

CHANGE



A CENTER OF DIVERSITY AND INCLUSION PUBLICATION

FALL 2016

FEATURING:

SUPPORTING
TRANSGENDER
EMPLOYEES: HR

I AM AN EMOTIONAL
CREATURE

A photograph of two women performing Indian classical dance in a room with large windows and balloons. The woman on the left is wearing a blue and gold sari, and the woman on the right is wearing an orange and blue sari. They are both in a dynamic pose with their arms raised. In the background, several people are seated at tables, and there are red, white, and blue balloons. The room has large windows and a wooden floor.

CEDAR CREST DIVERSITY STATEMENT

Founded under the mission to expand women's access to higher-education, Cedar Crest College values difference in a diverse, inclusive, and equitable learning environment. The College is committed to educational excellence, leadership, and civic engagement in a pluralistic society. We thus embrace an inclusive community that brings together students, faculty, and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, economic, religious, and national identities and ages, including students of color, first-generation college students, international students, students of varying ability/disability, and other students underrepresented in higher education .

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Amber Zeiber . Charcoal

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CEDAR CREST
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Center for Diversity
and Inclusion





Hello, my name is Tatiana Diaz and I'm the first Director of Diversity and Inclusion for Cedar Crest College. It is with great pleasure that I write this note to share with you the work of my office and the center have been doing for the last couple of months. Although my position is new, there have been many staff, faculty, students and alumni throughout the CCC history who have been actively working to bring diversity related conversations and support to our students. Therefore, I want to acknowledge that it is on the shoulders of all their work that we stand today. You may have noticed that in the last few months we renamed the old Multicultural Center to the Center for Diversity and Inclusion (CDI). This name was chosen to best reflect our new CCC diversity statement. We have also worked on creating a robust programming calendar that brings forth current topics and conversations that have created supportive and brave spaces for our students. One main goal for the CDI this year is to strengthen the diverse student organizations on campus. Also, we aim to have more peer lead support spaces for our students. Therefore, our new Student Diversity Council becomes a key strategy for us to support the leadership of student lead organizations. There is much work to do, and we are committed to our mission to provide resources that foster awareness as well as empower students with knowledge, tools and experiences that promote global citizenship and a more inclusive campus. Hope to see you at our next event!

Tatiana Diaz, Director of Diversity & Inclusion

**DIRECTOR'S
NOTE**



THE NEW PRAYER SPACE

BY: AGINETTA
MULIMA

Cedar Crest College has made significant physical improvements, spanning from dorms to academic buildings. Next to the Center for Diversity and Inclusion, the Muslim prayer room has also been constructed. The cozy room now includes a foot washing station and a rug covering the majority of the room. Now located in the Lower Level of Butz Hall.

As Cedar Crest College continues to blossom into an institution with students from multiple backgrounds, including religious. And although, the stain-glassed chapel remains a place of spiritual and religious reflection, the Muslim prayer room includes the necessary accommodations for Muslims students. Earlier this fall semester, students and a faculty member commemorated Eid Ul-Adha, one of the Muslim holidays. Another holiday which took place over the summer was Eid Al-Fitr, which recognizes the breaking of the fast (marking the end of Ramadan). For Eid Ul-Adha, I utilized one of the CDI grants in order to provide food and other materials for the event. Located on myCedarcrest, under the Center for Diversity and Inclusion tab, students can also utilize these grants for future inclusion related events.



Image: www.behance.net

The Center for Diversity and Inclusion (CDI) provides a limited number of grants of up to \$250 dollars to individual students or student organizations to bring to campus events that explore issues of multiculturalism, diversity and inclusion that support our CCC Diversity Statement.



