

CHANGE



FALL 2017

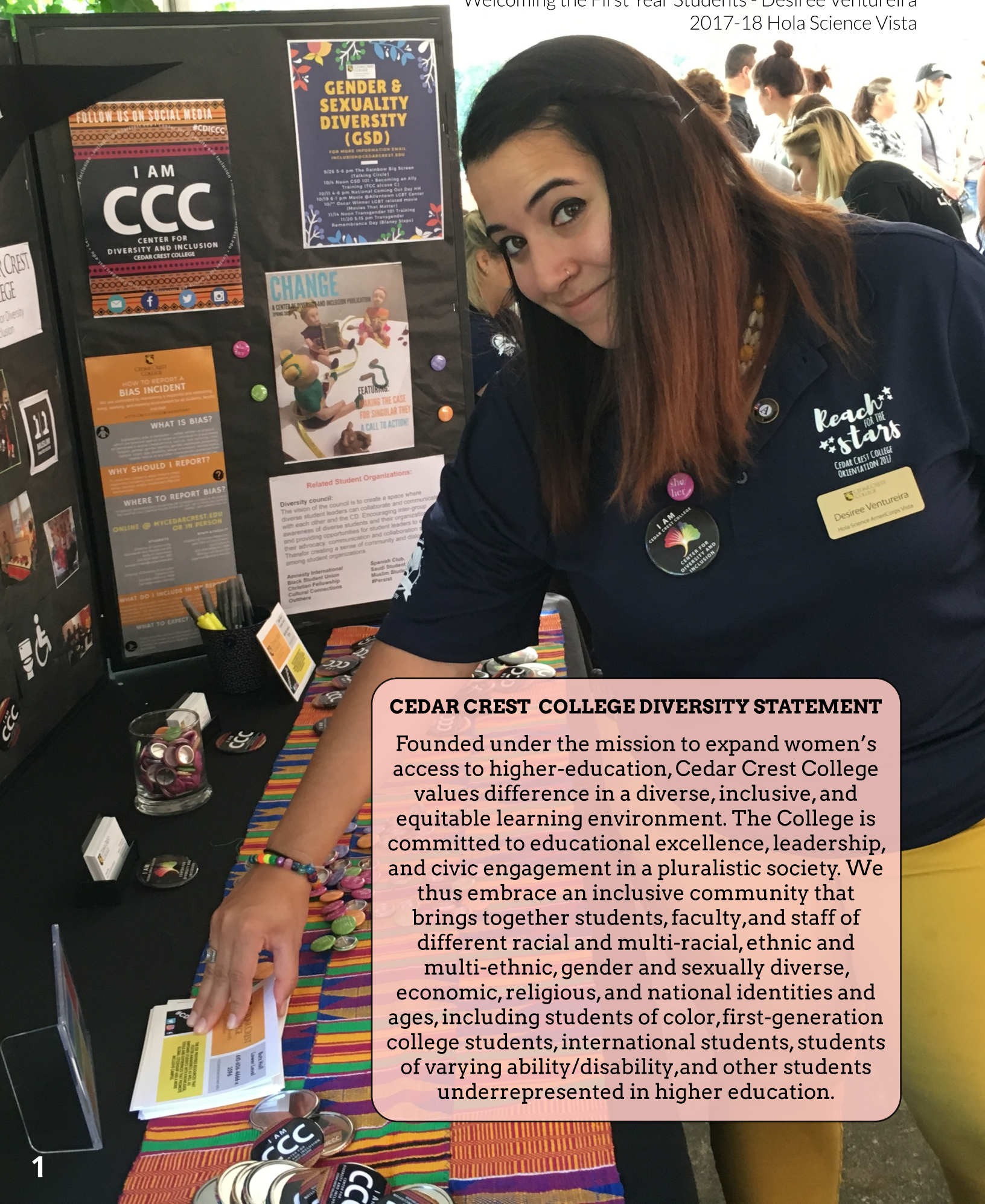
A CENTER FOR DIVERSITY AND INCLUSION PUBLICATION

FEATURES

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CEDAR CREST COLLEGE 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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Cover Art: Strength by Nicole Roberts

