

A Word from Dr. Ande Diaz

Saludos and greetings! I am pleased to present the first issue of the Saint Anselm College Inclusion Bulletin, designed to provide information and reflections on campus activities and events pertaining to diversity and inclusion. In this issue, we introduce a community initiative and hear from some of the leaders who are shaping it. Next, we shine a spotlight on individuals engaged in creating a more inclusive campus. This issue also highlights the *Diversity & Inclusion Innovation Funds* Request for Proposals (Deadline Feb. 21). Lastly, the Bulletin includes a sample of upcoming events.

People sometimes ask, "What do you mean by diversity and inclusion?" I explain that those terms are related but distinctly different.

"Diversity" is the broad range of social and group identities. "Inclusion" is the active and intentional engagement with diversity to serve our learning mission. Research shows that diversity enhances teaching and learning. Like "inclusion" itself, this bulletin will evolve.

Full inclusion means every voice matters. We welcome yours!



Ande Diaz, Ph.D.
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Saint A's Spotlight on Diversity

Q: What do you like best about the place that you call home?

A: I come from a small town in Connecticut. Like many small towns, the community there is all encompassing. The feeling of pride and support you receive even after you have left for new places is what I love the most.

Q: How do you think Saint Anselm College makes students and employees feel at home or feel included?

A: The Benedictine values of love, conversation, hospitality, and community doesn't extend itself to one group of people. Just by sticking to what this institution was founded upon continues to support anyone who walks on this campus.

Q: What can our community do to improve our diversity and inclusion?

A: I think one of the easiest things that anyone can do to improve diversity and inclusion is to actively listen to the concerns on issues that students face. Listening is one thing, but to actually hear what someone is saying and to try to take action to assist is a completely different thing.

Q: What will you do personally this year to make Saint Anselm more inclusive?

A: I will continue to recruit students of all backgrounds, faiths, personal identities and perspectives.



Mr. Juan Orta,
Admission Counselor

This issue spotlights:

Mr. Juan Orta of the Office of Admission.

Not every student knows Juan, but he sure knows them -- and *every* page of their college applications!

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[https://www.anselm.edu/
about/diversity-and-inclusion](https://www.anselm.edu/about/diversity-and-inclusion)

Did You Know: Saint A's Partners for Courageous Community Conversations:



“Can We Talk About Race?”

A team of campus leaders have partnered with the Goffstown Public Library and other local organizations as part of a comprehensive community initiative providing opportunities for conversations about race and other areas of difference. The initiative is called “Courageous Community Conversations.” Activities range from a Bean Lecture Series

sponsored talk by Debby Irving, author of Waking up White: And Finding Myself in the Story of Race, to Geisel Library-run book reading groups, to a courageous leadership workshop with campus and local community leaders. (See the *Happenings* Section for event details.)

Recently Chief Diversity Officer Ande Diaz invited Courageous Community Conversations team members to reflect on what the project means to them and how they can contribute to an inclusive community. Excerpts of those reflections are below:

Details and registration information for the lecture and the conversations can be found at <http://www.goffstownlibrary.com/communityconversation>.



“I believe that Saint Anselm’s deep value of hospitality and a sense of community form a strong foundation for working toward diversity and inclusion. For many, spirituality provides both a sense of mission and the strength to challenge unjust structures. When we feel comfortable in a community, with strong traditions and norms that we hold dear, we can unintentionally, create an environment which excludes others whose experiences, norms, values are different. Particularly for those of us with privilege, we must challenge ourselves to recognize our assumptions and stereotypes and be willing to own and ultimately work to dismantle our part in perpetuating exclusion and inequity of all kinds. I plan to take some risks this year--to engage in and even facilitate dialogue which may be uncomfortable but necessary in order to move toward a more inclusive campus and community.”

--Deb McCarter, Professor of Nursing and Co-director of the Center for Teaching Excellence



“I’m proud that at Saint A’s we are continuing to challenge ourselves to look deeply, thoughtfully, and reflectively on these issues. Issues related to diversity and inclusion weren’t just brought up once and forgotten, but have become a continued thread of conversation at Saint Anselm. It is also striking that these threads are coming from a variety of academic departments and student support offices that are manifested in various avenues including new courses and event programming; it demonstrates how important these topics are to our entire community.”
“In addition to working on the planning committee, I am also working to make library collections more inclusive. As the Collection Development Librarian I can add materials to the library that will allow people to explore topics and various forms of artistic expression that are written about or by people with diverse life experiences and viewpoints. Having these materials as a part of the library’s collection makes it possible for users to not only explore these works for personal fulfillment but also in fulfillment of academic goals and pursuits. If the library doesn’t provide access to materials that allow for this exploration, we are creating a barrier to understanding. I will also work on promoting these materials and collections to the Saint Anselm community through various displays and campus partnerships.”

