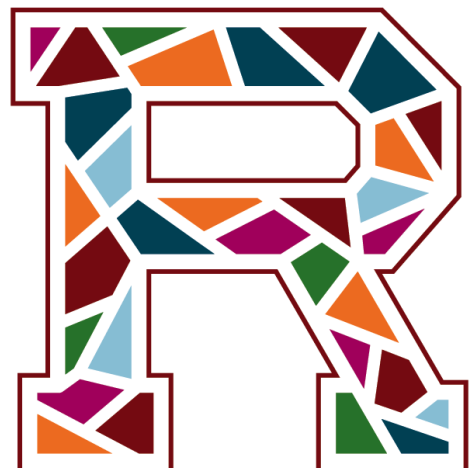


CAMPUS DIVERSITY & INCLUSION

ANNUAL REPORT
ACADEMIC YEAR 2019-2020





Campus Diversity and Inclusion

TABLE OF CONTENTS

2019-2020 Annual Report

-
- 3 Mission and History
 - 4 A Year in Review (letter from the Director)
 - 7 Meet the Interns
 - 9 Overview
 - 14 Program Summary (Fall)
 - 17 Program Summary (Spring)
 - 18 First Generation Student Programs
 - 19 I'm Going To College
 - 20 Summer Bridge
 - 21 Students Together Empowering Peers
 - 22 Book Lending Program
 - 23 CDI Centers
 - 24 DUDES Resource Center
 - 25 Community Partners
 - 26 Campus Press Recognition
 - 37 COVID-19
 - 39 Donors



Campus Diversity and Inclusion MISSION & HISTORY

2019-2020 Annual Report

Campus Diversity and Inclusion (CDI) serves as the University catalyst to create an environment where diversity and inclusion are welcomed and valued. Creating change is a challenging process, and CDI operates with the understanding that this work is not easy.

Mission

CDI collaborates with units across campus to design a comprehensive, university-wide approach to diversity; facilitate equity, access, and inclusion; and empower students, faculty, and staff to build a diverse and inclusive campus community.

This work is done by providing leadership and expertise that enriches students' individual experiences to build stronger communities. CDI also supports units across campus in their efforts to achieve their diversity and inclusion goals.

History

CDI's functions were previously undertaken by the University's Equal Opportunity Officer. The University moved to the current model, creating a Campus Diversity and Inclusion department, with the creation of the Multicultural Center. CDI encompasses campus wide programming for the Multicultural, Pride, and Women's and Gender Justice Centers, International Student Services, Native Student Programs, and First Generation Student Programs.

A YEAR IN REVIEW...

The academic year 2019-2020 at the University of Redlands will forever be etched in my mind as a time when transformation prevailed through resilience. Our team made up of Peter Tupou, Magdalena Sanchez '22, and Javier Garcia '20 came to CDI with two missions: to honor the programs of the past, and build an inclusive community.

It meant working toward undoing silos, which is not an easy feat. The department suffered from two abrupt, long term position vacancies, with a third in transition. There was deep concern among campus constituents about the future of CDI. From the beginning, the team resolved to uphold the vision of what the campus community should be, as shared by students, faculty, and staff. This vision was what the team looked to when solving challenges inherent in the work of diversity, equity, and inclusion.

Our accomplishments in CDI would not be possible without our student interns and the insight they bring. Last year, we welcomed two first-year students to our team whose leadership has flourished. We also graduated three brilliant students who set out to forge their path in the world. Our student leaders wore many hats across campus, which led to the organic development of a community of students who found their home in CDI. To highlight a few of the many accomplishments of our interns:

- Gabriel Olivares '22 executed more than 14 tours, for approximately 1,400 students from elementary and middle schools from low socioeconomic communities.
- Nicole Garcia '22 hosted the first commuter social to create a sense of belonging and a platform to discuss commuter students' unique experience.

- Ceci Gentile '23 and David Hazard '22 stepped up to volunteer their time to lead "Catching Up With CDI" virtually, which exemplifies our community's strength and resilience to stay connected during these uncertain times.

These are just a few examples of how our students do the hard work. More importantly, these examples are the heart of demonstrating inclusive excellence.

We invited, encouraged, and sought collaboration among the students, faculty, staff, and administrators, building relationships and coalitions across campus. For example, we worked with Professor **Steve Wuhs** to bring Redlands International Student Association (RISA) back into the CDI space. We reengaged Professor **Wendy McIntyre** to volunteer in the Pride Center. We worked with Armacost Library and Johnston Center for Integrative Studies to host Banned Books Week, where audio versions of *The Hate You Give* and *Thirteen Reasons Why* (books that were once banned) were presented.

In addition to the commuter social, CDI was instrumental in creating several first-time events on campus. We came together as a campus community twice to walk for PRIDE and peace. At our first-generation reception, students, faculty, staff, and administrators were pinned to honor their legacy of being first in their family to graduate from college.

