

CHANGE

SPRING 2018

A CENTER OF DIVERSITY AND INCLUSION PUBLICATION

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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.



Students and staff at the International Banquet 2018

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Ventureira

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CEDAR CREST
COLLEGE

Center for Diversity
and Inclusion



Change Magazine is the bi-yearly
magazine produced by the
Center for Diversity and
Inclusion. Works focus around
themes of diversity and
inclusion. Call for submissions
are sent out every semester. If
you are interested in writing for
Change, please email
inclusion@cedarcrest.edu

Director's Note



I'm proud of all our work this second year of the Center for Diversity and Inclusion. It is thanks to the hard work of the Inclusion advocates, our HOLA Science Vista, and the student leaders that we have been able to put forth some great events, experiences, and conversations for our community. We also are finally moved into our new permanent

location in the Allen house. This location has quickly become a staple for many students that come to use the classrooms, study spaces, and kitchen on the first floor, or come to meet with the staff on the second and third.

As we look forward to the next year we stay committed to creating an inclusive community while encouraging all to jump into this brave goal. For those graduating this year know that you will be missed but we are looking to see all that you will achieve. For those joining us next year, we welcome you!



The Diversity Council is a group made up of multiple organizations on campus working in conjunction with the Center for Diversity and Inclusion to meet the needs of the campus community and maintain the importance of Cedar Crest's Diversity Statement. The member organizations include: Out There, Amnesty International, Cultural Connections, the Black Student Union, Spanish Club, Christian Fellowship, and the Saudi Student's Association. Together the Council created the Call to Action Day.

The Call to Action Day is an event in which the Council proudly states its stance to work towards social justice and equality. The Call to Action day usually is also a way to commemorate Dr. Martin Luther King Jr Day.

As part of the celebration, the CDI designed long sleeved t-shirts. 150 black shirts were printed with the "We are Here"

slogan along with buttons of the same design. Shirts were given to Council member organizations, RA's, and other visitors to the CDI.

The "We are Here" slogan for this year represented our strength in unity and our campus' support for each other that holds stronger than any conflict exacerbated by our differences. The Diversity Council and those who stand with us wearing the "We Are Here" shirts stand with MLK's dream of unity of all peoples regardless of the barriers our identities create: black and white, Christian and Muslim, young and old, straight and LGBT. "We Are Here" also represents the CDI and Diversity Council having a public face on campus in the new Allen House.

The Call to Action Day is very special for the Diversity Council and the CDI. It is my hope that next year's celebration will be bigger, with more students joining our statement and MLK's vision.

WE ARE HERE: Diversity Council Call to Action Day

By Francisca Sepulveda

Sports, Swearing, and Shouting Memes



In February, the 2018 Winter Olympics captivated the world with an

incredible pyrotechnic display starting off the opening ceremony in Pyeongchang, South Korea. Amidst the tense political atmosphere and heated competition, the athletes for each sport were carefully scrutinized by those in their home countries, all curious about the people representing their nation. The US, with 241 athletes competing in 15 different sports, was no exception. The country watched with fascination and wonder as some of the youngest competitors to ever enter the games emerged from beneath our flag and set records in their segments.

The Winter Olympics has never been an especially remarkable competition for the US, but this year marked the first in decades where the US managed to take home 23 wins, with 9 gold and 8 silver medals. This was namely thanks to the young athletes who are new to the Olympic games, but who all made a splash in

By: Taylor P. Doran

the media, both on and off the screen. Some of the most famous and controversial athletes were Adam Rippon, a figure skater from PA, Chloe Kim, a 17-year old snowboarder from California, and Red Gerard, a 17-year old snowboarder from Colorado. They dominated the competition, and did so with all the sass and accidental flair that only true members of the millennial class could pull off.

In an interview with NBC, Adam Rippon was asked about how he feels about celebrities like Reese Witherspoon and Elmo tweeting about his performance, Rippon answered, "On the spectrum from



Meryl Streep Shouting meme



Reese Witherspoon to Elmo, I'm like excited at about a Meryl Streep. Does that make sense?" The

interviewer was lost beyond words, as were most people. But the millennials who know about the Meryl Streep Shouting meme were left cackling at the reference. Chloe Kim, a 17-year-old Olympic snowboarder tweeted about being "hangry" just before she completed the greatest run in the history of Olympic women's halfpipe competition. 17-year-old snowboarder, Red Gerard, woke up late, lost his coat, won a gold medal and said "holy f*ck" live on international television.

Many are angry about the way these young athletes are presenting themselves, acting and speaking far more casually than the generation before them. They are posting more videos of themselves online for the public to see their personal thoughts and opinions. Despite the public backlash, there have also been many young people who are inspired and entertained by the athletes their age, many of

whom are amusingly honest, both in the chilly winter of South Korea and in interviews at home. One skating pair, the Shibutani siblings, have gained some fame online with their shared YouTube channel, ShibSibs. They updated the channel throughout the 2018 Olympics, and have been posting since 2013 with funny videos of their practices and behind-the-scenes performances.

