

## Saint A's Spotlight on the Office for Diversity & Inclusion

A year ago the Office for Diversity & Inclusion had only one staff member – the college's Chief Diversity Officer. But student and faculty interest has soared and the office has adapted to welcome a host of different identities and perspectives.

Everyone's talents and strengths contribute to the college as a whole. With ancestors from Puerto Rico to Nigeria and language ranging from Vietnamese, French, and Spanish, diversity is our office team's strength! This issue's spotlight introduces our team. Read on!



Corinne Galarneau '19, Student Supervisor & IB Editor

**Hometown:** Boisbriand, Qc, Canada  
**Major:** International Business and Marketing  
**Involvement:** Admission Ambassador, Varsity Women's Soccer Team

*"I was thrilled to have the opportunity to learn how empowering a diverse community can be. With English as my second language, most people do not understand the difficulty ESL individuals encounter every day. The office can really make a difference."*



Emmanuel Akinlosotu '19, Contributing Photographer

**Hometown:** Upper Marlboro, MD  
**Major:** Fine Arts; **Minor:** Web Design  
**Involvement:** Football and Photography

*"I took a course in African American literature which helped me, as a young black man, understand the vastness of myself and my people. I also realized that my white classmates were capable of transforming their perception of my culture and my people. I think we would see less fear and anger in the U.S. if every student had to take a course on different cultures."*



Angelidi Monegro '19, Diversity & Inclusion Intern

**Hometown:** Lawrence, MA  
**Major:** Sociology; **Minor:** Communication  
**Involvement:** Admission Ambassador, Head Mentor Transitions Program, and Meelia Center/West HS Impact Fellow

*"I chose to intern at the Office for Diversity & Inclusion for many reasons but the main reason for me was a passion for helping create inclusive environments in which all people feel welcome."*



Christopher Bruell, Faculty Fellow

**Hometown:** Small town outside of Cleveland, OH  
**Involvement:** Creating classroom environments that can hold multiple perspectives on topics such as race and gender. Providing assistance to community partners through extensive and in-depth research through the Meelia Center.

*"Having a more informed viewpoint allows us all to develop a bit of empathy for others. We can grow together spiritually as a community and to understand how our actions affect others."*



Nhi Phung '22, Diversity Assistant

**Hometown:** Hanoi, Viet Nam  
**Major:** Business Management  
**Involvement:** Diversity & Inclusion Office and Coffee Shop

*"Working in D&I Office gives me real-world experiences."*



Dr. Ande Diaz, Chief Diversity Officer

**Hometown:** Lower East Side of NYC  
**Involvement:** Please see next page.

*"As the granddaughter of a textile worker and seamstress (Filomena Velasquez de Diaz). I was drawn to the history of the school and felt a calling to serve here."*

## Did You Know? The Unity Retreat



*"This is a forum where students share their own stories and experiences. It is very engaging, with videos, interactive exercises, small and large group discussions. The retreat gives students an opportunity to learn about other cultures firsthand. The retreat also introduces aspects of the experiences of African American, Latino and Asian students on campus."*

– Wayne Currie, Director of the Intercultural Center

The Unity Retreat took place February 22-23. The students leaders are interviewed below:

### Richard Cabrera '20 (left)

Hometown: Oxnard, CA

Forensic Science Major

Involvement: President of Multicultural Student Coalition; Resident Assistant in Holy Cross Hall; Transitions Mentor; Open Space, Open Minds member; and Meelia Center Impact Fellow.



### James Bloor '19 (right)

Hometown: Milton, GA

Mathematics Major &  
Computer Science Minor

Involvement: Transitions Program; Multicultural Student Coalition; Class Senator; Food Clothing Furniture Drive; Committee Member; President's Committee for Diversity & Inclusivity; and Open Space, Open Minds.

**Q: You have been Unity Retreat participants in the past. Why did you choose to co-lead the retreat this year?**

**James:** In past retreats we were given the opportunity to have fantastic discussions on many topics that aren't discussed on campus, from race, privilege and immigration. It is important that everyone gets to have a fulfilling experience as I did. That's why I help lead the retreat.

**Richard:** It's an environment where students have a platform to discuss certain topics of inequalities. That's the beauty of the retreat and why I chose to be a leader.



**Q: We heard the retreat filled up fast. What draws Saint A's students to it?**

**James:** Students know how different this retreat is from others and hear all the amazing experiences others have had from the past.

**Richard:** I believe the retreat gains popularity because of the unique and special experience that students have every year.

**Q: What are your goals, current and past themes, priorities for this year's retreat? Can you give us a sense of the general program and topics?**

**James:** Our goal was to let people hear other's views and options so that they can inquire and reflect on how others go through life.

**Richard:** Our goal as team leaders of the Unity Retreat is to have student reflection and an understanding of folks from different walks of life.



**Q: What do Unity Retreat participants take away from the experience?**

**James:** Participants get to speak their mind in a safe space where they know that they will be supported and not criticized.

**Richard:** The participants are given a platform to share their personal accounts and become aware of any forms of discrimination in society.

**Q: What is your personal take-away from the retreat experience?**

**James:** The Unity Retreat give me hope that we as a community can rally to solidarity. We can help one another understand why each of us hold the values and opinions that we do.