We started to look at our physical space differently by decorating it and providing literature on Hispanic Heritage Month, National Coming Out Day, Diwali, Hanukkah, Kwanzaa, Black History Month, and Women's History Month.

The entire U of R community mourned the loss of our beloved intern **Jacob Green**. We held space for love and shared our humanity.

My smile beams from ear to ear when I think about the community that the staff, students, and faculty members established. Thanks to our fearless leader, University Dean of Student Affairs, Donna Eddleman, who gave a brand-new team of four, with various backgrounds and talents, the encouragement to grow. As we look to the future, it is with delight that CDI welcomes our new leader Christopher Jones, J.D., the University's first Senior Diversity and Inclusion Officer.

As we prepare for the academic year 2020-2021, we will support Christopher's vision for diversity, equity, and inclusion. With a continued push for community building, I anticipate that we will answer Christopher's call to work together to make "inclusive excellence" synonymous with what it means to be a part of the University of Redlands.



MONIQUE STENNIS

Interim Director of Diversity Initiatives

Office of Campus Diversity and Inclusion Professional Staff

Monique Stennis, Interim Director

Peter Tupou, Assistant Director

Javier Garcia III, Office Assistant

Magdalena Sanchez, Graduate Assistant



MEET THE INTERNS

In support of CDI's mission of building an inclusive campus community, interns work collaboratively across the centers, student clubs and organizations, staff members, faculty, and community partners. They also support the daily operations of maintaining a welcoming and safe environment. Here are a few responses from the end of the term internship survey question: *What impact do you want to have on this campus through your role?*

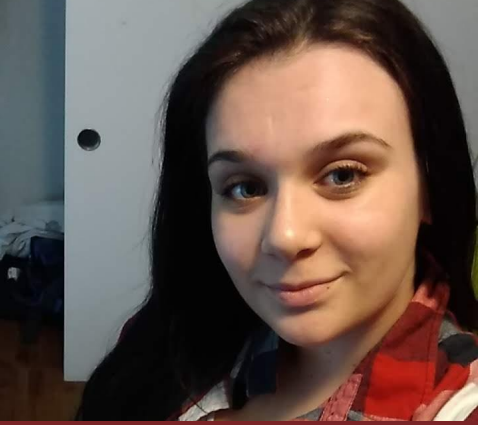
"I want all incoming people of various lifestyles to feel comfortable as themselves and have at least one space that they feel welcome/at home."

"I have a great potential for having an impactful role. I plan on doing a lot with my position, helping students of various groups into feeling more comfortable on a campus that is a bit scary sometimes."



"I want to make CDI stand out. I want people to know about it. I want people to know how powerful and fierce we are. I also hope to bring more students in and create a bigger community!"

"I want to have the University students get more involved and welcoming when the younger students visit."



Cecilia Gentile '23, Pride Center



David Hazard '22, Multicultural Center



Nicole Garcia '22, Women's and Gender Justice Center



Maya Villarcarillo '21, Women's and Gender Justice Center



Jacob Green '20, First Generation Programs



Ridha Kapoor '20, Women's and Gender Justice Center



Gabriel Olivares '22, I'm Going To College



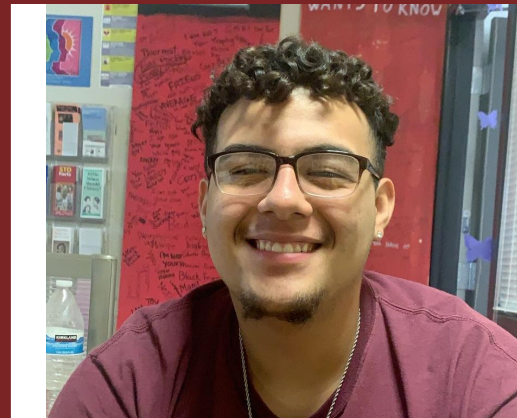
Helena Elkins '21, Pride Center



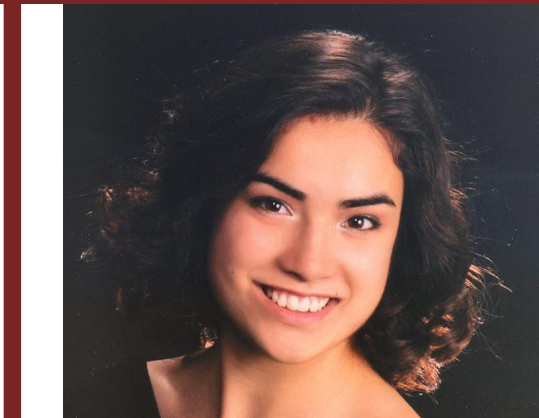
Salvador Rico '21, Multicultural Center



Daria Pikulina '21, International Scholars



Joshua Vargas '22, DUDES



Victoria Randall-Hallard '21, Interfaith Initiatives

OVERVIEW

Here are a few ways CDI actively engaged the U of R communities in building a diverse and inclusive campus in the 2019-2020 academic year.

