

**MESSAGE FROM THE
 Chief Officer
 of Diversity
 and Inclusion**



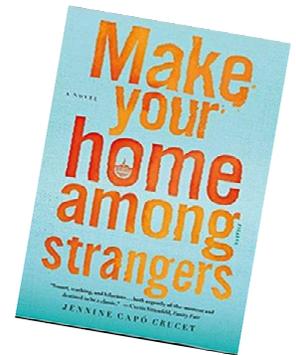
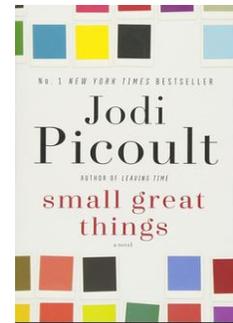
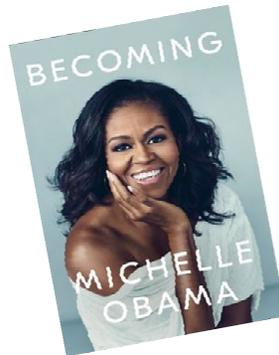
Dear Clark community,

We are delighted to celebrate African American History Month this February which was first instituted in 1926 by Dr. Carter G. Woodson with the first week-long celebration to raise awareness of African Americans' contributions to history. The New York Times recently highlighted the contributions of several African Americans in their series "Overlooked" where they state, "Since 1851, obituaries in The New York Times have been dominated by white men. Now, we're adding the stories of other remarkable people.... Yet who gets remembered – and how – inherently involves judgement. To look back at the obituary archives can, therefore, be a stark lesson in how society valued various achievements and achievers." They highlight contributions from individuals, such as, **Granville T. Woods** (an inventor known as the 'Black Edison'), **Ida B. Wells** (who took on racism in the Deep South with powerful reporting on lynchings), **Marsha P. Johnson** (a transgender pioneer and activist who was a fixture of Greenwich Village life), and **Major Taylor** (a world champion bicycle racer whose fame was undermined by prejudice).

As a community, we strive to foster an environment where all voices, histories, and backgrounds are valued and interwoven into our identity as "Clarkies".

Sheree

Highlight



NEW PROGRAM: Diversity & Inclusion Book Club

Join Professor Alena Esposito of the Psychology department as she hosts the first meeting of the newly established "Clark Faculty and Staff Diversity and Inclusion Book Club". This book club is open to any University faculty or staff member who likes to read and is interested in bringing diversity into their selections. According to Professor Esposito: "Members will read fiction novels and memoirs written by persons of color or dealing with themes of diversity, social justice, or otherwise facilitate understanding what divides us- often best sellers. Through stories, we are able to walk through the shoes of another and gain a deeper understanding of the discrimination and challenges they face and how we might, as a society, mitigate the challenges. We aim to open up a dialogue in a safe space that will help us all to grow in our understanding of the challenges others face and how we might individually and as a group work toward a better society."

Funding for this program was made possible by the Co-Funding Program of the Office of Diversity and Inclusion.

For more information, contact Professor Esposito at: AEsposito@clarku.edu

The proposed book list for this semester is:

- February 26th, Becoming by Michelle Obama
- March 26th, Small Great Things by Jodi Picoult
- April 23rd, Make your Home Among Strangers by Jennine Capó Crucet



Clark University: Celebrates MLK Day 2019

On January 17th faculty, staff, students and administrators gathered in Daniel's Theatre for the performance of "**Martin Luther King, Jr. and the Strength of Shared Dreams**".

The play was written and performed by Emmy winner, Ron Jones of [Dialogues on Diversity](#), focusing on King's Poor People's Campaign. Through music, video and performance the audience learned about King's intersectional advocacy, racial and social justice that defined the Campaign. Dr. King stated in 1967: "I think it is necessary for us to realize that we have moved from the era of civil rights to the era of human rights...When we see that there must be a radical redistribution of economic and political power, then we see that for the last twelve years we have been in a reform movement...That after Selma and the Voting Rights Bill, we moved into a new era, which must be an era of revolution...In short, we have moved into an era where we are called upon to raise certain basic questions about the whole society."

At the conclusion on the performance, Professor Ousmane Powers-Greene facilitated a Q&A allowing for audience members to ask questions ranging from the conception of the play, to how King's campaign relates to today's social climate.

Meredith Neuman, Associate Professor, Department of English and Director, Higgins School of Humanities reflected: "For our first session of Engaging the Arts (offered through Higgins School of Humanities), we attended the MLK lecture performance and then were treated to an impromptu discussion with Mr. Jones on topics ranging from gentrification to the media to how he got his start in theater. We concluded the rest of our session that evening on stage at Atwood Hall, inspired not only by Mr. Jones' words but by his specific encouragement to explore the ways that the arts can connect people and build community"

The event was highlighted in a recent issue of Diverse Issues in Higher Education titled: "Colleges and Universities Commemorate King Holiday", where Chief Officer of Diversity and Inclusion, Sheree Ohen was quoted: " "We have a shared dream in higher education to foster equitable, inclusive environments that celebrate our campus diversity while advancing the educational mission of the institution." <https://diverseeducation.com/>

Read Clark's article, "[MLK Week presenter: You've Got to Wake Up](#)" for more.