APPLICATION



I AM AN EMOTIONAL CREATURE

BY:
DIAMOND
SCOTT

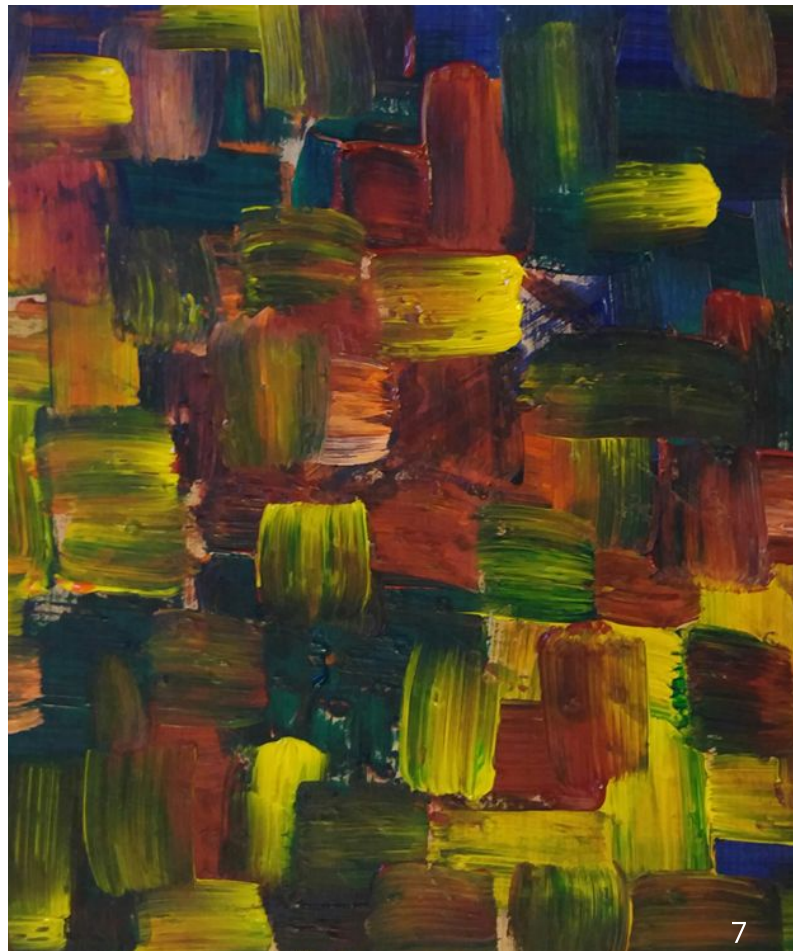
In the beginning of November, the Cedar Crest College Performing Arts put on an amazing performance of Emotional Creature. Emotional Creature was written by Eve Ensler who is also the writer of Vagina Monologues. The play, which was performed by an ensemble of young women, is made up of original monologues about and for girls. Placing their stories squarely center stage, it gives full expression to their secret voices and innermost thoughts, highlighting the diversity and commonality of the issues they face. Emotional Creature is a call, a reckoning, an education, an act of empowerment for girls all around the world! The cast included Maxine Erdmane, Miranda Alvarez, Tomeycia (Diamond) Scott, Reinys Beriguete Flores, Sarah Slaw Kiewe, and Ashley Cole under the direction of Joanna Whitney and Laura Jane Moser who was the Choreographer. It was presented to the first year class as a seminar piece and was well received by all. Read below for what some spectators said about this phenomenal story. "The experience was very thought-provoking and provided me with insight into the struggles of women who aren't as fortunate as I to have a voice of their own."
-Venus Cabrera

"Untitled"
Amber Zeiber
Acrylic Paint

"I can state from the bottom of my heart that I have never been more inspired by a group of people that are so near and dear to me."
-Mallorie McIlwain

"Your soul will feel it and you will remember that in this world we are fighting for what is right and that women need to take a stand and be who we want to be."
-Bria Boyd

"An antidote to the hate, resentment, and kidnapping of souls and bodies that permeates our world but as this piece reminds us, never has to define it. A testament to the power of art and theater to speak what usually and tragically remains unspoken."
-Bill Whitney



TALKING CIRCLES

By Aginetta Mulima

Encased in an arboretum, Cedar Crest College holds various types of conversations. The new Center for Diversity and Inclusion encourages students to engage in dialogue at 'Talking Circles.' These informal discussions can be facilitated by students, various faculty and staff on campus.

Some of the facilitators this semester include; Arielle 'AJ' Brent (Interim Coordinator of New Student Programs), Candice Sierzega (Executive Director of Career Planning), and Tammy Bean (Director of Community Service). On topics such as 'Coming Out', 'Equal Pay for Equal Work', and 'What is your activism,' students had the opportunity to share their opinions and concerns. As the Center for Diversity and Inclusion work on the future spring topics, students have expressed interest in facilitating some of the discussions.

For spring semester, the topics include Women Health Awareness, International Student Experience, and Colorism to name a few. During Talking Circles students have shared their personal stories. Some reference what it feels like to be accepted in the first year of college. Others share how they are learning new ways to understand their community.

As a goal, the Center for Diversity and Inclusion focuses on being a brave space. This entails students having the courage to share their story in a respectable (read: safe) space. I believe it is through conversation people break down barriers between one another. By interaction and reflection on each of our environments, we seek better ways to empathize with all people.