These young athletes represent a generation of diversity beyond their different home states. These young Americans proudly display their identities and backgrounds, with members of the LGBTQ+ community, immigrant parents, boundless self-expression, and a young yet powerful drive to succeed while still enjoying the journey to the top. While the Olympics are now over, people around the world will not forget the spectacular performances of these young Americans and the beautifully diverse cast of athletes that represented the United States this year.



Food for the Soul

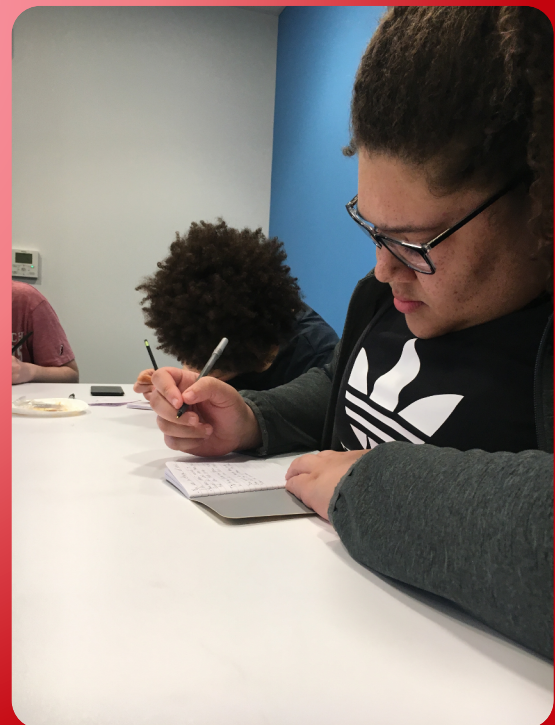
By Nora Mahmoud

Tucked away in an office down a hall and around a corner, Blaney 203, where the CDI was temporarily housed, was the birthplace of many ideas. One such idea was for programming which would address the needs of women of color within the Cedar Crest community. During the brainstorming process, I wondered if it was wrong to have such specific programming, if it would be exclusionary; if it was wrong to create a space that was specifically for people of color. After discussing it and thinking it through, I concluded that it was necessary to have events where traditionally underrepresented people felt that they had a seat at the table- in this case that the table was specifically for them- and thus Food for The Soul was born.

To begin, I want to explain that the creation and implementation of Food for The Soul is not meant to make anyone feel left out; rather, it's to create an inclusive space for people that have often been left out of the conversation. I was apprehensive during the planning stages, worried that there would be backlash, that

people would feel hurt. I chose to write this article to explain why we felt that this kind of programming was an important thing. Before I go on, I'd like to clarify that everything I say here is based upon my own experiences and understanding; I don't presume to speak for all women of color.

That said, there is plenty of research which highlights discrimination from limiting social norms based on gender to pay inequity, to name a few. For women of color, in addition to gender-based discrimination, there are also overt and less direct ways of



Miranda Schaeffer participating in a Food For the Soul event

CEDAR CREST COLLEGE
Center for Diversity and Inclusion

STUDENT DIVERSITY COUNCIL

International Banquet

MARCH 15 / CANOVA COMMONS / 4:30 - 7 PM



CEDAR CREST COLLEGE

Center for Diversity and Inclusion

GSD TRAINING

DIVERSITY TRAINING • ACTIVITIES • DISCUSSIONS
SNACKS • DRINKS • AND MORE!

MONDAY, FEBRUARY 19
TCC, ALCOVE C
12PM-1PM

Being Muslim in America

What does it mean to be Muslim in America?
Let's talk about identity and experience

Tuesday 1/30 5-6 p.m.
Allen House 104

Talking Circles



94 events
2181 Attendees

Aprox. 1329 students,
439 staff faculty
& 423 Other

WE ARE HERE

The Student Diversity Council would like to invite the Cedar Crest Community to stand together and say "WE ARE HERE" on Thursday, January 16.

