Message from Senior Diversity Officer

One of my goals in coming to UA as the new Senior Diversity Officer was to create a large dialogue program that engages students in sustained (five weeks), purposeful, safe, and incentivized dialogues. Given the interest generated by the election results (see the note that I sent to the UA community early next week on the next page), the Office for Diversity and Inclusive Excellence will spearhead a new dialogue initiative this spring semester on campus entitled “UA Voices of Discovery: A Social Identities Intergroup Dialogue Program.” This program is designed to bring together small groups of students for two hour dialogues over a period of 5 weeks with the objective of creating greater understanding about race/ethnicity, gender identity, disability, sexual orientation, religion, and nationality/citizenship. The groups will be led by trained student, staff, and faculty facilitators. Voices of Discovery depends on the support of faculty who will be asked to provide incentives (points) for students to participate. Please be looking for a fuller announcement in the near future regarding the program and for opportunities to participate in and support the initiative.

I believe in the power of dialogue for bringing people together to talk across their differences for the purpose of generating deeper and more complex understanding of issues of diversity.

I also want to report that the Inclusive Excellence work on campus is well underway. Diversity committees in each school will soon begin the work of transforming the institution into one that is purposeful about the work (cont pg 2)
continued from Page 1

of diversity. In this issue, we report some examples of units and how they are embedding diversity and inclusiveness into their organization. In the future, my office will be looking for more examples to report as Inclusive Excellence continues to unfold.

Both Inclusive Excellence and the Voices of Discovery Program are about engagement and correspond to the vision of creating a university that is engaged in the social issues of our time. This is the essence of inclusive excellence.

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

Post-Election Message to the UA Community

To UA Community:

There is much work to be done in healing our country from the contentious presidential election that ended this past Tuesday. At a time like this, I believe that as an institution of higher learning we must turn to our core values and mission of teaching, research, and service to guide us as we work to find answers about the future of our country. That is, we must rely on what we do best: education, teaching, and learning. I want to encourage the UA campus community to use our intellectual resources to engage in dialogue with students, staff, and faculty to create greater understanding and clarity around the issues raised by the election. The great American Dr. Martin Luther King, Jr once professed “The function of education is to teach one to think intensively and to think critically. Intelligence plus character — that is the goal of true education.” Let us proceed in the next weeks and months to practice true education by encouraging dialogue, supporting our community (in particular those students who are feeling vulnerable), and forging ahead. We care. We support. We learn. We love. We are UA.

Jesús Treviño, Ph.D.
Vice Provost for Inclusive Excellence
Senior Diversity Officer
STUDENT ACTIVISM SPOTLIGHT: KIT YAN PERFORMANCE

On Wednesday, October 12, Brooklyn-based slam poet Kit Yan performed in the Gallagher Theatre as the kick-off event for the annual QTPOC Speaker Series. The event was co-sponsored by LGBTQ Affairs, Pride Alliance, Asian Pacific American Student Affairs, and Common Ground Alliance. Yan is author of the poetry show and book QUEER HEARTACHE, in which they explore themes such as their identity as an Asian American, queer, transgender person and the resilience of queer love. They write, “Something’s broken. Their systems failed me and here I am, desperately trying to break free. Tell myself that heartache is queer, and healing can be too… let’s do whatever it takes to take this queer heartache and make us a home that’s always unlocked.”
Native American Heritage Month

While Native American heritage days have occurred in various cities and states throughout the U.S. since the early twentieth century, National Native American Heritage Month was first designating in November 1990 by President George H.W. Bush (nativeamericanheritagemonth.gov). According to the National Congress of American Indians, Native American Heritage month serves as a time to acknowledge and celebrate the contributions of indigenous people and cultures while also creating awareness about the challenges that Native American communities face historically and contemporarily (NCAI.org).

Arizona is home to a unique diversity of indigenous cultures, including the Cocopah, Yuma, Maricopa, O’odham, and Apache tribes (native-languages.org). Tucson specifically is situated on the lands of the Tohono O’odham and Pascua Yaqui peoples (nasa.arizona.edu).