Left: Martha Monroy Latinx Culture Cultural cafe.

Right: Natacha Reyes & Aginetta Mulima Welcome Back open house

Talking Circles

Informal Conversation About Current Diversity Topics

Thursdays 5-6 p.m.

@ Center for Diversity and Inclusion (LL Butz)

JAN.

19th Checking the Box for Race

20th Special Edition: Inauguration

FEB.

2nd Healthy Relationships: Valentine
edition

16th Hair

MAR.

2nd International Student Experience

16th Women Health Awareness

30th Colorism

APR.

13th Menstrual Products: Do you
know all of them?

27th Modesty: Is it empowerment?



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STUDENT DIVERSITY COUNCIL

Member Organizations

The Black Student Union, Jadzia Daniels, Co-President

Christian Fellowship, Taylor Young, President

Cultural Connections, Ravneet Kaur Sandhu, President

Amnesty International, Francisca Sepulveda, Vice President

Spanish Club, Luisanny Suarez, President

Saudi Student Association, Saleh Alabbas , President

The members of the council represent the different diverse groups on campus and use the CDI to communicate and collaborate on different ideas. The goal of the council is to recognize the value of engaging the student body in implementation of the CDI's mission to support Cedar Crest College's Diversity Statement This committee will:

- ▶ Serve as a student advisory board for the CDI whose aim it will be to encourage open communication and dialogue, collaboration, and promotion of inclusive programming.
- ▶ Encourage and promote intergroup awareness of diverse students and their organizations
- ▶ Be a forum used by students to bring challenges that are faced
- ▶ Help create community solutions and strategies to address challenges
- ▶ Provide an opportunity for student leaders to expand their advocacy, communication, and collaboration skills
- ▶ Foster a sense of community and dialogue among student organizations

Next semester

The council is planning an International Banquet 2/22/17 . If you are interested in becoming a part of the council or learning about the council events please email the CDI at Inclusion@cedarcrest.edu

Cultural Cafe

Exploring Cultural Diversity Through
Intentional Experiential Programming.

Wednesdays 11 a.m. - 1 p.m. @ CDI (Butz LL)



February 1st.

Drumming and the African Diaspora



March 1st.

Caribbean History and Legacy



April 5th.

Saudi Arabia



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SUPPORTING TRANSGENDER EMPLOYEES: HR

illustration Phoebe Helander

The visibility of the transgender community has increased in the last few years through the media and government. Stars like Laverne Cox and Jazz Jennings have used their platform to bring attention to transgender issues. Even though transgender issues are highlighted mostly in a social setting, there needs to be consideration for this identity in a professional environment. On an average work day, persons ages 25-54 spend 8.9 hours at work (U.S. Bureau of Labor Statistics, 2015). Exploring the role of human resource management in the transgender community will create a more inclusive and supportive environment for employees who are members of this community.

The Human Rights Campaign (HRC) highlighted issues facing the transgender community (Understanding the Transgender Community). These are issues specifically affecting employees and human resources management:

- **Lack of Legal Protection**
- **Harassment and Stigma**
- **Barriers in Health care**
- **Identity Documents**

Supporting Transgender Employees

Efforts in the last 10 years have focused on advocating for members of the transgender community (Schmidt, Githens, Rocco, & Kormanik, 2012).

Even though there are no federal laws that protect against sexual and gender identity discrimination in the workplace in the United States, progress is being made. Many companies have made policies that protect their employees from discrimination in their organization. This also includes state and local governments establishing anti-discrimination laws based on gender identity.

Managing Gender Transition in the Workplace

Gender transition is when a transgender individual has modified the expression of their gender identity (Taylor, Burke, Wheatley, & Sompayrac, 2011). This can take place by modifying physical appearance and/or through sex reassignment surgery. It is important for the human resource managers to understand that the transition does not always include sex reassignment surgery.

Creating Guidelines. It is important for public human resources managers to create a task force to establish gender transition guidelines. An employee transition can affect many different parts of the organization. Having these policies and making employees aware this policies exist is a way to create a supportive environment for individuals who may be hesitant to approach the human resources manager about their transition. This policy can be included in their Equal Opportunity

BY: NATACHA REYES

Policy (Taylor, Burke, Wheatley, & Sompayrac, 2011). It can also be an extension of the anti-harassment policy in the employee handbook. It is important for the human resources manager to state that in order for the employee to receive the best support possible, it is crucial to receive notification prior to the transition and maintain communication during and after the process.