- Hosted 60 events for students, faculty, staff, and community members that facilitated equity, access, and inclusion. More than 5,000 people attended these events and actively engaged in building a diverse and inclusive campus community.
- Hosted many well-known and influential activists and scholars, including **Nyle DiMarco**, **Metta World Peace**, **Stephanie Zapata**, and **Trisha Thomas**. Each spoke about the current issues faced by marginalized communities such as, overcoming the stigma of mental health in sports and unpacking relationship roles in the LGBTQ+ community. They also highlighted a dialogue that examined the correlation between culture and identity. The addition of private dinners and receptions with these speakers allowed students, faculty, and staff members to engage, celebrate, and learn in a more intimate setting, adding to the impact of their visit to campus.
- Built and nurtured community relationships throughout the campus, helping students, faculty, and staff to break out of silos and make the campus much more inclusive. For example, CDI and Student Involvement and Success worked together to establish a program calendar that complemented the academic curriculum and made sure their event schedules did not overlap, to give students better access to their programming.
- Forged a partnership with Redlands International Student Association (RISA) by ensuring space was available for association meetings and co-hosted events.
- Supported various functions for students to express and celebrate their identities, and share their lived experiences as members of marginalized populations. Events such as the Better Together Ball, Latinx Mixer, and the Dr. Martin Luther King Peace Walk made it possible for students, faculty, staff, and community members to come together to stand as allies against discrimination.



- Facilitated the first Diversity Pride Parade, led by a student team. Community advocates **Angie Balderas** and **Mathew Taylor** presented opening remarks to more than 200 students, faculty, staff, and community members who walked in solidarity with voices of color within the LGBTQ+ community. The event was sponsored by Redlands International Student Association, Asian Student Association, Native American Student Union, Black Student Union, Middle Eastern Student Association, Alpha Chi Delta, Gamma Delta Rho, Alpha Xi Omicron, Multi-Faith Student Association, Race on Campus, Queer & Trans People of Color, Pride Center, and Campus Diversity and Inclusion.
- Designated as a high-impact partner by the Associate Students of the University of Redlands through student leadership with a commitment to sustained funding.
- Hosted “Study Breaks” during finals week in collaboration with Native Students Programs, which provided food, puzzles, and art projects to help manage the stress of finals.



- Employed 12 student interns to assist in the planning and coordinating of various programs in the Pride, Multicultural, and Women’s and Gender Justice Centers. This year, an interfaith intern was added to work as a liaison between CDI, the Office of the Chaplain, and Religious Studies and assist in leading our interfaith initiative. We also formalized training for the interns and gained feedback on their experience to improve the program. In addition to on-boarding, weekly meetings, and communication guidelines, all interns were required to go through Safe Space and Harassment/Discrimination training.

Tres Vidas

Wednesday

SEPTEMBER 18
7 P.M.
FREDERICK LOWE
THEATRE

Class of 2021
21 University Administration

come learn about

SAFE SPACE ALLIES

watch **queer eye** and eat pizza with us!

9/24
9:00PM

1st floor hunsaker

The Power of Choice

Dawn Shaw
Hall of Letters 100
Tuesday, October 22
7 - 8:30 p.m.

Author and speaker Dawn Shaw made a choice not to let her physical difference impact her outlook on life. Hear her incredible story.

For More Information, please contact campusdiversity@redlands.edu

STEPHANIE ZAPATA:
UNPACK THE ROLES IN YOUR RELATIONSHIP

UNDERSTANDING GENDER ROLES AND HOW THEY AFFECT OUR RELATIONSHIPS

WHEN: THURSDAY, OCTOBER 10TH
TIME: 7-8 PM
LOCATION: CASA LOMA

TIFFEX_INTER@GMAIL.COM

Vagina Monologues

FEBRUARY 20TH & 21ST, 2020
8-9:30 PM IN CASA LOMA
FREE ADMISSION!

Email campusdiversity@redlands.edu with questions!

- Formed a Pride Center advisory group of students, faculty, and staff in the Pride Center, and started biweekly meetings to plan events for the National Coming Out Day and the Lavender Reception. During these meetings, the Queers and Friends Potluck was brought back and hosted at Professor **Wendy McIntyre's** house. This group consists of LGBTQ+ U of R faculty, staff, administrators, students, and allies.
- Established the Doug and Woody Fund, named after Redlands alumni Doug Hairgrove '62 and Warren Wood '62, in appreciation of their recent leadership commitment to support Pride Center initiatives. Other donors to the fund will also be honored by having their names added to a plaque that was installed in the Pride Center.
- Funded the Book Lending Program through alumni donations, making it possible for 459 students to gain assistance with purchasing and renting textbooks. More than \$19,000 was spent on buying 84 textbooks and renting 106. This year's increase in participants is attributed to the growing number of first-generation college students and faculty members sharing this program with students. Currently, this is a manual process; CDI is looking to automate in the next academic year.
- Hosted 105 students in the Summer Bridge program, the University's largest group since its inception in 2004. The group consisted of three lead mentors, 16 mentors, and 86 mentees to help transition incoming first-generation college students.