**Richard:** The Unity Retreat builds a community where students discuss uncomfortable topics and understand different point of views.

## A WORD FROM DR. ANDE DIAZ, CDO

*"I have been working at the Office for Diversity & Inclusion for two years. Friends have asked: 'What is a Chief Diversity Officer?', so I decided to help clarify the CDO position with Dr. Diaz herself!"*  
-Corinne Galarneau, Editor.

### Q: So, what does a Chief Diversity Officer do?

A: It is not uncommon for many parts of a campus to work on diversity issues. However, unless a college is strategic and intentional about the coordination of efforts, progress can be difficult to sustain. It is easy for initiatives to lose momentum. My office provides coordination, communication on and off campus.

### Q: What does that look like? Can you give some examples?

A: One of the things I love about my job is that I get to work with the whole community. This year I learned more about the challenges our international students face and their immersions into our U.S. culture. In the fall I accompanied a group of students to participate in a facilitation workshop in Nashua.

### Q: Why does diversity even matter for a college?

- Decades of research show that people learn better in diverse environments.
- Employers expect graduates to have the intercultural skills to succeed in a global and diverse workforce.
- For social justice reasons – Saint A's was founded to provide educational access for young people from all backgrounds.
- Recruiting and retaining an increasingly diverse student body is an essential role of higher education institutions in the 21st century.

### Q: How has your education prepared you for this position?

- Americans Studies (B.A.) has taught me about culture.
- Education (Ed.M.) has provided me with the tools to understand the conditions in which students thrive and feel they belong.
- Human and Organizational Development (Ph.D.) taught me how to cultivate individual development (Micro) and institutional development (Macro).

### Q: How has your personal experience prepared you for this position?

A: I grew up in several bi-cultural and tri-racial households where family members were constantly in cross-cultural engagement. At times I had a deep feeling of not belonging. That experience increases my empathy and fuels my advocacy for ensuring inclusiveness for everyone on the college campus.

*"Feeling empowered to contribute to something so important literally launches me out of bed every morning. Who needs coffee?"*

### Q: What has been one of your most meaningful experience so far on campus?

A: Watching our students develop skills and empower peers conversations on everything from mass incarceration to the 2nd Amendment (right to bear arms). When I see them developing this 21st century skill of helping people talk respectfully across topics ranging from politics to social identities, I am so moved. Students give me faith in the future!



Developing common terminologies so that the community can engage in conversations using a shared language.

- **Diversity** is broad (not just race and gender).
- **Inclusion** is the "active and intentional engagement with diversity" to serve the mission.
- **Equity** is removing barriers so that everyone can have the same opportunities for thriving and success.

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## Recent Events

**Right:** David Hatton, international student from Northern Ireland, talks about cross-cultural differences during the “*True-Life Talk*” held on February 27 in the Intercultural Center.



**Left:** Debby Irving (far left), speaking about her book *Waking Up White: and Finding Myself in the Story of Race* during a Bean Public Lecture on February 21.

## SAVE THE DATES: Upcoming Happenings

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

### Event Name: Women's High Tea

Description: Bringing women leaders to campus for tea and discussion with women students about getting started in a career, overcoming obstacles, life lessons. You will have the chance to sit with industry leaders from different professional backgrounds and gain insight into how they navigate their respective fields and overcome challenges. This also provides the perfect chance to connect with other like-minded ambitious women at Saint Anselm College, all while sipping teas and tasting snacks.

Contact: Gender Studies and/or the Intercultural Center

Date/Time: Thursday, March 14/3:30-4:30 p.m. Location: President's Dining Room

### Event Name: History of Women's Suffrage Movement Speaker

Description: Dr. Lisa Tetrault, Professor of History and author of *The Myth of Seneca Falls: Memory and the Women's Suffrage Movement, 1848-1898* will speak on the struggles among suffragists to claim the past and future of the movement and how our forgetting of their internal struggles makes the movement look more “inevitable” and less like the real political work than it was. She will also discuss Reconstruction politics and the conflicts between enfranchising black men and/or women.

Contact: Gregory J. Grappone Humanities Institute

Date/Time: Wednesday, March 20/7:30-8:30 p.m. Location: TBD

### Event Name: “The Edge of Each Other's Battles: The Vision of Audre Lorde”

Description: Film viewing and discussion. The much loved and inspiring Audre Lorde, author of 15 books of poetry and prose was an internationally influential catalyst for social justice within and among social movements including Black Liberation, women's Liberation and Gay and Lesbian Liberation.

Contact: TEDA and Gender Studies

Date/Time: Thursday, March 28/6-7:30 p.m. Location: LLC Classroom

### Event Name: Women's Suffrage Centenary Student Event

Description: A wrap-up event will feature student work, discussion of the Declaration of Sentiments project, and presentation of student work broadly related to women's pursuit of civil rights and the vote.

Contact: Gregory J. Grappone Humanities Institute

Date/Time: Thursday, April 4/5:30-7:30 p.m. Location: Jean Student Center Auditorium

### Event Name: "Digital Humanities and Indigenous New England: The Case of Dawnland Voices."

Description: The guest speaker will be Siobhan Senior, Professor of English, UNH. Siobhan is also the director of the Women's Studies program.

Contact: Jennifer Thorn, Gender Studies

Date/Time: Friday, April 12/6 p.m. Location: Dana 1D