

A group of people are playing djambanis (African drums) in a room with large windows. The focus is on the hands of the players and the drums. One drum in the foreground has a light-colored head and a wooden body with metal bands. Another drum in the background has a dark head and a wooden body. The players are wearing casual clothing, including a denim jacket and a black top with a colorful beaded necklace. The text "Change Magazine" is overlaid in a large, yellow, serif font, and "Fall 2019" is overlaid in a white, italicized, serif font in the bottom right corner.

Change

Magazine

Fall 2019

Director's Note



Student Diversity Council Training Fall 2019)

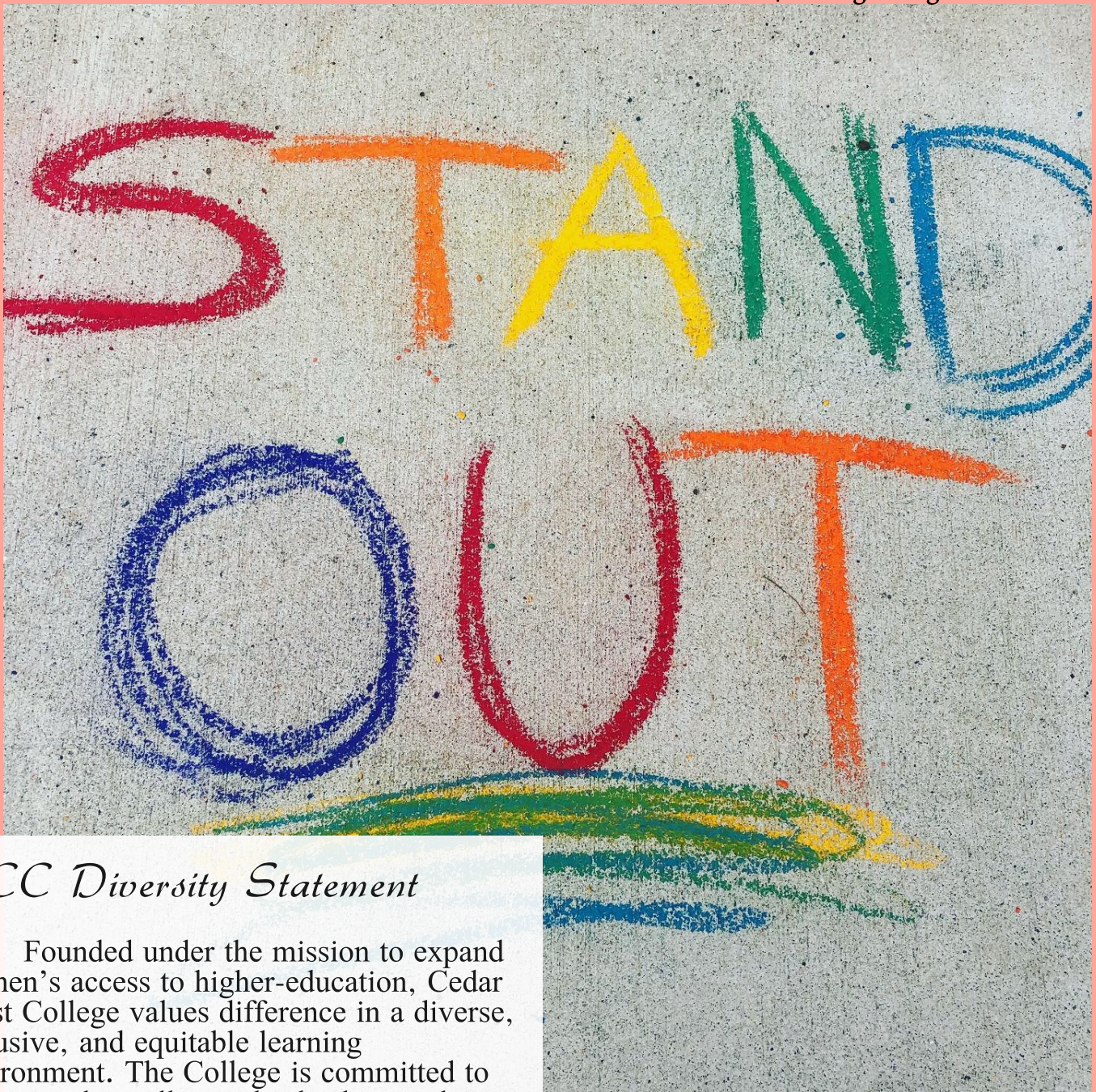
Dear Cedar Crest Community.