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Change Magazine is the bi-yearly magazine produced by the Center for Diversity and Inclusion. Works focus around the 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



CEDAR CREST
COLLEGE

Center for Diversity
and Inclusion

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(Cover, Creating Space, & Pg 11)

Director's note

The fall of 2017 has been eventful. We started in September with our need to respond to the phase out of the Deferred Action for Childhood Arrivals (DACA) program. As a Cedar Crest Community, we have responded by committing to support our students and by naming the Dir. of Diversity & Inclusion as the main point of contact for all CCC students affected. Later at the October the Board of trustees meeting, our transgender admissions policy was passed. This development rounded up a series of policies and college wide efforts that support our transgender students. Finally, in November we packed up the CDI and left Butz lower level as we prepare to transition to our new location at the Allen House - Center for Diversity and Global Engagement in the spring of 2018. There is never a dull moment at the CDI and we are looking forward to creating a new brave and community-driven space next semester. See you then!

-Tatiana Diaz





Major changes hit the college these past few years and the expansion of the CDI is no different. The changes started with the hiring of a new Director of Inclusion and Diversity, a renaming of the center from Multicultural Center to the Center for Diversity and Inclusion, and a stronger event presence on

campus.

As our role in the college community grows, so too does the need for more space dedicated to the pursuit and encouragement of our college's Diversity Statement. The Allen house will now gather International Student Services, Global Initiatives and International Programs and the Center for Diversity and Inclusion. Other than offices, the space will also contain features such as a kitchen, classrooms, and student study and lounge areas.

The opening day is slated for the first week of classes, so be sure to check your emails and the center's Facebook page for more details!



We're Moving!

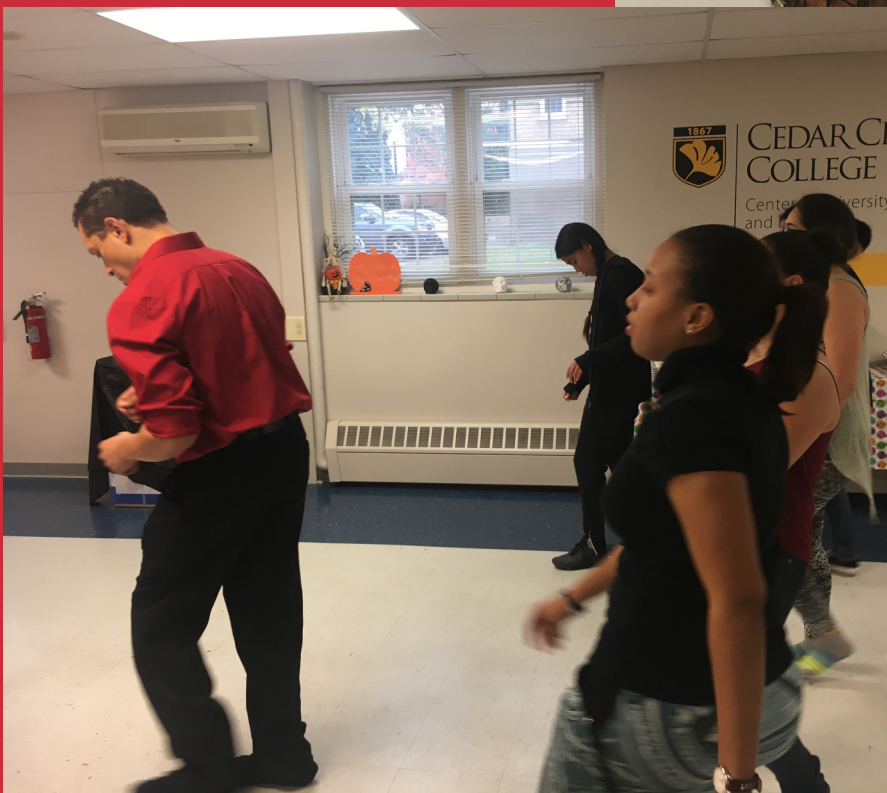
Find Out Where We're Going

Cultural Cafe

By: Katia Olsen

The Cultural Cafes held this fall semester included a drumming circle and salsa dancing. Both events highlighted a different culture. The drumming circle was tailored to the African inspired music and the legacy of the African diaspora in music. The salsa dancing event showed participants dances that have been passed down for generations and have become a part of the Latinx identity.