We are Here at Cedar Crest
WE are Here in this conversation
WE are Here Committed to MLK's Vision of a beloved community
WE are Here with a Dream for a better tomorrow

WE ARE HERE

CULTURAL EXPERIENCES THAT REFLECT OUR COMMUNITY

CULTURAL CAFE

TEA BOWL MAKING

TUESDAY 2/20
5-6PM
© HARTZEL HALL LL



94%
VERY
SATISFIED
RATING

2017-18 END OF YEAR HIGHLIGHTS

- With the help of 6 student Inclusion Advocates (IAs) and one AmeriCorps Vista the center this past year held 94 events attended aprox. by 2181 people (1329 students, 439 staff faculty & 423 Alums, Community members, LVAIC participants (numbers reflect reported participation between the following dates 7/1/17-4/5/18)
- Evaluations of 19 of these events show that on average participants were very satisfied with content, facilitator and activities 94% of the time.
- Moved to the Allen House - Center for Diversity and Global Engagement on Rev. Martin Luther King Jr. Day 2018, Along with International Student Services and Global Initiatives and intentional programs.
- 9 Student Inclusion Grants were given out this year that helped attend local and out of state events, and bring to campus trainers, welcome new students and share Bangladeshi culture.
- Hosted LVAIC the Diversity Bridging the Gap Conference in the fall and the Co-organized the LVAIC LGBTQ+ Student leadership conference in the spring.
- The Student Diversity Council's MLK Jr. Day launched the campaign we the slogan "We Are Here" and Hosted the second annual International Banquet.
- Hosted a performance of What Lies Within : Dancing with Race and Identity A collaboration with the Performing Arts Department and Dance Link and Basement Poetry

Food for the Soul

Cont.



racism, layering experiences that, as you add them, all can take a toll. Due to the intersection of race and gender, men do not usually face these experiences: especially cisgender, heterosexual white men.

These realities are the reason creating spaces where women of color can find community and understanding from others facing similar experiences becomes empowering. Food for The Soul is meant to aid women of color in understanding that they are not alone and allowing them to learn from each other to address societal issues and continue to move forward as they strive toward their dreams and goals. The discrimination that women of color face is a heavy burden.

To draw from my own experience, something that is incredibly difficult for me to shoulder as an Arab

Muslim woman are terror attacks. These kinds of calamities are traumatic on a human level, because violence is horrific; then, there is an added layer of trauma because sometimes the people committing these vile acts identify themselves with my faith. So, I grieve as a human, as an American, as an Arab, and as a Muslim, where there is pain as well as fear of violent reprisals from people who associate headscarves with terrorists. When I leave my house, I'm constantly guarded, worried that someone will harass me or act violently toward me due to ignorance and hatred. These kinds of concerns weigh heavily on the heart, especially in addition to other daily concerns, like academics, work obligations, family, etc.

To me, Food for The Soul is a space I can occupy, knowing that the other attendees understand where I'm coming from and may have similar experiences and struggles. Self-care is important for everyone, and the CDI seeks to provide spaces and programming for people from all communities to develop and practice self-care skills. Food for The Soul is simply filling a need for self-care programming that acknowledges and incorporates the unique realities that apply to women of color.

Bringing Henna to Campus

By: Katia Olsen

One of the Cultural Cafés for this spring was henna, which is a South East Asian tradition of body art. It has a long history associated with weddings and major celebrations. We invited local henna artist, Monika Kothari, to do henna for everyone on campus. In addition, she brought a lot of homemade jewelry and ceramics to put on display. While the students were waiting to get their henna done, they got a chance to look at the intricate and detailed artwork that Monika did. There were plates, vases, and candles that were colored with meticulous henna designs. There was also a bunch of traditional Indian jewelry ranging from bracelets, bangles, necklaces and earrings. All of

them with a unique design on them to distinguish them from the rest.

As the students waited for the henna to dry, they were treated to various types of Indian food which ranged from vegetable biryani to chicken tikka masala.

I am familiar with henna as a lot of my friends are Indian and henna is a part of their culture. It was really amazing to see how efficient and precise Monika was in performing the henna on the students' hands. Many people enjoyed the event and loved the chance to get henna done. It was a great experience to share Indian culture with the campus.



It is because of a beautiful and amusing love story that I am here right now writing. The love of three pure, enlighten souls. Many, years ago a loyal woman met an intelligent man. They already knew of each other for a long time, since they lived in a small village where everyone knew who you are. Destiny was so perfect in its actions that made them get to know each other more. They dated for 1 year. It was a pure and respectful love, only teenagers but very mature with their feelings. Time passed, fights happened and they broke up. It was a hard moment for both of them. They still loved each other when the unfortunate decision of ending the relationship happened, in fact, their history would never be forgotten. The woman of silky black hair and fascinating body was a model, had been working on the industry for almost 3 years, and there she meet Roberto. The Italian guy, who was very attractive and had all eyes on him,. He was only interested in the beautiful woman. They talked here and there and with time they



Roberta is a first year pre-nursing student. She is originally from Brazil and came to study at Cedar Crest.

started dating. Ten years of complicity and love helped them to make the decision to marry. After that they had me, yes, the beautiful woman gave birth to this extraordinary person that now writes this story.