Nation-wide, Native Americas are at once invisibilized and subject to discrimination and violence, especially as imposed by the state. According to the Tohono O’odham nation, “On countless occasions, the U.S. Border Control has detained and deported members of the Tohono O’odham Nation who were simply traveling through their own traditional lands, practicing migratory traditions essential to their religion, economy and culture. Similarly, on many occasions U.S. Customs have prevented Tohono O’odham from transporting raw materials and goods essential for their spirituality, economy and traditional culture. Border officials are also reported to have confiscated cultural and religious items, such as feathers of common birds, pine leaves or sweet grass” (tonation-nsn.gov).

In recent months, a multitude of indigenous tribes have travelled to Standing Rock to protest the construction of the Dakota Pipeline, which would damage environmental and indigenous cultural and spiritual sites. On September 15, the Native American Research and Training Center at U of A held a solidarity event in support of the tribes at Standing Rock and #NODAPL. During Native American Heritage Month, it is especially important to remember that tribes are still fighting for rights to their land in the Dakotas and throughout the United States. In an effort to rhetorically critique colonialism, several cities in the U.S. — including Phoenix — have changed the name of “Columbus Day” to “Indigenous Peoples Day”

Citations:
• “UA stands in solidarity with Standing Rock” by Michaela Webb (Daily Wildcat)
• nativeamericanheritagemonth.gov
• native-languages.org
• ncai.org
• tonation-nsn.gov
• Native American Student Affairs nasa.arizona.edu
**What is transgender?**

*Transgender* is an “umbrella” term for anyone who doesn’t identify with the sex and/or gender that they were assigned at birth. People who are not transgender and who identify with the sex and gender they were assigned at birth are *cisgender*.

There is no one way to be transgender. For more discussion of transgender and gender non-conforming identities, check out transstudent.org/definitions.

**What is intersex?**

People often confuse the terms “transgender” and “intersex.” *Intersex* is “a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female and male” (ISNA). There are many different intersex conditions. Intersex used to be called “hermaphroditism,” but this term can be pejorative and should not be used. Children who are intersex are assigned female or male based on what medical professionals anticipate their gender identity will be. Oftentimes, intersex children are subjected to surgical operations to change their anatomy to fit their assigned sex. Many times, this occurs without the child’s understanding or consent leading to trauma.

Intersex is not the same as transgender, although some people are both intersex and transgender.

**What is misgendering?**

*Misgendering* is using pronouns or other gendered language or references to refer to someone in a way that doesn’t reflect their gender identity. Oftentimes, misgendering is experienced as invalidating or alienating. Misgendering can also contribute to *gender dysphoria*, which is anxiety, discomfort, and/or depression associated with one’s assigned sex at birth.
**Transgender Inclusivity**

**Pronouns**
Using someone’s **pronouns** is an important part of respecting their identity. It also can be a matter of physical and emotional safety. Transgender individuals may use a wide variety of pronouns. The orange chart has some examples.

**Pronoun Tips**

1. **Ask**: If might feel awkward at first, but asking someone their pronouns helps to prevent misgendering them later. When you introduce yourself to someone new, include your pronouns (i.e. “Hi, I’m Alex. I use he/him pronouns. What about you?”). This normalizes the use of gender inclusive language.

2. **Don’t Assume**: You can’t guess someone’s gender identity or pronouns just by looking at them. It is best to ask but if you are unsure of someone’s pronouns, using “they/them” is generally a good temporary solution.

3. **Practice Makes Perfect**: Practicing someone’s pronouns makes it a more natural part of everyday language. A useful tip is putting a person’s pronouns in your phone in their contact information.

4. **Use people’s pronouns even when they are not there**

5. **Correct others when they misgender someone**: Something as simple as “Actually, Olivia uses the pronoun ‘xe’” can help change community climate.

6. **Slip ups happen!** While misgendering someone isn’t good and can be uncomfortable for both parties, it does happen. Often, the best thing to do is to correct yourself with something simple like “Sorry, I meant ‘she’” and then to move on with the conversation. Try not to call too much attention to the situation or apologize profusely — this puts the person who has been misgendered in the position of comforting you. It’s best to say a quick apology and then move on, being more diligent in the future.

**Tips on Allyship**

**Never ‘out’ someone**: Transgender and GNC communities experience some of the highest rates of violence worldwide. We also can be disowned by family members or friends. While some trans folks are entirely open about being transgender (“out”), some are only out in certain environments. If you aren’t sure how out someone is, be sure to ask them privately (including whether it is safe for you to use their name and pronouns in different situations).