- Helped students develop in Students Together Empowering Peers (STEP), a peer mentoring program and academic class, that provides resources and support for incoming first-generation college students. This year, 230 students participated in STEP.
- Hosted 1,400 K-8 students in I'm Going to College (IGTC) program. The students toured the campus and met with students from U of R's STEP program.
- Reimagined Hunsaker as a space to host programs. Professor **Ivonne Gordon-Vailakis** and her students hosted a poetry reading during Hispanic Heritage Month; civil rights activist **Terrence Roberts** led a talk about his role in desegregating Little Rock Central High School; and L.A. Street Artist, **Man One** and a group of students in CDI and Professor **Munro Galloway's** art class and prospective high school students painted a mural as a way of unifying CDI's purpose.



- Gathered together more than 200 people at Hunsaker Center Lounge to celebrate **Jacob Green**, a first-generation intern, and grieve his passing.
- Worked with Student Affairs and the Title IX office to develop a preferred name process to support students who requested to change their names. This process was led by a CDI intern.
- Participated in two committees (Impact Team and Strategic Planning) to implement a division plan specific to 5-year goals.

- Hosted training sessions by Safe Space Allies for Johnston, CDI, College of Arts and Sciences students, and faculty. Since its formation in 2003, Safe Space Allies looks to encourage acceptance and appreciation of the LGBTQ+ members of the campus community, while combating homophobia, discrimination, and harassment based on sexual orientation. Ally training and awareness campaigns is a key component of this program, where participants learn about sexual orientation and related issues, including the implications of coming out and how to combat discrimination and harassment on campus.
- Established a fund that is open to payroll contributions from the campus community to support a national Juneteenth campaign with the help of the Office of Advancement.
- Toured USC's centers alongside ASUR President **Jacob Minor** and former U of R Board of Trustee **Brad Adams**. This visit was led by **Naddia Palacios**, senior director of Student Equity and Inclusion Programs. The trip solidified ASUR's support of the Jed Foundation's Healthy Mind Survey. A "Real Talk" dialogue series, gaining analytics of the centers, and establishing a stronger relationship with the Spanish department and Military and Veterans Services were key takeaways.



PROGRAM SUMMARY (FALL)

Event	Co-Sponsors	Description	Attendance
Nyle DiMarco	ASUR	Deaf & LGBTQ advocacy	600
Metta World Peace	Athletics, School of Education	Mental Health advocacy	500
Tres Vidas	Chaplain's Office, Theatre Dept.	Hispanic Heritage	20
Dawn Shaw "The Power of Choice"		Celebrating Differences	8
Jose + Figgy Baby	Johnston	Queer celebration of dance, music, hip hop, and theatre	15
Trisha Thomas "Nappily Ever After"	Title IX	Culture & Identity	23
Jo-Anne McArthur	Human Animal Studies	Animal Rights advocacy	60
Stephanie Zapata	Title IX	Gender Roles & Relationships	20
Eid Dinner	Chaplain's Office, Religious Studies, Multi- Faith Student Assoc.	Muslim Holiday celebration	80
Latinx Mixer	Órale, Admissions	Latinx community building	75
Ivonne Gordon Vailakis	Órale, Spanish Dept.	Hispanic Heritage	25

Event	Co-Sponsors	Description	Attendance
Cynthia McGuire - Altar Building	Multicultural Center	Hispanic Heritage	15
Create Your Vision Board	Students for Environmental Action, Gender Justice Center, Pride Center	Affirmations & Identity	8
Global Climate Strike	Multicultural Center, Gender Justice Center, Pride Center	Climate Justice	120
Banned Books Week	Armacost Library, Johnston, Multicultural Center, Gender Justice Center, Pride Center	Community building	15

“Through this initiative, we hope to shine a light on experiences that are normally silenced, acknowledge a person’s existence on this campus and beyond, and celebrate those who are underrepresented,” said Ridha Kapoor '20, a Johnston Center for Integrated Studies student whose emphasis is Equitable and Accessible Education Reform.

Coming Out Monologues	Title IX, Pride Center	LGBTQ+ advocacy	30
National Coming Out Day	Title IX, Pride Center	LGBTQ+ advocacy	100
Drag-O-Ween	Pride Center	LGBTQ+ advocacy	75
Redlands Diversity Pride Parade	RISA, Pride Center	LGBTQ+ advocacy	220
STEP Banquet	First Generation Student Programs	Community building	135
Diwali Dinner	RISA, Multicultural Center	Cultural celebration	100

Event	Co-Sponsors	Description	Attendance
Hanukkah	ASUR, Chaplain's Office	Cultural celebration	100
Greek New Member Training	Student Involvement & Success	Community building	120
RAINN Week	Alpha Xi Omicron	Awareness campaign	100
Thea Monyéé	ASUR, Student Involvement & Success	New Student Orientation	700
Salsa Dancing	Student Involvement & Success	New Student Orientation	80
Cultural Arts & Crafts	Student Involvement & Success	New Student Orientation	40

"Every coming out story is uniquely different," says Komz Muthyalu '20, president of the Redlands International Student Association (RISA), one of the parade's sponsors. "We recognize that some experiences are harder than others, and we see how in Western culture coming out stories are glorified, while in reality not all are positive. To those in the LGBTQ+ community, acceptance is everything and we hope to make all those in this community feel welcomed here."