The Center for Diversity and Inclusion is happy to have had a busy fall 2019. With about 60 events and training that comprised of a number of programs geared to students including our fall Bridging the Gap conference with the other LVAIC schools and as well as faculty and staff training. Most of all we are thrilled to have added three new organizations to the Student Diversity Council; the LatinX Club, the Asian Student Association, and the Multi-Cultural Nursing Student Organization, continuing to build a supportive community for students that is informed by students.

We are looking forward to 2020, we anticipate having some interesting conversation as the census, and elections approach and we hope the CDI will continue to be a place for reflection and Dialogue.

Tatiana Diaz

Dir. Diversity & Inclusion



CCC 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.



Who Am I?

Nisha Bhatt

Who am I?

I am there everywhere you go

I am both invisible and visible at times

I am as strong as the winds, as piercing as the cold rain,
and as comforting as the swaying of the breeze on a sunny
day

Some fear my power and ability to unite so they attempt to
strike me down

You might not see me at times

You might not notice me at times

You might not think about me at times

Yet I am always inside you, around you, and affecting you

You cannot escape my presence even if you ignore me

Even though I am differently able, do not exclude me

For I exclude no one

I do not discriminate

Learn about me with your curiosity and passion

As I wonder how I affect you

I come in many forms

I stand out in the crowd when I am revealed

Sometimes because of the way I look, who I am attracted
to or what I believe in


And yet I try everytime to stand tall and proud as I show
the world who I am

I am who I am in your bones

I am intertwined in your life experiences, your passions,
your hopes, your adversities, and your strengths

To many I reflect hope and inspiration

Together with my friend called inclusion, we are stronger
For I am Diversity.



Disabled is Not A Bad Word

Lois Ann Polashenski

Disability is a taboo topic. When talking about disability, people often get uncomfortable and want to stray from the conversation. However, disabled is not a bad word. A lot of us with disabilities proudly own the word “disabled.” I should clarify, you shouldn’t only refer to us and see us as disabled, but you don’t have to ignore a large part of our identities. Disability comes in all shapes, sizes, and symptoms.

Some of us have invisible disabilities that you can’t see but we can sure feel. Some of us use a wheelchair but can still stand up to stretch. Some of us have a hard time concentrating or even getting out of bed in the morning. Even for some of us, you wouldn’t know we were disabled unless we told you. No matter how we experience our difficulties, we are disabled. We struggle, we get frustrated, we have pain and we also strive towards a future where people understand us. The stigma surrounding disability harms those of us with disabilities.

“Are you faking it?”

“Can you really not do this?”

“You seem fine?”

“Are you trying to get better?”

Despite the constant critics, we continue to fight an uphill battle. However, we still do our best to enjoy life and take it one day at a time because sometimes that’s all we can do.

We ARE disabled. Disabled is not a bad word. Disabled is not a bad word. Disabled is NOT a bad word.


A Seat At The Table

Tatyanna Miller



When I was a little girl I was told to sit down and be quiet by society. Not with words but with actions. I was not invited to the table, not without stipulations, and I was not given a right to have a differing opinion. I was the token Latina or Black friend, and I am only one of those things. Having friends in my area for a person with my skin tone was hard. Every child wants to be accepted by their peers, but I learned that an opinionated woman of color must always wear duct tape over her mouth.

I first learned how unimportant I was in middle school. I had racist comments thrust upon me like a girl scout badge, but still I decided to see the good in the world. One day as I was waiting for my bus to pick me and my peers up from our neighborhood, two white boys got bored and wanted to play a game. The game was "monkey," and I was the main event. As I was standing talking to my friend, they began throwing rocks at my legs and telling me they wanted to see "me dance like a monkey." I begged them to stop and tried to get out of the line of fire, but one boy hit me in the ankle and I went down on the ground. No one at that bus stop helped me. They laughed. As the bus came, I picked myself up, and hid my tears and pain. This happened for weeks, And. No. One. Stopped. Them. One day I got the courage to tell the school. They said they would fix it - they didn't. The two boys were star baseball players, and the vice principal was their coach.



From that moment on, I knew I was unsafe. Even in places I was promised protection. I began to follow roles and take hatred like it was butter on bread. I became quiet. I became small. I became fearful of all people. I took my hands that used to hold my truth, and sat on them.

The truth of the matter is that change is necessary for our diverse hands to be freed from the shackles of hatred. All around there are rooms that are focused on that exact change. But I am done with multiple different rooms, and with multiple different tables where things are happening. I want a world where it happens. I figured out just how to do it a few weeks ago.

The problem with me so long ago was that I let the world dictate my next moves, and so became a meek version of myself. Instead of doing this, all I had to do was change my world, and make it something worth being happy in; a world that I had once dreamed up.