**Practice gender inclusive language**: Things like including your pronouns in your email signature and beginning meetings or classes with people saying their name and pronouns create space for trans people to be open about the language that we use for ourselves.

**Don’t ask invasive questions**: You would be surprised how often people feel comfortable asking trans folks very personal questions about what body parts we have, how we have sex, and what our “real” names are. While some trans folks are open to discussing their experiences, it should always be on their terms.

**Promote trans safety**: Transgender folks, especially trans women of color, experience extremely high rates of violence. Oftentimes, we are restricted from entering certain gendered spaces (i.e. bathrooms, locker rooms) or feel unsafe doing so. Support trans folks in accessing the facilities that they need.

**Call out transphobic behavior**: As a cisgender person, you have the benefit of being able to address transphobia without as much risk.

**Recognize that no two trans people are the same or have the same experience**

**Educate yourself**: Continue learning about transgender and GNC identities. Keep up on issues related to transgender justice and try to support or engage in related activism.
**Recommended Readings**


“This practical handbook will introduce readers to social justice education, providing tools for developing ‘critical social justice literacy’ and for taking action towards a more just society. Accessible to students from high school to grad school, this book offers a collection of detailed and engaging explanations of key concepts in social justice education, including critical thinking, socialization, group identity, prejudice, discrimination, oppression, power, privilege, and White supremacy” (Amazon).

*Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race* - Beverly Daniel Tatum

“Walk into any racially mixed high school and you will see black youth seated together in the cafeteria. Of course, it’s not just the black kids sitting together - the white, Asian Pacific, and, in some regions, American Indian youth are clustered in their own groups, too. The same phenomenon can be observed in college dining halls, faculty lounges, and corporate cafeterias. What is going on here? Is this self-segregation a problem we should try to fix, or a coping strategy we should support? How can we get past our reluctance to talk about racial issues to even discuss it? And what about all of the other questions we and our children have about race? (Amazon)

**Activities**

**Cultural Cuisines**

This month’s recipe is for empanadas (*pastel* in Brazilian Portuguese and *salteña* in Bolivia). Empanadas are a popular Latin American snack consisting of a baked or fried pastry with various types of fillings, both savory and sweet.


**DIY (“Diversity Is You”) Crafts**

Craftivism is a form of activism that generally incorporates anti-capitalist, environmentalist, and third-wave feminist ways of thinking. It uses crafts — which have been traditionally associated with the domestic sphere and therefore considered “lesser” forms of art — to make political statements. Check out this website for some ideas:

[https://craftivistcollective.wordpress.com/project-archive/](https://craftivistcollective.wordpress.com/project-archive/)
Exemplars of Inclusive Excellence

Inclusive Excellence (I.E.) is about embedding diversity and inclusiveness into all areas of a school, unit, or department. In this section, recent and new examples of Inclusive Excellence (I.E.) changes taking place throughout the university are featured. In subsequent newsletters, we will be seeking more examples. Please send those exemplars to Mel Ferrara at mferrara@email.arizona.edu for publishing in ODIEX newsletter.

- The Office of Enrollment Management & Student Affairs Advancement created several recruitment brochures specifically designed to highlight diversity at UA.
- Human Resources has embedded Inclusive Excellence into the new employee orientation, (UA Career Kickoff) as an introduction to the concept as well as to signal to new personnel of the importance of diversity on campus.
- LGBTQ Affairs has started their SafeZone digitization project to make inclusivity training more widely accessible to community members. The plan is to have online training available through D2L.
- School of Behavior Sciences developed a diversity statement espousing the value of diversity and inclusiveness, and they are in the process of organizing a cross-college Diversity and Inclusion Committee.
- The Office of Early Academic Outreach is continuing and improving on an asset-based validation approach to the students who are considering a college career using language such as underrepresented, scholars, talents, and gifted.
- University Libraries appointed a diversity council that will begin to look for ways to imbed diversity and inclusiveness throughout the UA libraries.
- Mexican American Studies Department Head, Anna Ochoa O'Leary, and College of Social and Behavioral Sciences Dean, John Paul Jones III, agreed to offer space to the Student Services Fee funded Immigrant Student Resource Center's (ISRC). The center provides direct support to immigrant students and training for faculty and staff on how to best serve immigrant students.
- The School of Journalism updated the website for the school to include a diversity statement and information about diversity initiatives to reflect the commitment to Inclusive Excellence. The website also contains the annual diversity report, student diversity survey feedback, and the national accreditation report.
- Eller College of Management created a website dedicated to diversity and Inclusive Excellence with links to diversity resources and their new diversity committee.