PROGRAM SUMMARY (SPRING)

Event	Co-Sponsors	Description	Attendance
MLK Peace Walk & Community Service Events	Chaplain's Office, CSL, MLK Advisory Board, staff, and students	Cultural celebration	200
Annual MLK Celebration Service	Chaplain's Office	Legacy celebration	120
Ken E. Nwadike Jr.	ASUR	Celebrating differences	150
Terrence J. Roberts		Civil Rights history	60
Vagina Monologues	WGST, Gender Justice Center	Women's advocacy	30

"It was nice to hear it from [Terrence] Roberts himself." - David Kobylka '20

Gabrielle Civil: Experiments in Joy		Performance lecture	150
Reclaiming Joy: Gabrielle Civil		Black History Month Staff Training	17
Lunar New Year	ASA, Multicultural Center	Cultural celebration	100
Better Together Ball	MFSA, Religious Studies, Chaplain's Office	Interfaith celebration through dance	150
Greek New Member Training	SIS	Community building	120

FIRST GENERATION STUDENT PROGRAMS (FGSP)



CDI has comprehensive programs to address the needs of students who are first in their families to attend college. These include populations traditionally underrepresented in higher education, such as Native American, Latinx and African American students, as well as those from lower socioeconomic backgrounds. CDI offers a cycle of programs that begins with our **I'm Going to College** for students in kindergarten through eighth grade. We then invite incoming first-year college students to campus to introduce college at the U of R through **Summer Bridge**. We support students through the peer mentoring program, **Students Together Empowering Peers** (STEP), and provide further support through the donations-funded **Book Lending Program**. In 2019, we hosted our inaugural First-Generation Reception, where students met with faculty and staff members who are first in their family to attend college. This event will continue annually around the National First-Generation College Celebration Day in the fall.



I'M GOING TO COLLEGE (IGTC)

IGTC is one of our fastest-growing initiatives focusing on issues of access to higher education for first-generation and underrepresented communities. Schools K-8 that support a low-income demographic can participate in our free program that brings students to campus and provides them with exposure to post-secondary education opportunities.



SUMMER BRIDGE



Summer Bridge is offered to incoming first-generation students (who have paid their deposit) and serves as an introduction to college life through workshops and classes. The University covers all expenses, including accommodation in a residence hall. The benefits include a thorough exposure to the University of Redlands (e.g., facilities and resources) and an introduction to academic strategies and classroom learning.



STUDENTS TOGETHER EMPOWERING PEERS (STEP)

STEP is a year long, student-designed and peer-led education program to promote diversity education and open dialogue on campus through academic STEP classes (SSRV 156, SSRV 157, SSRV 256, SSRV 257). Student facilitators (either a junior or senior) conduct diversity-related presentations on campus and throughout the local community on topics ranging from race relations in the United States, sexuality and sexual orientation, race and whiteness, and how class plays a role in society. Facilitators go through an extensive, peer-led training process that teaches large-group facilitation, public-speaking skills, and interactive educational exercises.



BOOK LENDING PROGRAM (BLP)

"First generation students like myself face many struggles when coming into the unknown world of the University, especially financially. I work a full-time job in addition to going to school full time to help pay my tuition. The Book Lending Program has given me the opportunity to get the books that I can't afford on my own! I cannot thank you enough for helping this program continue to help myself, and other first-generation students at the University of Redlands." - Megan Montenero '20

The Book Lending Program provides over 1,500 textbooks for low-income students. Funded through alumni donations, the program has also covered other classroom necessities such as lab fees, art supplies, etc. Books are returned at the end of the course, to be used by other students the following semester. The program works with Armacost Library staff and faculty members to ensure the availability of books and classroom materials.

"Throughout my four years at the University of Redlands, the Book Lending Program has played a vital role in my overall success. It has served as a resource I could depend on to receive all or at least some of my textbooks each semester. As a first-generation college student my understanding of textbooks were that, they somehow came included with every other expense my family and I paid for such as room and board or tuition... The Book Lending Program is an invaluable resource to the U of R community and success of its first-generation college students." - Javier Garcia III '20

CDI CENTERS

Pride Center: Founded 2005

Multicultural Center: Founded 2000

Women's and Gender Justice Center: Founded 1997

The centers are student-centered safe spaces where:

- People meet to socialize and hangout
- Students access campus resources
- Study and relax
- Diversity clubs and organizations host their meetings
- Discussions take place on a range of controversial topics in an informal setting
- Students can access a library of books associated with diversity, equity, inclusion, and social justice



DUDES RESOURCE CENTER

Dudes Understanding Diversity and Ending Stereotypes (DUDES) is a traveling Men's Center, housed in the Women's and Gender Justice Center for students who identify as men, masculine, as well as women, transgender students, and male allies. It provides support for students who would like a safe space to discuss men's issues and challenges regarding masculinity, media, gender roles, etc. As an organization, we discuss possible ways to reform current stereotypes around men and masculinity and how to adapt to the changing world around us. DUDES visit residence halls and student organizations to have discussions that groups currently struggle with and figure out solutions to solving these problems. DUDES acts as an umbrella organization for all the various men's initiatives on campus. The DUDES committee is comprised of the DUDES Intern, the DUDES Coordinator, and faculty members. This past year, we had over 325 students participate in our weekly discussions.