--Gwen Verkuilen-Chevalier, Collection and User Services Librarian



DIVERSITY & INCLUSION INNOVATION FUND

Call For Proposals for Fall 2019 Grants

Grants are awarded to encourage cross-campus collaborations to improve diversity and inclusion, our Catholic and Benedictine values, and for long-term community development and growth.

To date twelve innovation grants have been awarded. The originators of these proposals included fifteen faculty members representing ten academic departments, staff members from four offices (see list at right), and five students.

Descriptions and contact information for previous winners is available at <https://www.anselm.edu/about/diversity-and-inclusion/innovation-fund>

Eligibility: all faculty, staff, monastic, and student community members.

Awards range from \$500 to \$2,500.

Application deadline is Thursday, February 21, at noon for funds for fall 2019.

The RFP and application form can be found on the Diversity & Inclusion webpage.

Questions? contact CDO Ande Diaz adiaz@anselm.edu. or Committee Chair Jonathan Lupo at jlupo@anselm.edu.

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

Prior Events Funded by the DIIF



Recent Events on Diversity & Inclusiveness

Right: Farid Mawanda '20

Makes remarks at the annual MLK dinner before New Hampshire Senator Melanie Levesque's keynote address.



Left: Prof. Gilberto Ruiz makes comments at "*Latinxs, the Bible, and Migration*" panel presentation of contributing authors. Fellow contributor Prof. Ahida Pilarski (Theology Department) and event moderator and co-sponsor Dr. Sue Gabert (Campus Ministry) look on.

SAVE THE DATES: Upcoming Happenings

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

This year's **Martin Luther King, Jr. Celebratory Program Theme is "Just Take the First Step"** A full list of MLK Programming can be found at <https://www.anselm.edu/student-life/multicultural-center/mlk-celebration>. Sample events are below:

Event Name: Multifaith/Spirituality Groups

Description: Unsure of your faith life or if you even have one? Are you questioning the big questions like who or what is God, how does your faith affect your life, or what you believe? Feeling more spiritual than religious? Come together with other students thinking and feeling the same things to discuss and grow deeper in your understanding."

Contact: Campus Ministry

Date/Time: Every other Wednesday night beginning January 30/6 p.m. **Location:** Campus Ministry

Event Name: "*Mary Church Terrell, African American Women and Suffrage*"

Description: Faculty panel discussion on the role of race in shaping the women's suffrage movement and specifically African American activist Mary Church Terrell's 1898 speech to the National Women's Suffrage Association, entitled "*The Progress of Colored Women*".

Contact: Conversatio Department, the English Department or the History Department

Date/Time: Thursday, January 31/4 p.m. **Location:** Dana 1D

Event Name: "*Should undocumented immigrants be granted amnesty?*"

Description: student public policy debate of arguments based on evidence and analysis.

Contact: Saint Anselm Debate Team

Date/Time: Thursday, January 31/ 7-8:00 p.m. **Location:** Perini Lecture Hall

Event Name: Library Book Display: *The Works of E.B. Lewis*

Description: Books illustrated by E.B. Lewis, an African American illustrator who has captured decades of the stories of black protagonists.

Date/Time: February 1-28

Event Name: Film: "*The Great Debaters*" (2007)

Description: Directed by Denzel Washington. A true story about the debate team at Wiley College, a historically black institution that beat the reigning debate champions at the University of Southern California, a white college, during segregation.

Date/Time: Monday, February 4/ 7:30 p.m. **Location:** Dana Center, Koonz Theatre

Event Name: Indigenous Literature and Digital Humanities: The Case of "Dawnland Voices"

Description: A talk by Siobhan Senior (UNH)

Date/Time: Wednesday, February 13 / 4 p.m. **Location:** Dana 1D

Event Name: "*I'm a Good Person, Isn't that Enough?*" a public lecture by Debby Irving, author of *Waking up White: And Finding Myself in the Story of Race*.

Description: Part of "Courageous Community Conversations" initiative providing a variety of opportunities for conversations about race and other areas of difference. This lecture is in part sponsored by the Bean Lecture Series Fund.

Contact: Deb McCarter, Professor in Nursing Department

Date/Time: Thursday, February 21/ 7:30 p.m. **Location:** Dana Center, Koonz Theater

Details and registration information for the lecture and the other community conversations can be found at <http://www.goffstownlibrary.com/communityconversation>.

Event Name: Community Conversation: Lets Talk About Race

Description: Faculty, staff and students are invited to discuss aspirations for the college, the U.S. and the world in the context of current events.

Date/Time: Wednesday, February 27 / 12:30pm to 1:30 pm **Location:** President's Dining Room