Updates

Office for Diversity and Inclusive Excellence

ODIEX would like to welcome our new administrative assistant, Georgine Speranzo! We are very excited to have her as a part of our team. Georgine can be reached at georgine@email.arizona.edu or by phone at 520.626.3115

ODIEX would also like to welcome Tapperra Riddle, the new student worker for the Diversity Task Force. Taperra is an undergraduate student in the College of Social and Behavioral Sciences. She can be reached at taperrar@email.arizona.edu

Dean of Students

In Spring 2016, the Dean of Students Office established a website with information for community members on reporting incidents of bias. There are multiple reporting methods discussed, including online, in-person, anonymously, LiveSafe app, etc. The link to the website is: https://deanofstudents.arizona.edu/about/bias-incident-reporting
Solidarity with Standing Rock Water Protectors

Native American Student Affairs is collecting donations for winter gear, ski masks, tents, and protective supplies. Especially during Trans Awareness Week, the staff and students of the LGBTQ+ Resource Center would like to express solidarity with the water protectors fighting at Standing Rock. Please bring donations to the LGBTQ+ Resource Center or call 520.621.7585 for more information.

November 2016 Holidays

- Dia de los Muertos: October 31 - November 2
- All Saints Day: November 1
- All Souls Day: November 2
- Veterans Day: November 11
- Birth of Bha’u’llah: November 12
- Guru Nanek Dev Ji’s Birthday: November 14
- Transgender Day of Remembrance: November 20
- Feast of Christ the King: November 22
- Native American Heritage Day: November 25
- Day of the Covenant: November 26
- Beginning of Advent: November 27

Upcoming Events

* Events list has been updated to reflect upcoming programming occurring after the distribution of this newsletter

Native American Heritage Month

Native American Heritage Recognition UA Women’s Basketball v. Alcorn State
Sunday, November 13, 2 pm
McKale Memorial Center

True Meaning of Thanksgiving presentation by NASA faculty fellow. “Traditional” potluck meal to follow
Wednesday, November 16
5:30-7:30 pm
Nugent Rm 203 and 205

Indigenous Day of Health
Thursday, November 17, 10 am - 2 pm

“Sliver of a Full Moon” Play reading and panel discussion on tribal jurisdiction
Friday, November 18, 7 pm
Gallagher Theater

Mini Waila Festival
Saturday, November 19
UA Mall Main Stage

Trans Awareness Week

Real Boy Film Screening
Tuesday, November 15, 6:30 pm
Gallagher Theatre, SUMC

Trans Causus
Wednesday, November 16, 5-7 pm
LGBTQ+ Resource Center
* This event is a closed discussion space for trans-identifying individuals

GenderRowdy Picnic
Sunday, November 20, 12-5 pm
Himmel Park

Trans Day of Remembrance
Sunday, November 20, 5:30 pm
Old Main Fountain, UA

Sip N’ Bitch Trans Feminisms
Wednesday, November 30, 6:30 pm
Women’s Resource Center, SUMC

Other Campus Events

FORCE Censored Series: Circumcision
Tuesday, November 15, 6:30-7:30 pm
Women’s Resource Center

AROMAS
Thursday, November 17, 12-1:30 pm
Chavez 205 & 209

Slutwalk 2016
Saturday, November 19
4 pm - Resource Fair at UA Women’s Plaza of Honor
5 pm - March begins W on Uni. Blvd/S on 4th Ave
6 pm - Speakout at Cafe Passé (415 N 4th Ave)
Hosted by FORCE

“Words Around the World” Exhibit
Monday, November 28, 9 am (lasts until February 11)
UA Poetry Center

Solidarity with Standing Rock Water Protectors

Native American Student Affairs is collecting donations for winter gear, ski masks, tents, and protective supplies. Especially during Trans Awareness Week, the staff and students of the LGBTQ+ Resource Center would like to express solidarity with the water protectors fighting at Standing Rock. Please bring donations to the LGBTQ+ Resource Center or call 520.621.7585 for more information.

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