first anniversary of the Office for Diversity and Inclusive Excellence (ODIEX) at the UA. We set out to create an entity that engages the entire university in a structural transformational project called Inclusive Excellence. With support from President Hart, and now President Robbins, as well as Provost Comrie, Deans, Administrative Vice Presidents, students, staff, faculty, alumni, and external UA communities, we have stayed the course and have engaged the university in the practice of Inclusive Excellence. Our work is not done and we continue to support students, staff, faculty, and administrators as they embed diversity and inclusiveness throughout the UA.

As we begin our second year, Inclusive Excellence remains our top priority. In addition, the work of ODIEX will include capacity building through diversity and inclusiveness education and training initiatives. In particular, our focus will be on staff and faculty training. Thanks to Tamara Carter, Graduate Assistant and Director of the Voices of Discovery Intergroup Dialogue Program, the dialogue project has grown from 50 to 164 students across 10 different groups focusing on race in America, disability, gender identity, and several other topics. We anticipate that the Inclusive Excellence Symposium and the LEADR Diversity Retreat, both spearheaded by Charlinda Haudley, Program Coordinator Sr., will increase in participants. The New Faculty Mentoring Program, a collaborative project directed by Laura Hunter, Associate Diversity Officer, and Lydia Kennedy, Director of the Office of Diversity and Inclusion in UAHSC, is off to a great start. We are excited about this academic year and all the opportunities it presents for practicing diversity and inclusiveness.

Thanks to all the faculty, staff, and students who have contributed to the development and success of ODIEX. We thank you so much and look forward to working with you this academic year.

Jesús Treviño, Ph.D.
Vice Provost for Inclusive Excellence
Senior Diversity Officer

The University of Arizona resides on the traditional territory of the Tohono O’odham people.
The Office for Diversity and Inclusive Excellence kicked off the fall semester with our inaugural Leadership Education and Ally Development Retreat (LEADR). Sixty-two undergraduate students and 12 facilitators headed north of Tucson to the Triangle Y Ranch Camp for a three-day interactive retreat designed to connect a community of enthusiastic and diverse campus leaders. During the retreat, students participated in intersectional diversity workshops that explored topics such as in-group/out-group dynamics, systemic oppression, privilege, and social and personal identity.

Co-sponsored by Undergraduate Admissions, Bobcats Senior Honorary, Muslim Students Association, Fraternity and Sorority Programs, and the Associated Students of the University of Arizona, the LEADR retreat brought together students from across campus to engage in meaningful dialogue about fostering a campus dedicated to inclusive excellence. The workshops, which focused on understanding microaggressions and microaffirmations, identity development, intergroup communication, and allyship, helped to facilitate a positive and informative environment where students shared many stories about their life experiences on and off campus.

The retreat culminated in a cultural night celebration where students were invited to share parts of their own culture and identity with one another. Students shared cultural objects, stories, dances, music, and traditions, often exposing similarities between cultures and inspiring new perspectives. Groups shared their experiences in different communities and explored the ways that religion, race, sexuality, campus leadership, and heritage shape their lives. The students also brought into focus many under-discussed topics such as mental health, experiences of violence, and stereotypes.

By the end of the weekend, students reported feeling energized to bring the things they learned to the campus community. The students were strongly encouraged to collaborate across organizations to build a community of support and inclusion.

For more information about next year’s retreat, contact LEADR Director, Charlinda Haudley at chaudley@email.arizona.edu
Spotlight: In Transit/En tránsito

Organized by Drs. Kaitlin M. Murphy and Ani-ta Huizar-Hernández (Department of Spanish and Portuguese), In Transit/En tránsito: Arts, Migration, Resistance, is an exciting art exhibition now open at The University of Arizona Museum of Art. In addition to the exhibit, which will remain open to the community until early March, the project boasts a number of events, including lectures, artist discussions, and a cross-disciplinary symposium intended to “collectively explore artistic practice, resistance, and social transformation”. With support from local and national organizations, In Transit/En tránsito will bring artists, academics, and activists into collaboration through a series of important and timely conversations.

For more information please visit http://intransitart.org/

SAVE THE DATE!

2nd 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 a diversity and inclusiveness conference that provides attendees the opportunity to examine issues and solutions related to campus diversity. There will be approximately 21 workshops on a variety of topics and a keynote speaker luncheon. This year’s symposium falls on Good Friday, a Christian holiday, and to be respectful of those observing, ODIEX will provide accommodations. Additional symposium information will be added to the website such as schedule and keynote speaker: http://diversity.arizona.edu/ua-inclusive-excellence-symposium

For questions contact Symposium Chair Charlinda Haudley: chaudley@email.arizona.edu or 520-621-3105.
What is Cultural Appropriation?

With Halloween just around the corner, it is a good time to think about and remember to be thoughtful about cultural appropriation. Cultural appropriation is often considered a somewhat ambiguous category. At its most basic level, cultural appropriation is adopting aspects of a culture that is not your own (Johnson 2015; Blackistone 2015). Why Halloween? Because each year, many popular costumes that emerge — such as Geisha, Mexican Serapes, and “Gangsta” apparel — not only appropriate other cultures, but also stereotype them or suggest inaccurate histories. For example, a Pocahontas costume does not reflect the history of the real Pocahontas, who was abducted from her tribe as a teenager and taken to Europe, where she was forced to marry an Englishman (Johnson 2015; Lazo 2013).