Karen Smith (Far Right) and Bubba Tyrone (Far Left) with students Nora Mahmoud and Katia Olsen.



The drumming circle was facilitated by Karen Smith and her colleague Bubba Tyrone. Along with them were a myriad of drumming instruments--each had their own sound and style.

The Salsa Dancing was facilitated by Michael Padillo.

Michael Padillo leading a group of students

It's been a difficult fall semester for many of us. Besides classes, papers, labs, and club activities, many students have been affected by events off campus. The United States has been hit by disaster after disaster in the last couple of months, from hurricanes, to wild fires, to mass shootings. One such disaster that had a significant impact on me was hurricanes Irma and Maria hitting the island of Puerto Rico.

The Atlantic hurricane season of 2017 is one of the most damaging and expensive in recorded history according to National Geographic. Texas was hit by hurricane Harvey. Shortly after, Hurricane Irma hit Puerto Rico and Florida. Then Puerto Rico was hit again by Maria leaving the whole island in complete devastation. After all these hurricanes, it became clear that the US government had a different response when it came to giving aid to the US territories, Puerto Rico and Virgin Islands from that of its responses to Texas and Florida.

Many parts of the island suffered loss of power and flooding. Millions of Puerto Ricans

US Response to Puerto Rico

By: Francisca Sepulveda

are still in the dark. Without power hospitals could not properly treat patients. Diabetics did not have refrigerators to store their insulin and food became a concern.

The US responded to the crisis's in Texas and Florida almost immediately. The idea of helping our own was strong. When it came to Puerto Rico, however, the government hesitated on providing aid. The island's debt came into question, as if this would be another thing the citizens would have to pay for. Texas and Florida's debt was never questioned. To do so would have caused an uproar, as it should. I often heard other Americans say, "the government needs to put America first" to explain why the US government should not prioritize sending aid to Puerto Rico. People with this sentiment do not understand that Puerto Ricans are in fact American citizens. As a Puerto Rican, seeing how my government has treated or rather failed to treat the island is degrading. This administration is treating my people as second-class citizens.

The US is not doing enough to help Puerto Rico. Even before the hurricanes, Puerto Rico was an impoverished territory. If you agree that the United States should help its citizens first, then you should also agree that government has a duty to protect and assist the island of Puerto Rico.

Mariela Shaker & Unity

By: Michelle Chavez

Cedar Crest invited Mariela Shaker to the college to share her story and music with the community. Mariela is a Syrian violinist who lived in Aleppo

before the war started. As a student at a university and music tutor, life seemed to be great. But when the war hit, she was forced to deal with daily bombings, threats of violence, and her own mortality. The decision to leave Aleppo and her family was not easy, particularly when it came to finding a viable means out of the city and country. Once out, she went to Monmouth College on a scholarship to study music performance.

Her musical performance was outstanding, playing some classic orchestra music as well as a Syrian piece that was fun and uplifting. Her story of escape from Aleppo helped to put into perspective the real danger and turmoil that is happening in Syria and in Aleppo. She showed us video clips of the city before and after war touched it, and seeing a beautiful, historic, and thriving city be reduced to rubble hurt. Mariela told us that, during her journey to get out of the city alive, she had to prove to others that her violin case was not a bomb or weapon of any sort.



Hearing her tell her story gave a new perspective on the war and left many of us both inspired and sadden. However, the glimmer of hope that shone throughout the entire event was that of connection and love for one another. A lesson that all of us should learn to live by as the world is rocked by hate and unwillingness to listen to one another.