Today, I am doing just that. I have decided to take my world and shape it instead of keeping my hands tied and my mouth shut. I became an Inclusion Advocate for Cedar Crest College, and started speaking up for myself in a day-to-day context. I began writing things like this, and speaking out about issues I have with society now. The world is so imperfect it has become cliché to say, but by deciding to change the world, I have already made the room. Just by me finding people who wanted to change it with me, I found the table and people to sit at it with. All we need now is to let our voices be heard, and that is where the fun, commitment, and work begins.

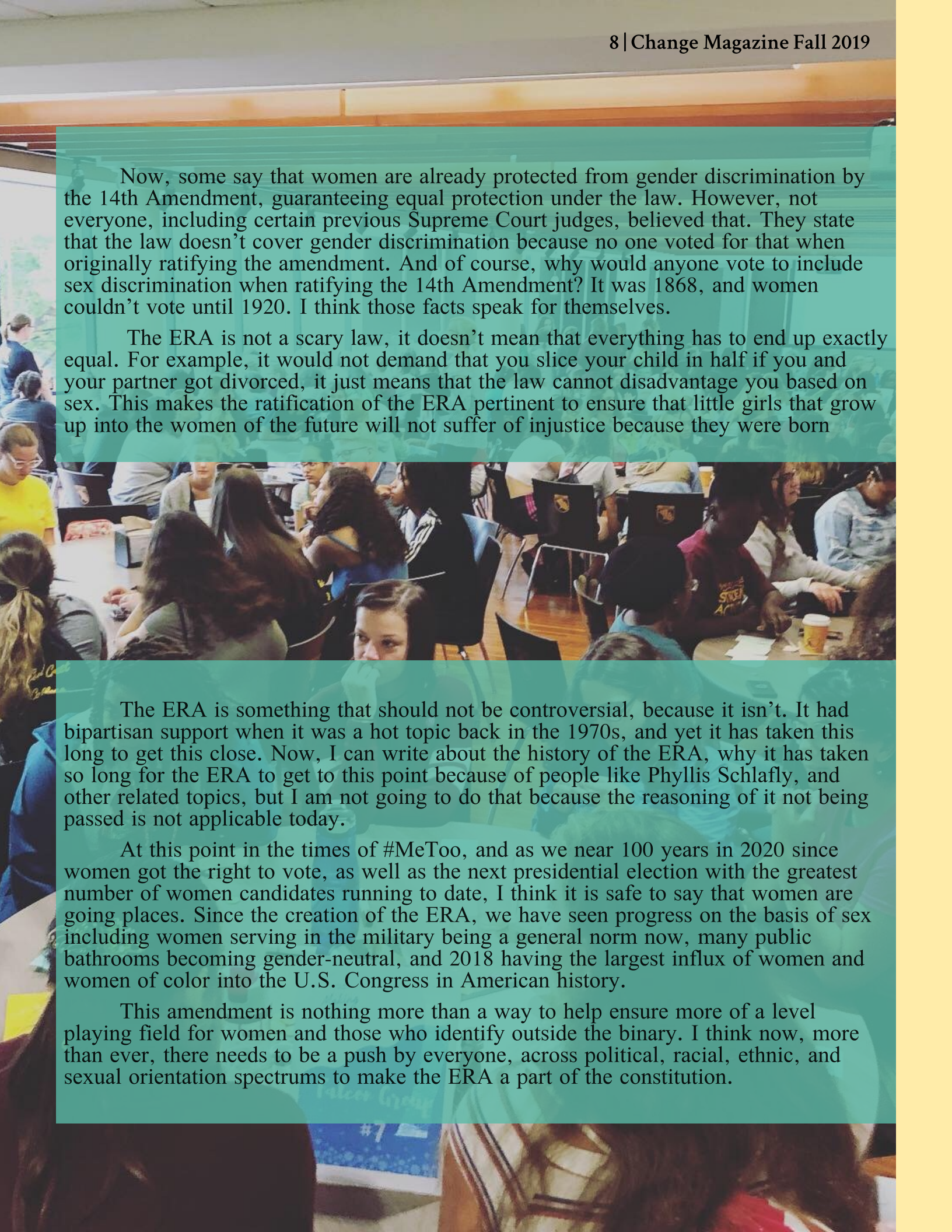
The Big Break

Sulakshmi Vaid



Photograph provided by Sulakshmi Vaid

Enter the Equal Rights' Amendment (the ERA), created in 1923 by the famous suffragette, Alice Paul. It states, "equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex." These are the 24 words that make up the Equal Rights Amendment, nothing more - nothing less, a straightforward Amendment saying that the government legally can't be sexist. You would think that this would already be a part of the law, right? And yet to this day, the amendment hasn't been ratified by enough states to become part of our Constitution. As of today, we are very close to ratification, with only one more state is needed to ratify it! As Disney princess Tiana, the first black Disney princess, famously sang in her movie: "we're almost there!"