In some cases, these costumes might involve blackface (or brownface, yellowface, or redface). There have been highly publicized cases of college students throwing parties in which white students paint their faces black or brown and enact cultural stereotypes. Far from harmless fun, this practice is deeply embedded in the origin of blackface — minstrel shows — which were a form of entertainment originating in the nineteenth century in which white actors used makeup and clothing to portray black characters.

Unlike cultural exchange, which is equitable, cultural appropriation is rooted in the relationships formed out of the histories of oppression of marginalized communities. So, this year when you are picking your costume, be sure to think about what your costume is saying!

Sources: Ferrara 2016; Johnson 2015; Lazo 2013;
Image Credit: Julianne Hough on Halloween (2013) NY Daily News

Activities

Cultural Cuisines:
Cucumber Lime Mint Agua Fresca

- 1 lb of cucumbers
- 1/2 cup fresh lime
- 1 1/4 cup packed mint leaves
- 1/2 cup sugar
- 1 1/4 cup of water

Put ingredients in blender, add enough water to fill 3/4 of blender. Hold the lid on the blender and puree until smooth. Place a fine mesh sieve over a bowl and pour the puree through it, pressing against the sieve with a rubber spatula or the back of a spoon to extract as much liquid out as possible. Fill a large pitcher halfway with ice cubes. Add the juice. Serve with sprigs of mint and slices of lime. Enjoy!


“Lynching In America”

Recently, Grammy-nominee Andra Day covered the iconic protest song “Strange Fruit” (first made famous by Billie Holiday in 1937) to remember the more than 4,000 African Americans who were lynched in the United States.

Proceeds from the song benefit The Equal Justice Initiative’s production of “Lynching in America”. This interactive project sheds light on the horrific history of racial injustice in the United States and the continued impact of this violence.

To listen to stories, see videos, explore maps, and learn about the ongoing impacts of lynching in America, go to: [https://lynchinginamerica.eji.org/strangefruit](https://lynchinginamerica.eji.org/strangefruit)

Upcoming Events

October 2017 Holidays

- October 1: Ashura
- October 4 - 11: Sukkot
- October 9: Canadian Thanksgiving
- October 9: National Indigenous Peoples Day
- October 11 - 12 (Evening): Shemini Atzeret
- October 11: National Coming Out Day
- October 11: National Coming Out Day
- October 12-13 (Evening): Simchat
- October 19: Diwali, Hindu, Jain and Sikh festival of lights
- October 20: Celebration of Sri Guru Granth Sahib
- October 19-20: The Birth of the Bab
- October 22: Beginning of Dussehra (Dasera)
- October 23: Ashura
- October 24: Shemini Atzeret

ODIEX Diversity in the Classroom Series:
9:00am-10:30am, Silver and Sage Room, Old Main
To RSVP: http://diversity.arizona.edu/workshops
• October 4: Reducing Unconscious Bias & Micro-Aggressions in the Classroom
• October 11: Difficult Issues & Hot Topics: Engaging Controversies as Learning Opportunities
• October 18: Designing Effective Courses for Diverse Learners
• October 25: Serving Our International Students: Perspectives on Different Classroom Expectations

Equity & Student Engagement is hiring new Peer Advisors
Deadline: Tuesday, October 3
https://housing.arizona.edu/jobs

Film Screening of Frontline: Exodus
October 4 at 7:00pm
Cesar E. Chavez Building Room 111

UA First-Gen community Cats Mixer
Thursday, October 5th from 2:30pm to 4:00pm
Student Union Memorial Center, Sonora Room

Perspectives on Diversity & Inclusion Speaker Series presents Dr. Russ Toomey
Wednesday, October 4, 2017 form 12:00-1:00pm
Forbes124A (pizza and soda served!)

Call for Proposals: Advancing Women in Leadership Symposium
For more information: https://uarizona.co1.qualtrics.com/jfe/form/SV_01cLpqyvgsQ9ujb

NASA Indigenous Peoples Day
Monday, October 9 at 10:00am-8:00pm
Native American Student Affairs

Coming Out Week
Monday, October 9 through October 13
For events see http://lgbtq.arizona.edu/

Coming Out Week Resource Fair
Wednesday, October 11 at 10:00am
UA Mall, Student Union Memorial Center (SUMC)

Wear Purple Day
Wednesday, October 19
Support the WRC and Emerge! Center Against Domestic Violence
More information at: http://www.emergecenter.org/

The Fifth Annual Downtown Lecture Series: Truth and Trust in the Global Scene
"Redefining Journalism in the Post-Truth Era,” featuring the Executive Editor of The New York Times, Dean Baquet
Thursdays, October 19 at 6:30pm
Fox Tucson Theatre (Tickets are free)

Lesbian Looks Film Series: Bruising for Besos
Wednesday, October 18 at 7:00pm
The Loft Cinema

Engaging the Great Gun Debate featuring Phillip Cook, David Kopel, and Robert Spitzer
Friday, October 20, 12:00pm-1:45pm
ENR2 S107

CatChat: An ODIEX Brown Bag Lunch Series
Bryant Valencia (Department of Higher Education) will discuss the impacts of masculinity and power in higher education and possibilities for inclusive intervention at the University of Arizona and beyond.
October 27 at 12:00-1:00 pm
GWS 100, 925 N. Tyndall Ave.

In Transit/En Tránsito: Arts, Migration, Resistance
September 16, 2017 through March 11, 2018
The University of Arizona Museum of Art
Exhibit Reception: November 1, 6:30-8:00

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