Students Nadia and Fadia Namous talking to Mariela after her performance

Creating Space

Spotlight on the artists on
campus creating spaces for
diversity and inclusion

By: Nicole Roberts

We are Women



The Child



Achilles and Patroclus

The Importance of Remembrance

By: Taylor P. Doran

Loss is a natural part of life, as is the grief which often accompanies it, and coming together to mourn is an act of solidarity and self-healing. This past year, things have been turbulent at best, as tragedy struck with painful consistency and political unrest continues to have the nation in an uproar, the wedge between sides only growing deeper. In the midst of such chaos, we must value and take time to appreciate the rare moments of reflection that allow our community to grow stronger.

This year on November 20, people from around the world came together for International Transgender Day of Remembrance to mourn those lives that were lost to anti-trans violence in the past year. This day is meant to remember those who are no longer with us, to grieve for their loss, and come together as a community to support one another.

On the evening of November 20, on the front steps of Blaney Hall, the Center held a candlelight vigil in honor of those who lost their lives to anti-trans violence.

The Director for the CDI, Tatiana Diaz, delivered a short but meaningful speech to those in attendance, detailing the history and importance of the day, along with a message of love and support for those grieving. The steps leading up to the front doors were lined with candles and carnations, and those present were asked to take another flower and candle to place on the stairs, as a symbol of the final steps of life in this world that so many were unable to complete.

That evening, despite the sharp chill of a fresh winter, Cedar Crest stood in solidarity with the transgender community, to project a message of love, respect, and support for those lost and those who remain to mourn them.

As each person completed their walk up the steps and the last of the flowers were placed, the stairway of gentle lights and beautiful flowers came to represent more than the grief of those no longer with us. It stood as a symbol of the strength and love we have for each other. Through these challenging times, we must stand together to support one another and extinguish the senseless hate with acts inspired by love.



"If they don't give you a seat at the table, bring a folding chair," said Shirley Chisholm, the first African American woman elected to congress in 1968.

Chisholm would later run for the 1972 presidential election, but not win. However, there's a much wider theme we should remember her for. If you're not winning, then you're persisting where you are – no matter the cause. Chisholm served in the New York Congressional District for seven terms highlighting various discrimination practices in the country.

This year, a number of our campus community members have shown

their eagerness to persist, despite challenges. Whether it's advocating for human rights causes, to encouraging peers to stay motivated in their studies; persistence comes in many forms.

At our core: we are preserving through financial woes, we are asserting our truest self, and we are powering through societal barriers. I believe that here at Cedar Crest College, we are still a place of growth for our traditional, graduate, international, and SAGE students. By growth, I am referring to our initial steps in pursuing higher education. This year we have shown our faces as

leaders, and self-care advocates within our friend groups.

For 150 years, Cedar Crest College has opened the door for women's education in the Lehigh Valley. In our campus' current essence, we have traveled abroad, we have changed majors, we have represented departments on the state level, and we have cheered on through the hard times.

With Arabic, Korean, English, Spanish and many more languages: we are pronouncing our ideals of how to shape a better world.

We are strong, mighty and empathetic. We've built clubs, maintained them, and hosted everything from second chance proms to attending math competitions. We've cooked meals together, we've cried through the circumstances in life, and we've shared a smile or two with those around us. I am here for our ability to teach one another how our stories have shaped us, and where we are choosing to go next.

A.G.

Persistence: Let's Self-Scan the Semester

By: Aginetta Mulima

Through The Years

How Diversity & Inclusion has changed at Cedar Crest

Yvonne Jallah is a senior Social Work major who entered Cedar Crest as a freshman. Now, almost 4 years later, she reflects on her experiences with the college.

(Interview edited for space)



Michelle Chavez (MC): When you first entered Cedar Crest, how was that experience?

Yvonne Jallah (YJ): When I first came, I wasn't involved in campus activities and I didn't really know a lot of people from different backgrounds. So the lady in charge of the international student at the time (Jenny) made an effort to make people comfortable, especially international students. We had an international meeting where the international students all sat around a table so that's how we connected. We use to talk to each other all the time. Jenny also introduced me to

Hawa. She said "Hawa is from Guinea but she is a resident here."

"I was just observing and seeing what I can do, I didn't really talk or get involved in campus activities."

I was just observing and seeing what I can do, I didn't really talk or get involved in campus activities

MC: What caused you to start getting more involved?