Weekly Discussion Topics

Intersectionality
Toxic Masculinity and Language
Ghouls and Goblins: Alcohol, Title IX, and Halloween
Joker Screening - Mental Health & Violence
Strong Independent Womyn
Toxic Masculinity (re-visit)
How to be a Dude Going Against the Grain

Masculinity Dilemma in Sports
Lust & Love
The Man I Want to Be
Intersectionality & Culture Treasure Chest
Women in Our Lives
Mirror Mirror Who Am I?
"Yes" Means "Yes" Until It Doesn't

CAMPUS PARTNERS

Sustaining equitable community partnerships is a key to creating systemic change.

Student Organizations

Alpha Xi Omicron
Asian Student Association
ASUR (Associated Students of
the University of Redlands)
ASUR Convocations & Lectures
ASUR Social Affairs
Black Student Union
Catholic Newman Club
Hawai'i Club
Hillel
Listening & Understanding
Sexuality Together
Middle Eastern Student
Association
Native American Student Union
Órale
Pride Alliance
Queer Trans People of Color
Redlands International Student
Association
Safe Space Allies
Students Demanding
Reproductive Freedom
Students for Justice in
Palestine
Wadada Wa Rengi Wengi

Administrative Departments

Alumni Relations
Armacost Library
Asian Studies
Admissions
Career & Professional
Development
CAS Dean's Office
Chaplain's Office
Community Service Learning
Community Standards &
Wellbeing
International Students &
Scholars
Meditation Room
Native Student Programs
Outdoor Programs
Student Affairs
Student Involvement & Success
Student Services
Study Away
Title IX
University Advancement
UR Staff & Administrators
Assembly
University Council on
Inclusiveness & Community

Academic Departments

Athletics
Human-Animal Studies
Johnston Center
Race & Ethnic Studies
Religious Studies
School of Education
School of Music
Spanish
Studio Arts
Theatre Arts
Women Gender &
Sexuality Studies



CAMPUS PRESS RECOGNITION

Mosaic memorializes student whose capstone focused on love



Campus Diversity and Inclusion Graduate Assistant Magdalena Sanchez '21 (left) and Office Assistant Javier Garcia III '20 unveil the artwork for attendees of the virtual event to see. (Photo by Coco McKown '04, '10)

"Dear Peter, Monique, Magdalena, Javi,

I am a better person because of what you create, the work you do, the love you share, the impact you have, the legacy you are creating. Thank you for today's celebration. Jacob is smiling down on each of you. I am sure of it."

- Donna Eddleman, University Dean of Student Affairs

Athletics and advocacy: Metta World Peace visits Redlands



Former Los Angeles Laker Metta World Peace (left) fields questions from Counseling Professor Jenee Both Gragg (center) and Director of Athletics Jeff Martinez during his visit to University of Redlands. (Photo by Coco McKown '04, '10)

Deaf activist shares his story at the U of R



Celebrating Hispanic Heritage Month



Member of the Little Rock Nine speaks to U of R students



Civil rights activist Terrence Roberts poses with student Maxine Mchunuzi '20 at Hunsaker Center on Feb. 13 after his talk, "Lessons from Little Rock."