The MLK Day Committee members are: Monique Austin, Director for Diversity and Inclusive Excellence; Nigel Brissett, Assistant Professor of International Development and Social Change, IDCE; Eric DeMeulenaere, Associate Professor, Urban Schooling, Department of Education; Esther Jones, Associate Professor of English and Dean of the Faculty; Maria Gallant, Administrative Assistant, Office of Diversity and Inclusion; Sheree Ohen, Chief Officer of Diversity and Inclusion; John Palella, Postdoctoral Fellow, Center for Gender, Race, and Area Studies



Spotlight



In this issue we are pleased to highlight Julia Tran, a PhD candidate who is currently working with ODI by analyzing the data collected in the Clark University Survey of Campus Culture and Community. Upon completion of the data analysis, the committee will then work with the CODI to develop recommendations to support the campus in intentional ways to advance inclusive excellence.

The committee members are: Monique Austin, Director for Diversity and Inclusive Excellence; Elissa Lu, Director of Strategic Analytics and Institutional Research; Sheree Ohen, Chief Officer of Diversity and Inclusion; Andrew Stewart, Assistant Professor, Psychology

What is your background?

I am a doctoral student of social psychology at Clark University. I earned a bachelor's degree in psychology from the University of California, Santa Cruz and a master's degree in social psychology from Clark University. My research examines the role of identity, ideology, and experiences of discrimination in motivating engagement in activism.

What brought you to ODI and this project?

Diversity and inclusion in higher education is an issue that I hold close to my heart. I believe that it is not enough for institutions of higher education to recruit students, faculty, and staff from diverse backgrounds. In order to foster a diverse and inclusive environment, concerted effort must be made to understand and address the challenges that people from marginalized communities face. I see the campus climate survey as a great start in that direction, so I am very grateful to be a part of the project.

What has been the most rewarding part of working on the campus climate survey?

The most rewarding part is working with a great team of people to highlight the concerns and challenges faced by members of the Clark community.

If you would like to nominate someone, please email Monique Austin, Director for Diversity and Inclusive Excellence at maustin@clarku.edu

Office of Diversity and Inclusion Co-funding Program

If you have an idea for activities, projects, events, research, and recruitment efforts that advance and support the mission of ODI, we encourage you to apply for funds through our Co-Funding Program.

Past examples of funding include (not a complete list):

- "Identity Dialogue: Building Skills to Promote Sustainable Advocacy"
- "Upholding the Beloved Community: Advancing a Just Transition to a Sustainable Planet"

For more information on the Co-Funding Program and how you can apply to support your ideas, initiatives, and or projects, please visit the [ODI Co-Funding webpage](#).

The Spring Semester proposal deadline has been extended:

Proposal - February 25, 2019 Receive response by – March 6, 2019

NOTE: If your event is before the proposal deadline and/or response date, please include a request for early review in your proposal. Given the number of proposals we can approve per semester, we cannot guarantee that your request will be granted.

Members of the ODI Co-Funding Committee: Monique Austin, Director for Diversity and Inclusive Excellence; Wiebke Deimling, Assistant Professor, Philosophy; Nadja Johnson, Assistant Dean of Students; Sheree Ohen, Chief Officer of Diversity and Inclusion; Jennifer Plante, Director of the Writing Center/Writing Program and LEEP Center Advisor; Tim St. John, Assistant Dean for Campus Life.

Upcoming Events

Spring 2019 DICP Sessions

If you have thought about participating in the DICP or attending a session, consider what recent participant had to say:

"The most useful part of the session was doing the scenarios. It was good for me to see that my thinking can change and that my reactions can sometimes be the problem."

There is still time to register. Please go to the [DICP Online Registration Form](#).

February 25, 2019

1:00 – 4:00pm

"Best Practices for Faculty & Staff Hiring"

February 28, 2019

9:00am – 12:00pm

"Undocumented Students at Clark and Beyond"

March 12, 2019

1:00pm – 4:00pm

University-Community Engagement and the D&I Movement*

March 26, 2019

1:00 – 4:00pm

"Exploring Microaggressions in the Academy and Beyond" *

March 27, 2019

9:00am – 12:00pm

"Support for International Students and Classroom Strategies"

April 2, 2019

1:00 – 4:00pm

"Common Ground: At the Intersection of Diversity & Sustainability"

April 4, 2019

1:00pm – 3:00pm

"Experiences of Transgender and Gender Non-Conforming Students" *

***denotes rescheduled sessions**

*Did You Know?

The Office of Diversity and Inclusion works in collaboration with the Office of Human Resources to offer workshops for all faculty searches that include a framework on conducting an equitable search, relevant laws and policies, ways to target outreach to help diversify the applicant pool, best practice guidelines on creating an inclusive experience during the search, barriers of implicit bias, and recommendations on valuing candidates contributions to advancing diversity, equity, and inclusion at Clark. We are looking for opportunities to incorporate similar workshops for the staff hiring process

ODI Team

**Sheree Ohen (Marlowe),
Chief Officer of Diversity and
Inclusion**
sohen@clarku.edu

**Monique L. Austin,
Director for Diversity and
Inclusive Excellence**
maustin@clarku.edu

**Maria-Elisa Gallant,
Administrative Assistant**
magallant@clarku.edu

Office of Diversity & Inclusion
508-793-7350