A group of people, mostly young adults, are seated around a long wooden table in a meeting room. They are engaged in discussion, with some looking at papers and others looking towards the camera. The room has large windows in the background, letting in natural light. The overall atmosphere is professional and collaborative.

Now, some say that women are already protected from gender discrimination by the 14th Amendment, guaranteeing equal protection under the law. However, not everyone, including certain previous Supreme Court judges, believed that. They state that the law doesn't cover gender discrimination because no one voted for that when originally ratifying the amendment. And of course, why would anyone vote to include sex discrimination when ratifying the 14th Amendment? It was 1868, and women couldn't vote until 1920. I think those facts speak for themselves.

The ERA is not a scary law, it doesn't mean that everything has to end up exactly equal. For example, it would not demand that you slice your child in half if you and your partner got divorced, it just means that the law cannot disadvantage you based on sex. This makes the ratification of the ERA pertinent to ensure that little girls that grow up into the women of the future will not suffer of injustice because they were born

The ERA is something that should not be controversial, because it isn't. It had bipartisan support when it was a hot topic back in the 1970s, and yet it has taken this long to get this close. Now, I can write about the history of the ERA, why it has taken so long for the ERA to get to this point because of people like Phyllis Schlafly, and other related topics, but I am not going to do that because the reasoning of it not being passed is not applicable today.

At this point in the times of #MeToo, and as we near 100 years in 2020 since women got the right to vote, as well as the next presidential election with the greatest number of women candidates running to date, I think it is safe to say that women are going places. Since the creation of the ERA, we have seen progress on the basis of sex including women serving in the military being a general norm now, many public bathrooms becoming gender-neutral, and 2018 having the largest influx of women and women of color into the U.S. Congress in American history.

This amendment is nothing more than a way to help ensure more of a level playing field for women and those who identify outside the binary. I think now, more than ever, there needs to be a push by everyone, across political, racial, ethnic, and sexual orientation spectrums to make the ERA a part of the constitution.

Today is a Scary Place

Melissa Culver

Today is a Scary Place

Today is a scary place
One where people condemn people
Simply for the color on their skin

It's a place where dreams come true
But also where reality hits hard
Where you can be anything
Just as long as you stand your guard
For as soon as your back is turned,
they'll tear you to the ground
And tell you that your not good enough to be
so freaking proud.

It's a place where love is love
Unless it goes against their beliefs
Who would have thought that someone else's
life
could cause them so much grief.

