

Inclusion Bulletin:

Inviting Perspectives and Inspiring People

A Word from Dr. Ande Diaz

Recent issues of the bulletin have highlighted Anselmian activities on campus. But our Benedictine Value of "Community" extends well beyond campus. From the transformative community engagement programs of the Meelia Center to the robust democracy-building activities of the NH Institute of Politics, Saint Anselm College never forgets our larger societal context.

For example Saint Anselm colleagues are exploring training recommendations from Governor's Advisory Council on Diversity and Inclusion and I myself represent the college on the Economic Vitality of New Hampshire (EVNH) steering committee. With low state

unemployment rates, the EVNH focuses on recruiting and retaining a diverse workforce that includes veterans, people with different abilities, and new Americans.

In this issue of the bulletin we hear from Faculty Fellow for Inclusion, Professor Chris Bruell, on the work of the **Disproportionate Minority Contact** initiatives in law enforcement. In addition, the NH Endowment for Health is sponsoring a Race & Equity Summit on April 29. Last year a team of Anselmian attended the Summit and our students helped present recommendations on equity in sectors ranging from health and education to civic engagement and government. Let's see what this spring brings!

Saint A's Spotlight on Diversity: Ingrid Monzon

Q: How did you find out about Saint A's and how long have you been working for the college?

A: My friend, Evelyn Perez, works here as well. She told me about the job opportunity. I started working here in 1997. *(Mi amiga, Evelyn Pérez, también trabaja aquí y me contó sobre la oportunidad de trabajo. Comencé a trabajar en el año 1997.)*

Q: What has your experience working here been like?

A: Working here feels like this is my school too. I've learned a lot here. Having not known any English and was very shy, I found in the students, a very positive vibe that gave me and continues to give me self-confidence. I started to break stereotypes of being Hispanic and started feeling like I was a part of the campus. *(Trabajar aquí se siente como es mi escuela también. He aprendido mucho aquí. No sabía nada de inglés y era muy tímida. Encontré en los estudiantes, a lo largo de los años, una vibra muy positiva que me dio y continúa de dar confianza en mí mismo. Comencé a romper los ser hispano y comencé a sentirme parte del campus.)*

Q: What can Saint Anselm do to improve the diversity and inclusion on campus?

A: We all need to be, more tolerant and accepting of others. We should see more than just their physical presence. If we all start to have more empathy then we will discover that each of us has different issues but in the end, we are all the same. *(Debemos todos, y todos necesitamos, ser más tolerantes y aceptadores de los demás. Deberíamos ver más que su presencia física. Si todos comenzamos a tener más empatía, descubriremos que todos somos iguales, cada uno de nosotros con diferentes problemas, pero al final, todos somos iguales.)*

Q: What will you do to improve the diversity and inclusion on campus?

A: I will continue to get to know students and create more relationships. Even if its just a "hi, how is your day," with that, it can initiate a connection with someone so then that student feels more comfortable on campus while expanding the community feeling at Saint Anselm. *(Continuaré conociendo a los estudiantes y creando más relaciones. No importa si es solo un "hola, cómo está tu día", con eso, se puede iniciar una conexión con alguien y así, ya ese estudiante se siente más cómodo en el campus mientras expandimos el sentimiento de la comunidad en Saint Anselm.)*



*Ingrid Monzon, from
Tierra Bonita, Colombia*

estereotipos de

Did You Know: Innovations in Law Enforcement in NH

Lieutenant Carlos Camacho serves as a member of the Uniform Field Operations Bureau with the Nashua Police Department. He is also currently the State Disproportionate Minority Contact (DMC) Chair as well as the Nashua Racial and Ethnic Disparities (RED) Chair.

Lieutenant Camacho's role is to ensure that New Hampshire is doing all it can to prevent all juveniles and especially minority juveniles from coming into contact with the justice system.

Through our work, I had the opportunity to ask him a couple of questions regarding some of the work he does:

-Christopher Bruell



Christopher Bruell, Assistant Professor, Criminal Justice



Lt. Camacho is currently working with Professors Bruell, McKenna, and Rizzo to evaluate the effectiveness of one of the DMC-related programs called "The Mirror Project."

What types of things is a DMC Coordinator responsible for?

A: The DMC Coordinator oversees all the local DMCs in the state and offers any assistance from the state level. They then report back to the State Advisory Group that oversees all DMC activity. They also attend all National DMC Events to report back as to what is working in NH and get ideas from other states to see if any new programs can be implemented in our state.

What is the Mirror Project and how does it work?

A: The Mirror Project is a one-hour class taught to 12-16 year-old students about positive interactions with police. It is taught by two uniform police officers and puts students in a role reversal scenario that lets them be Police Officers and deal with some young people during a routine police call.



"I know how important our interactions with young people are. One bad interaction can shape how a person views police officers."



Can you briefly describe its goals?

A: The primary goal of the Mirror Project is to have young people have a positive interaction with a police officer and learn about respect and communications. We hope to plant the seed in these young people that Police Officers are normal people too, and that a respectful interaction allows everyone to get home on their own terms.

Why have you chosen to be involved in this type of work (DMC)?

A: Working as a police officer 18 years and with DMC for the last 7 years, I know how important our interactions with young people are. One bad interaction can shape how a person views police officers. If we continue to train Officers on how to interact with youth and at the same time teach kids how to interact with

Police, together we can make our communities a better place for everyone one positive interaction at a time.

DIVERSITY & INCLUSION INNOVATION FUND

Six collaborative initiatives are awarded Fall 2019 Innovation Funds!