On a gloomy day when the city was bustling with cars and the air was dry, Roberto went to work. He got on the motorcycle and told the beautiful woman “If I don’t see you in this world I will see you in the next.” Like always she didn’t take it seriously and just said “Stay with God”. The traffic was so confusing on that day that an unexpected car came at my father’s motorcycle and a tragedy happened. He died 10 minutes after getting to the hospital.

Destined To Be!

By: Roberta Manetta

My mom and I were alone. I still remember asking desperately to see my father, and my mom saying, "Look at the sky daughter, do you see that star? There is where your father is now, whenever you miss him look at the stars."

She was on her last year of a hustling path of getting a BSN. We moved to a smaller apartment and had to share with other people in order to be able to pay for the rent. I was in a day care, so my mother could work and study. I was 3 years old when that happened and she was 25.

It was time where destiny would put its plans in action. A very funny and intelligent man appeared in her life. He and the beautiful woman started dating. But my mom had forgotten a very important step. She hadn't introduced him to me at that moment. One day she went to see him and asked me to wait in the car. I waited just like an obedient daughter would do. He came out of the house and opened the door to talk to me. It was love at first site.

I am who I am today because of the paths that destiny chose for my life. I am who I am because of the hard work that the beautiful woman placed before me, always being there, always present, always caring. I am the Roberta of today because of Roberto, the love he gave me while in this life is still present in my mind and even if he is not here now, he will always be inside my heart. I am who I am, because of the wonderful person that Wander is, for marrying my mother and for taking care of me as his own daughter. He has never treated me differently from my brothers; he has always been a true father. Although I believe he was very smart for choosing to be my father, because I don't believe an amazing opportunity like this to live with me, would come twice. I am very grateful that he did it. I got here by a lot of sacrifice and a lot of love that I received from three beautiful souls.

Somewhere in Albuquerque, New Mexico, my former community college stands. Nearly four years ago, I wouldn't have considered moving across the country to enroll at Cedar Crest. Who knew that this move, similar to the ones I had before, would be the catalyst for me? I would rejoin my parents in the state of Pennsylvania, and push through familiar obstacles we've shared together.

Here's what I know: growth occurs subtly. For most of my young adult life, I felt like I needed to play catch up with my former high school classmates. Yet, I found my footing when I encountered the past Multicultural Center,

Here's what I know: growth occurs subtly

and now weaved myself into the current Center for Diversity and Inclusion. When I first arrived at Cedar Crest, I stayed in the background. I gravitated to few people, frequented my room, and doubted that I could apply for any student leadership position.

For the next two years, I did find my holistic tribe and supportive squad. Needless to say, I met them during leadership opportunities. We've made meals together during Ramadan at three in the morning as Conference Service

Assistants in the CDI. We've bounced back and forth at each other's programs. We've congregated at the CDI as our central meeting place even by accident.

I am reminded of where I started – the freshman who viewed life as predictable – viewing things in black and white. Now, in my final year, I am at peace with my own identities and their fluctuations over time. These factors are coupled with support and abundant love.

I am here with you. I am growing alongside so many women and folks who taught me the necessity of change. This same change that grew over time and continues to transform so many of us.



Passing



Through



Doorframes

By: Aginetta Mulima

Accepted and Acceptance

By: Michelle Chavez



My favorite film as a child was the comedy film *Accepted*. The general plotline is about a high school senior who doesn't get accepted to any college he applied for, so, to please his father, he fakes a college. During this process, however, he accidentally gathers a

whole host of other students who didn't get accepted anywhere now ready to attend

Carve your own path and be accepting of what you find

the fake university.

The movie goes on to talk about what constitutes as intelligence and how one gains knowledge shouldn't be restricted to classrooms and to the classic subjects and this fake university becomes a real one. A heartwarming watch for sure, but one that hides a deeper truth that rang a chord in my tiny child heart.

No two people are the same. College is an opportunity to look inward and change into that person who is authentically you. It's a chance to try on new labels, experience new lifestyles and histories. It's a chance to learn both

inside a classroom and, more importantly, outside of one.

We are all shaped by what we know, who we interact with, what we choose to do with our limited time in school and in life. And we can only discover our true selves through an open-mind and vast lived experiences. Only when we truly feel free.

Each of us are unique, just like the teacups on the front cover of this edition. And just like those teacups, it takes time, patience, knowledge, and a little bit of luck to form our self-identity. We are molded by various hands, given more clay, more shape, more color. We might chip and need to fit new pieces onto our self-image. We might need to start over. But regardless of the process, our end result is a collection of unique and beautiful individuals.

The wealth of connections I can make between *Accepted* and identity is endless. But the TL;DR of it all is this: carve your own path and be accepting of what you find. We are all different, but that difference lets us find ourselves and brings color and life into our world. We find ourselves through others, and I think that's a gift we should not reject.

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..in this conversation

...committed to MLK's Vision of a beloved community

...with a Dream for a better tomorrow



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