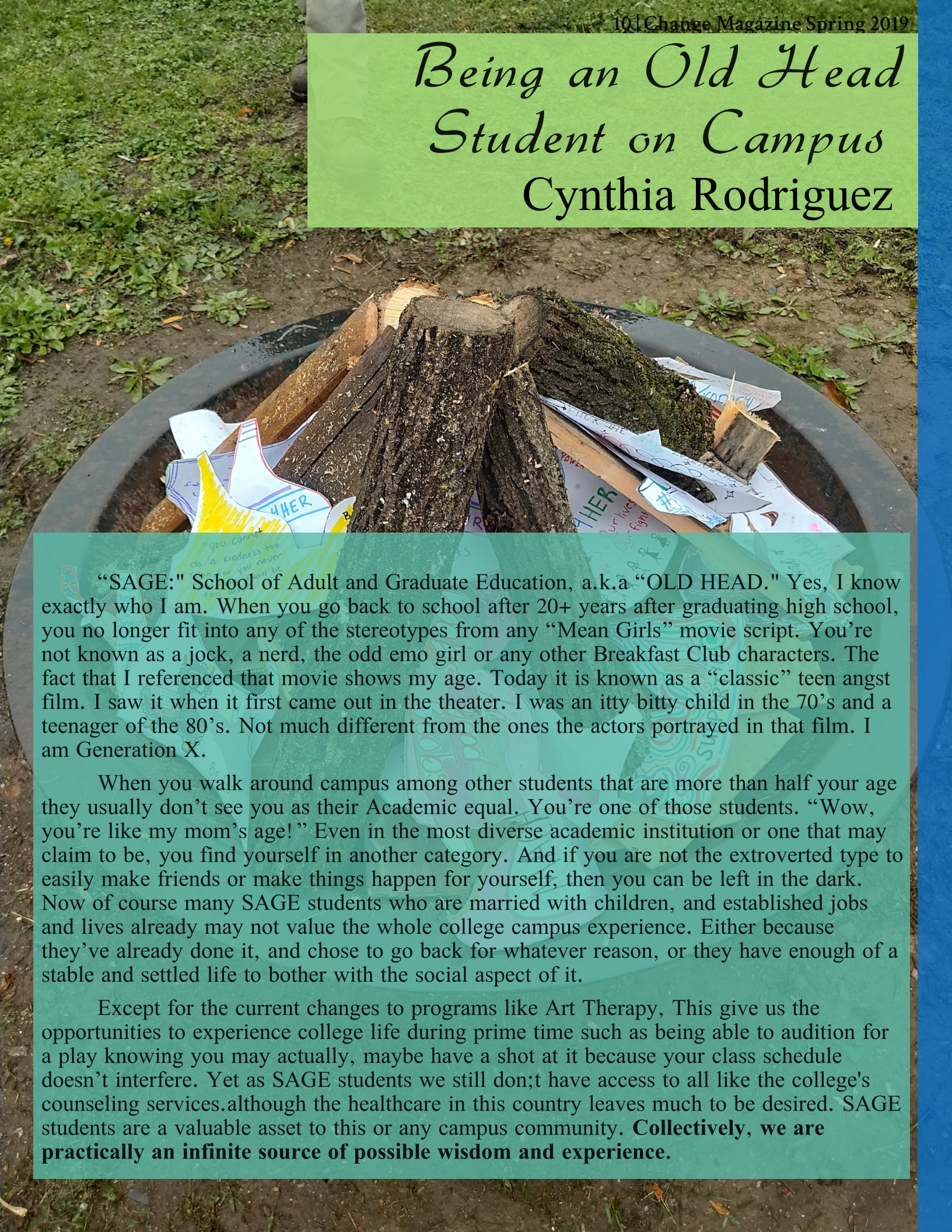


It's a place where boys are boys and girls
are girls, with nothing in between.
We've become so close minded that the
truth cannot be seen.
In confining people to a box
we're denying who they are
For gender and sexuality are spectrum's that
interlock.

Today is a scary place
But tomorrow doesn't have to be
When we learn to accept one another
That's when we truly see
That life is way too short to worry about
what others do
If it makes them happy
Then it should make you happy too.

Being an Old Head Student on Campus

Cynthia Rodriguez

A photograph of a fire pit with several large logs and crumpled pieces of paper inside. The paper has some handwritten text, including "HER" and "you cannot do a kindness too soon for you never know when you will be in need of it". The fire pit is set on a patch of grass and dirt.

“SAGE:” School of Adult and Graduate Education, a.k.a “OLD HEAD.” Yes, I know exactly who I am. When you go back to school after 20+ years after graduating high school, you no longer fit into any of the stereotypes from any “Mean Girls” movie script. You’re not known as a jock, a nerd, the odd emo girl or any other Breakfast Club characters. The fact that I referenced that movie shows my age. Today it is known as a “classic” teen angst film. I saw it when it first came out in the theater. I was an itty bitty child in the 70’s and a teenager of the 80’s. Not much different from the ones the actors portrayed in that film. I am Generation X.

When you walk around campus among other students that are more than half your age they usually don’t see you as their Academic equal. You’re one of those students. “Wow, you’re like my mom’s age!” Even in the most diverse academic institution or one that may claim to be, you find yourself in another category. And if you are not the extroverted type to easily make friends or make things happen for yourself, then you can be left in the dark. Now of course many SAGE students who are married with children, and established jobs and lives already may not value the whole college campus experience. Either because they’ve already done it, and chose to go back for whatever reason, or they have enough of a stable and settled life to bother with the social aspect of it.

Except for the current changes to programs like Art Therapy, This give us the opportunities to experience college life during prime time such as being able to audition for a play knowing you may actually, maybe have a shot at it because your class schedule doesn’t interfere. Yet as SAGE students we still don;t have access to all like the college’s counseling services.although the healthcare in this country leaves much to be desired. SAGE students are a valuable asset to this or any campus community. **Collectively, we are practically an infinite source of possible wisdom and experience.**

Thank you to our Fall 2019 Team



From left to right: Nisha Bhatt (GA), Melissa Culver (IA), Suelakshmi Vaid (IA), Lois Polashenski (IA), Tatyanna Miller (IA), Gabryel Porter (IA), Cynthia Rodriguez (IA), Tatiana Diaz (Director of CDI).

**Try to be a rainbow in someone else's
cloud."**

~ Maya Angelou