YJ: Professor Weaver told me "Oh Yvonne you need to be involved, join clubs and do other activities," and

"[The center is] much more better than my freshman year and sophomore year."

Hawa also told me to get involved. Nick started amnesty but before he did that he said "I need you guys to help."

Over break we were in constant communication. Me, Tammy Bean, plus he went to Moravian campus to talk to the people in charge of amnesty and stuff like that. I was able to help with that. They said, "Yvonne you have to do this," and I just said no I don't want to do this I just want to be a

member, I don't like leadership or be an e-board or anything.

For the club we need to give our input and after that I realized "Oh, I like this I could do this."

MC: Were you at all involved in the Multicultural Center (MCC) before?

YJ: Nope, not at all, I never use to come here.

MC: Why is that?

YJ: I think it wasn't active, there wasn't anything. Like students weren't involved. Now I feel like it's active and a lot of students are involved.

Tatiana made a difference. There was no food pantry. I didn't even know you can come here to cook when it was the MCC but now the CDI you can come and cook, study, do anything here.

It's much more better than my freshman year and sophomore year

MC: Next semester we'll be moving to the Allen House. Thoughts?

YJ: I think it's a good thing because I met with Robin (at Muhlenberg) and they have a similar building like that. I thought, "Oh wow I wish we had this," and now we have it so I think that's awesome. It's a space for everyone on campus so it's all inclusive and I like that.

MC: Are there any hopes that CC will work towards?

YJ: I hope that [they] will reach out to international students more and to address the needs of international students. They have the Winter Drive and housing, but help a little with summer housing. That's all I can say.

Personal Reflections

By: Nora Mahmoud

My sister and I were driving to the store, laughing and singing along with the radio, when someone ahead of us started to pull out of his driveway. We stopped short and as he pulled past us, he screamed out his window, “F--- you! Go back to f----- Pakistan!” For a moment the two of us sat there, dumbfounded, and then we burst out laughing.

“He’s so ignorant!”

“We’re not from Pakistan!”

After joking around for a few minutes, we shrugged it off. But that incident continues to nag at me. I’ve only been spoken to like this a few times, always from a distance, always a level of cowardice on the part of the aggressor. What hurts the most was that someone could scream something out of a car window, without knowing me; hating me solely because of my faith.

I remember feeling a different, more potent form of that pain after the 2016 election. The day after, I remember feeling so watched, so judged, and more than anything else, hurt. I felt like there were so many people who hated me, wanted me out of this country, simply because of my religion. People who, like the man screaming from his car, could hate someone with no cause other than ignorance.

That’s not to say that there haven’t been moments of connection with strangers; last January, I went to the Women’s March on Washington in D.C with my sisters and mother. As my two sisters and I were walking down the street, a young man in a Kippa and Tallit, covered in glitter, paused before us and said, “Thank you for being here.”

The moment was full of love and unity. There is something so vital and nourishing about looking into someone’s eyes and recognizing the love that binds us all together. The road to peace is a long and rocky one, but I think one of the first steps is to look at one another with open minds and hearts, and acknowledge the humanity we share. After all, what do we have if we don’t have each other?



Untitled | Nicole Roberts

Sneak Peek @ Spring 2018

**Martin Luther King Jr.
Day Celebration**
The Allen House
First Week of Classes

**LVAIC LGBTQ+
Conference**
Moravian College
February 10th

**What Lies Within: Dancing
with Race and Identity**
Samuels Theater
February 28th

**Talking Circles:
Freedom of Speech
Being Muslim in America
STDs & STIs**

**Queer in Africa: Challenges
and Pathways to Inclusion
Conference**
Lehigh University
March 21st



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.

[HTTP://BIT.LY/CCCBIASREPORT](http://bit.ly/cccbiasreport)



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.



WHERE TO REPORT BIAS?

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 OR IN PERSON

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STAFF & FACULTY

Director of Human Resources
and Title IX Coordinator
Lisa Garbacik
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Lbgarbac@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 you might have.



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.

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inclusion@cedarcrest.edu

#CCC Pride
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