First U of R diversity_pride_parade celebrates identity_and_belonging



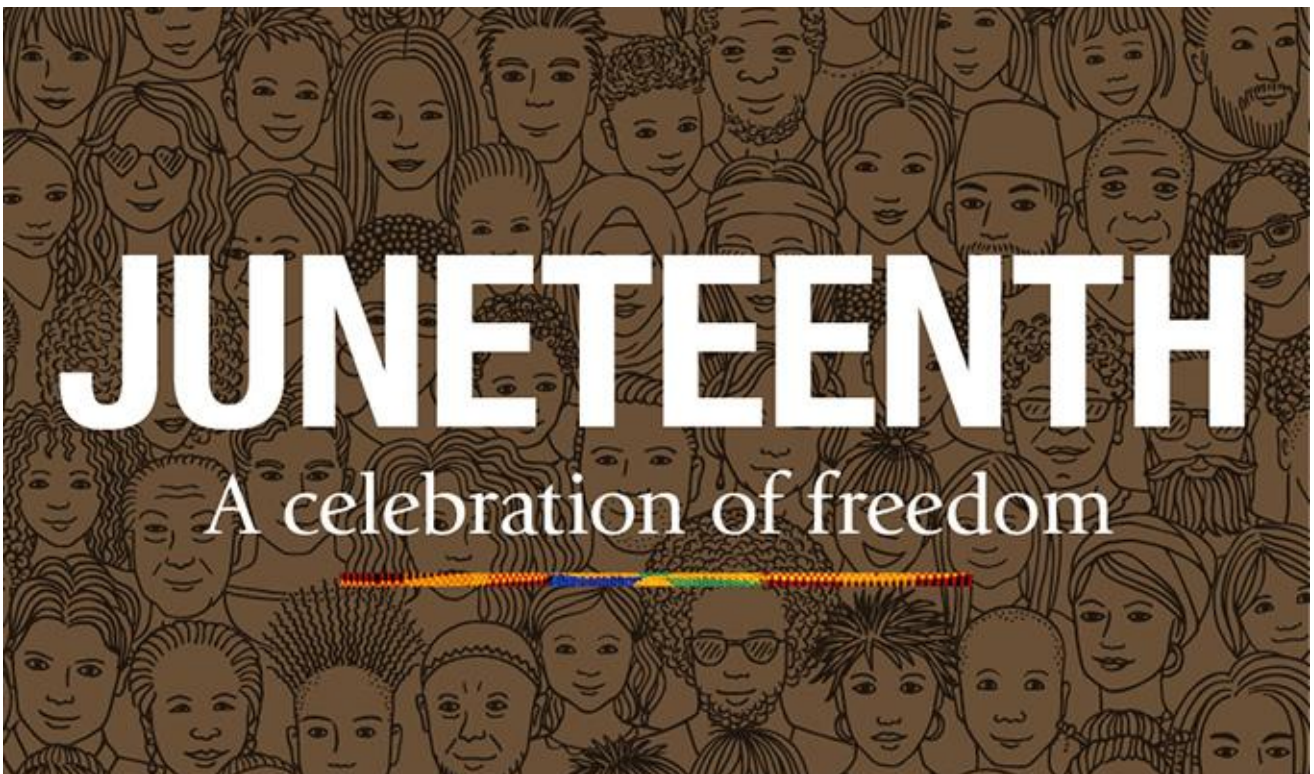
Celebrating diversity, supporting students



Creating a community of support for first-generation students



'The day my ancestors were freed from slavery'



African drum circle offers meditative, community-building experience



Diversity Pride Parade at the University of Redlands



Beyond Hair: Nappily Ever After and Opening Up Dialogue About Identity



Behind the Model: Nyle DiMarco and his Advocacy in the Deaf Community



NBA Champion Metta World Peace Sits Down with the Redlands Bulldog



Tres Vidas: A Dedication to Three Empowering Hispanic Women



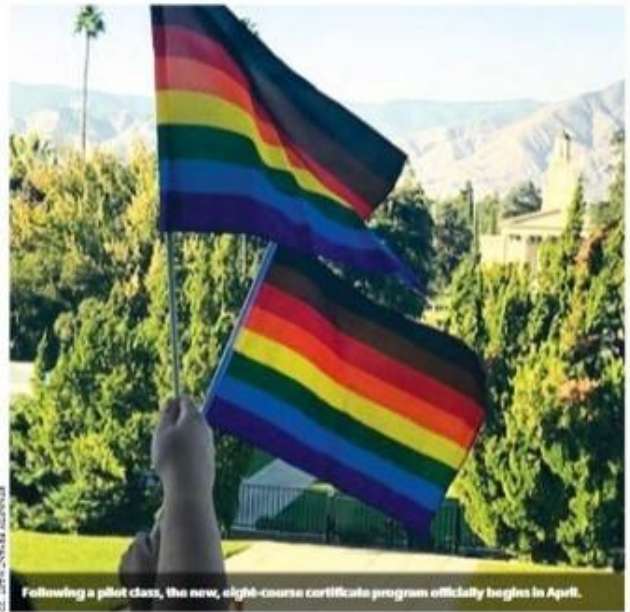
CDI in Och Tamale Magazine News for Alumni and Friends of the University of Redlands

Nyle DiMarco shares his story



One of the early events of the semester was an appearance by Nyle DiMarco, a leader and ambassador for the deaf community. DiMarco—who first stepped into the public spotlight as the last model standing on The CW's *America's Next Top Model* and as the winner of the mirror ball trophy on ABC's *Dancing with the Stars*—shared his barrier-breaking story as a deaf man who has risen above stereotypes. The event was sponsored by Diversity Initiatives, Associated Students of the University of Redlands, and Johnston Center for Integrative Studies.

New online classes provide training in LGBTQ leadership



BULLDOGS CELEBRATE MLK WEEK

The University of Redlands community celebrates the life and legacy of Martin Luther King Jr. with a weeklong series of events in January.