Co-worker Concerns

It is vital that the public human resources manager not only considers the employee transitioning, but also how that will affect their co-workers who may not be familiar with the transgender community. All employees should receive information regarding the gender identity policy. This can create a comfort level once a transition occurs and that can help avoid creating a hostile environment for the transgender employee. Gender identity included in the organization diversity training can be beneficial for all employees (Taylor, Burke, Wheatley, & Sompayrac, 2011). It is suggested that any questions regarding the transition process be addressed to the human resources manager. If a co-worker wants to ask the transgender employee on how the transition is going, they must be aware how to do so in a respectful manner and while using correct pronouns.

Use of Pronouns and Chosen Name in the Workplace

The use of pronouns and a chosen name is a practice that is suggested to show

an organization's support of the transgender employee. The chosen name is a name a transgender individual has picked out that fits an organization's support of the transgender employee. The chosen name is a name a transgender individual has picked out that fits their gender identity (GLAAD Media Reference Guide - Transgender). For example, a transgender male's name is John, even though the name given at birth was Jane. John chose a name that fits his gender identity. The use of pronouns is another way to address a person's authentic gender. The pronouns include but are not limited to: she, her, hers and he, him, his. Some individuals prefer non-binary pronouns. This means pronouns that are not gender specific. These include they, their, and them.

Allies in the Workplace

An ally is a person who is a member of the majority group who is an advocate for a minority group and works towards ending oppression in their personal and professional life (Brooks & Edwards, 2009). Any group that has an ally has specific needs. Brooks and Edwards, 2009 identified three primary needs: inclusion, safety, and equity. Individuals in the community want to be included as an equal member of the organization. They want to know that being a part of the minority will not jeopardize their job or their chances of being successful. Lastly, they want to be treated fairly with the same rights and benefits as their co-workers. Training and promoting allies at the workplace is the job of the human resources manager and it can create a support system amongst a specific group of employees.

HOW TO REPORT A BIAS INCIDENT

We are committed to maintaining a respectful and welcoming living, working, and learning environment for all students, faculty, and staff.

[HTTPS://GOO.GL/JAV0IQ](https://goo.gl/JAV0IQ)



WHAT IS BIAS

expressions, acts, or behaviors — verbal, written, or physical — which are directed against or target an individual or group based on perceived or actual characteristics, such as, race, ethnicity, color, religion, gender, gender identity, gender expression, pregnancy, national origin, age, disability, sexual orientation, familial status, veteran status, or any other characteristic protected from discrimination under law.

WHY SHOULD I REPORT

To allow the College to assist those in need, respond to incidents, track patterns, and to revise, develop, and/or implement effective interventions.



WHO DO I REPORT

TO REPORT AN EMERGENCY SITUATION OR TO REPORT A CRIME IN PROGRESS ON CAMPUS CALL CAMPUS POLICE AT 610-437-4471 OR "0" FROM ON CAMPUS PHONE - OFF CAMPUS DIAL 911.

ONLINE @ MYCEDARCREST.EDU IN PERSON

STUDENTS

Director of Community
Standards and Residence Life
Kelly M. Steinmetz
610-606-4666 ext. 3351
Allen House Office #3
kmsteinmetz@cedarcrest.edu

Director of Diversity & Inclusion
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Tadiaz@cedarcrest.edu

STAFF & FACULTY

Director of Human Resources
and title IX coordinator
Lisa Garbacik
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Blaney Hall Room 104
Lbgarbac@cedarcrest.edu

Associate Provost
Robert Wilson
610-606-4666 ext.
Blaney Hall Room 206
Rawilson@cedarcrest.edu

WHAT DO I INCLUDE IN MY REPORT?

Include all information related to the incident, including what happened, who was involved, where, when or a description of the incident, the persons involved and present at the incident, the location of the incident and the date/time of the incident, and keep any evidence.



WHAT TO EXPECT ONCE YOU HAVE FILED A REPORT

If you provide contact information, a College official will contact you. If you made an anonymous report, the College will review the incident as reasonably feasible, based on the information provided.



WHAT IS BIAS REPORTING

Cedar Crest College values a diverse, inclusive, and equitable learning, living & working environment. The College is committed to maintaining a respectful and welcoming living, learning and working environment for all students, faculty, and staff. As such, the College has established the Bias Incident Response Team. The Response Team is the first response from the College in coordinating responses to bias and hate incidents. For full policy, materials & reporting forms please visit our site on my.cedarcrest.edu.



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