"It is inspiring to be part of a community that clearly values diversity and sees efforts toward greater inclusion as an ongoing endeavor through which we all benefit." –Prof. Jonathan Lupo, Associate Professor of English, and Chair of the Innovation Fund Review Committee

"This grassroots initiative is exciting because all the ideas are entirely community generated and community is one of our Benedictine core values" –Dr. Diaz, Chief Diversity Officer

Cultural and Linguistic Competence Training

Associate Professor Elizabeth Fouts, Modern Languages and Literature

Assistant Professor Pamela Preston, Nursing

This project will bring Dr. Mercedes Avila, Associate Professor of Pediatrics and Director of the Vermont Leadership Education in Neurodevelopment Disabilities Program to campus for cultural and linguistic competency training focused on health disparities.

Difficult Histories: Collective Memory of War, Colonialism, and Racism in German Culture

Assistant Professor Christine Kenison, Modern Languages and Literature

This project examines how traumatic events in German history are remembered in German culture and discussed in American classrooms with components encompassing a keynote speaker, discussions, and a panel on colonialism across national traditions.

Foundations of Health Care Training Program for Visiting Students with Intellectual Disabilities

Kenneth Walker, Academic Resource Center Director

This project will pilot a post-secondary educational opportunity for young adults with intellectual disabilities to receive basic training in skills fundamental to employment within healthcare environments. Saint Anselm nursing faculty and students will be trained to provide classroom teaching, simulation lab training, and hands-on certification to local students with intellectual disabilities.

Visualizing Diversity and Inclusion: A Juried Student Art Exhibit & Award

Hannah Lindquist, Geisel Library Reference & Instructional Services

Associate Professor Kimberly Kersey Asbury, Fine Arts

This project will visually explore themes of diversity and inclusion, engage students with these themes, and recognize and celebrate student artwork. Exploration of diversity and inclusion through visual arts will be showcased by a juried art exhibition.

LGBT SportsSafe Initiative

Coach Carolyn King-Robitaille, Athletics and Matthew Solomon '20

Participation in a national initiative to support LGBTQ inclusion in college, high school and professional sports. This initiative is designed to provide opportunities for members of the college community to educate themselves about the LGBTQ community. Athletics department administrators and coaches will undergo inclusion training to earn the SportSafe medallion.

Latinx in New York

Associate Professor Jaime A. Orrego, Modern Languages and Literature

Professor and Department Chair Beth Salerno, History

This field trip will enable students to see U.S. history and culture in a new way by visiting Spanish Harlem, El Museo del Barrio, and La Marqueta. The trip will promote an appreciation and understanding of Caribbean and Latin American art and culture, as well as allow students to correlate this experience to the academic material in class related to immigration, migration, and segregation.

Previous departments winning innovation grants include:

- Economics & Business
- English
- Gender Studies
- Psychology
- Modern Languages
- Philosophy
- Psychology
- Physics
- Nursing
- Conversatio

AND

- Chapel Arts Center
- Intercultural Center
- Meelia Center
- Student Engagement & Leadership
- Academic Resource Center Director



The next deadline for proposals is **October 2019** for funds for spring 2020.

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VISIT OUR WEBSITE:
<https://www.anselm.edu/about/diversity-and-inclusion>

Recent Happenings on Diversity & Inclusiveness

Right: Dr. Lisa Tetrault, Professor of History and author of *The Myth of Seneca Falls: Memory and the Women's Suffrage Movement, 1848-1898*, gave a lecture about the History of Women's Suffrage Movement Speaker on March 20th.

"Dr. Tetrault was amazing and taught the audience so much. She was very passionate about the truth of Seneca Falls. She spoke about the struggles and accomplishments of the suffrage movement, highlighting key women involved- some I hadn't heard about." - Catherine Griffin, Freelance Photographer for this event.



Left: Pictures taken by Emmanuel Akinsolotu at the event held on March 28th in NHIOP. The event was called *Healing Our Divided Society: Reducing Poverty, Inequality, and Racial Injustice Fifty Years after the Kerner Commission*.



Left: The Multicultural Student Coalition sent 5 of its LatinX members to the 16th annual LatinX Student Leadership Conference hosted in Rhode Island College. The conference highlighted how to identify as an effective mentor/leader to enhance a safe and respectful campus environment.

(Names left to Right) David Chairez, Paola Hernandez, Richard Cabrera, Samantha Ramirez-Herrera, Brandon Maldonado, Natalie Figueroa



Left: "True-Life Talks are a series of informal discussions facilitated by current students about personal experiences. Students and faculty are invited to listen, learn, and ask questions. On Tuesday, April 9, we held our second event of the series in the Intercultural Center with student speaker, Fu-Cheng Jansen. She shared her story about living in several parts of the world."

-Angie Monegro, Event Coordinator.

SAVE THE DATES: Upcoming Happenings

(All community members are invited to submit items for upcoming bulletins to adiaz@anselm.edu)

Event Name: Perspectives on Equality

Description: Sarah Hummel '19 and Matthew Solomon '20 have worked together to cultivate a new exhibit at the Institute entitled, "Perspectives on Equality". This exhibit displays the various ways that equality is portrayed in the American political system.

Contact: Sarah Hummel '19 and Matthew Solomon '20

Date/Time: Monday-Friday from 8:30 a.m. to 4:30 p.m. Location: New Hampshire Institute of Politics

Event Name: Dinner & Dialogue

Description: A multi-generational dinner and dialogue that would lead to productive discussions to break down any stereotypes and share experiences.

Contact: Grace D'Antuono '19 and Meg Miller '19

Date/Time: Monday, April 15th / TBD. Location: TBD

Sponsored by the Diversity and Inclusion Innovation Fund. Registration required: email gdantuono@anselm.edu to reserve a spot.