- 1** Volunteers work with nonprofits Rise Against Hunger and Get on the Bus to package 10,000 meals and make no-sew blankets for children of incarcerated parents.
- 2** Peace activist Ken Nwadike Jr. of the Free Hugs Project gives a talk at the Orton Center.
- 3** Audio recordings of Martin Luther King Jr.'s speeches are broadcast at Harsaker Lounge, and students participate in spoken word poetry and poster-making workshops.
- 4** Music and celebration mark the Annual MLK Celebration Service, followed by a candlelight vigil for victims of hate crimes. The week's proceedings culminate in a peace walk through campus, led by Economics Department Coordinator Kay Thomas (front left) and Resident Director of Anderson Hall Chris Barnes (front right), head of the steering committee for the celebration.



12 | www.redlands.edu/Oct2020

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

PHOTO: KATHLEEN HARRIS

First-ever senior diversity and inclusion officer joins Redlands

Christopher Leon Jones Jr. joined the University of Redlands as its first-ever senior diversity and inclusion officer on Feb. 1.

"Christopher brings a wealth of valuable experience and excellent administrative skills to the University," says President Ralph W. Kuncel. "I admire him as a person of character and substance. His thoughtful conversations during the search process convinced the search committee and the community that he will be an engaged and visionary leader of our University-wide efforts toward greater inclusiveness and diversity."

Prior to joining the U of R, Jones was assistant vice president and director of diversity and inclusion at Case Western Reserve University, as well as its deputy Title IX coordinator. Previously, he held positions in the public, private, and

nonprofit sectors, including director of equal opportunity at Wayne State University, deputy executive director of the Hawaii Civil Rights Commission, and attorney advisor with the U.S. Department of Justice.

Jones is a veteran of the U.S. Air Force, where he served as a member of the Judge Advocate General's Department. In his final assignment at Bolling Air Force Base, he was chief of military justice, supervising a large criminal division. He received an honorable discharge in the rank of captain, and his military honors include the Air Force Commendation Medal (with one oak leaf cluster) and the National Defense Service Medal.

A native of Michigan, he is a graduate of the University of Michigan Stephen M. Ross School of Business and the Howard University School of Law.



"I look forward to joining my expertise and leadership with the contributions of all the University community to create the type of inclusive excellence that is a model for institutions around the country," says Senior Diversity and Inclusion Officer Christopher Leon Jones Jr.



COVID-19

What started as a way to maintain the community bond that lives in CDI, since the first week of the quarantine stay at home orders every Wednesday, the students, staff, faculty members, alumni, and friends have held a virtual meet-up. What's now known as "Catching Up With CDI", also known as Wednesdays at 4, has grown from a virtual space where everyone shared their quarantine blues to a group of people who are (now) rolling up their sleeves to tackle issues of injustice.

Since March 25, we have grown closer as a University community by having many tough, controversial, and informative conversations:

- **Travis Martinez** from the Redlands Police Department visited the group after the tragic death of George Floyd to talk about policing practices.
- Redlands alumni, **Denise Davis** (Mayor Pro Tem) dropped by to discuss city government.
- Community advocate **Angie Balderas** is a regular guest who keeps the team informed of internships related to activism.
- **Christopher Jones**, senior diversity inclusion officer, discussed his role and vision at the U of R.
- **Marcina Riley '12**, an alumna from the School of Education, talked about Leading With Love.





WEDNESDAY @ 4

CDI VIRTUAL MEETUP



The weekly group picked up some Proudian Scholars, students in an interdisciplinary honors program, who are active participants. **Fun Fact:** this group of people is so fantastic, that they have made friends with Marco Hovey, a transfer student who will start at the University in two months. Many of the weekly participants met-up online to watch the movie *Just Mercy* and spent an hour sharing reactions and thoughts.

While "Catching Up With CDI" transpired during the COVID-19 lockdown, the following annual events did not occur: The 30th annual Living on Common Ground Multicultural Festival takes place in the spring facilitated by the multicultural intern and supported by clubs and organizations.

Although commencement stoles were mailed to all students who registered, the annual Student of Color Recognition Ceremony, Lavender Reception Ceremony, and First-Generation Student Graduation Reception held annually were canceled.

"So far, Catching Up With CDI has been nothing short of a test of my ability to keep busy when I have every excuse not to (this is not a bad thing I swear). It allows me the space to stay in touch with those who I built such fond relationships with on campus while also pushing the direct issues we have when it comes to social justice. I'm very glad to have this as a source of continuity, as it allows me to continue to work in my best nature for myself."

David Hazward '22, Multicultural Center Intern
He/Him/His

DONORS

The Office of Campus Diversity and Inclusion wishes to thank the following leadership donors whose generous support made these programs possible in the 2019-2020 academic year:

Brad Adams '93

Anonymous

Joseph F. Guidera '95

The Knossos Foundation - Linda and David Wilson

Thomas H. Morton, Jr. '68

San Manuel Band of Mission Indians

Steven N. Tustin '89

The Patricia & Christopher Weil Family Foundation - John '89 and Kit '87 Wells

