



MESSAGE FROM THE Chief Officer of Diversity and Inclusion



Dear Clark community,

We are thrilled to launch our office newsletter to highlight key initiatives and current efforts taking place across campus to advance diversity and inclusive excellence.

In my welcoming message two years ago, I noted that it takes our shared commitment to advance these important values with evidence-based strategies while valuing the lived experiences of our community members. It has been exciting to see the energy and commitment to ensure our community takes the necessary steps to actualize our values to foster an inclusive environment where all are able to thrive in our working and learning spaces.

I would like to introduce two new members to our team: Monique Austin, our inaugural Director for Diversity and Inclusive Excellence; and Julia Tran, our Graduate Research Assistant working with us through the end of this academic year on data findings from the campus climate survey. They bring a wealth of experience and passion to this work. Please join me in welcoming Monique and Julia to our team!

I want to thank you for your shared commitment and partnership in this work.

Best regards,

Sheree Ohen, J.D. (Marlowe)

Highlights



Clark University: Recipient of Diversity Award

Clark University received a 2018 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine. This is the only national award that recognizes colleges and universities for outstanding diversity and inclusion efforts on their campuses.

Read the full story here:

[Clark earns national recognition for diversity and inclusion efforts](#)

ODI Mission

The Office of Diversity and Inclusion advances the University's mission and commitment to excellence by working collaboratively to promote a campus climate that values diversity and inclusion and is free of bias and harassment for all students, staff, and faculty.

In this Issue



01. HEED Award

02. Meet the New Director for Diversity and Inclusive Excellence

03. Diversity and Inclusion Certificate Program

ODI welcomes Monique Austin, Director for Diversity and Inclusive Excellence

Originally from Boston, MA, Monique has spent over 20 years in higher education, serving both in academic affairs and student affairs.

Through her work with ODI, she plans to work with the Clark community to create opportunities and spaces that will promote diversity and inclusion.



Some initiatives that she is currently working on include: supporting the Diversity and Inclusion Certificate Program, which is now in its second year; serving on Bias Incident Response Team and assisting with a review of current protocols; serving as a member of the Campus Climate Survey Team, and the President's Diversity Advisory Council.

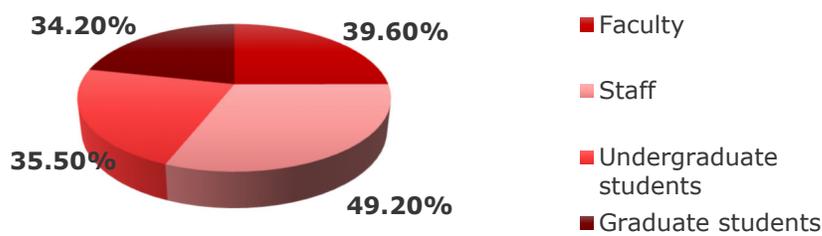
Outside of work, Monique enjoys reading, cooking, gardening, and is planning to take up yoga.

Survey on Campus Culture and Community

ODI would like to thank each member of the Clark community who took the time to complete the survey. Your responses will go towards making Clark a safer, more inclusive environment where all of us can thrive.

The Survey on Campus Culture and Community was administered during the fall 2017 semester. The survey serves as a core part of Clark's strategy on diversity, inclusion, and equity, which in turn is one of five core components of the university's Academic and Financial Plan for 2016–2021. While the university has conducted research of this nature before, this is the first time in the institution's history that all constituents of the Clark community were reached at once. We are in the process of reviewing the data findings and will work across constituencies to develop a robust action plan.

The following is a breakdown of responses:



The Campus Climate Survey Team consists of: Sheree Ohen (Marlowe), Chief Officer of Diversity and Inclusion; Monique Austin, Director for Diversity and Inclusive Excellence; Elissa Lu, Director of Strategic Analytics and Institutional Research; and Andrew Stewart, Assistant Professor of Psychology. This team has been charged with reviewing data in order to develop an implementation strategy.

Apply for the ODI Co-Funding Program

Community members are encouraged to apply for funds through our Co-Funding Program that will help support activities, projects, events, research, and recruitment efforts that advance the mission of ODI.

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

- "Floetic Fridays Presents: Radical Dreaming & the Art of Resistance"
- "Daring to Dream Today: Education and Hope in Difficult Times"
- Support for 11 students to attend "Students Leading the Change for Racial and Gender Justice..." at the Highlander Research and Education Center in Tennessee

The deadline for the fall semester has passed however there is an opportunity to apply for the Spring

Spring Semester Deadline

Proposal Deadline: February 13, 2019
Receive response by February 22, 2019

Members of the ODI Co-Funding Committee: Nina Kushner, Associate Professor and Chair, Department of History, Nadja Johnson, Assistant Dean of Students, Tim St. John, Assistant Dean for Campus Life, Sheree Ohen (Marlowe), Chief Officer of Diversity and Inclusion, and Jennifer Plante, Director of the Writing Center/Writing Program and LEEP Center Advisor

For more information please visit the [Co-funding web page](#)

Diversity & Inclusion Certificate Program

There is still time to enroll for the 2018-2019 DICP!

Program Highlights:

- FREE for faculty, staff, and graduate students!
- Sessions taught by Clark faculty and staff, and external partners from higher education, public service, and the non-profit sector
- New sessions added this year: AccessAbility: Historical Overview; The Intersection of Race and Social Justice; Creating an Inclusive Campus: Skills Building; A Paradigm Shift: Intersectionality through a Mental Health Lens; and Putting Theory to Practice

Registration Information: To register, use the [DICP Online Registration Form](#)

For program details, please click the following link: [Diversity and Inclusion Certificate Program](#). If you have any questions about the program, please contact Monique Austin, Director for Diversity and Inclusive Excellence at DICP@clarku.edu or 508-793-7350.



Congratulations to our first graduating class!

You know the importance of this work, and we are honored to have you as partners.

Lori Buckley; Janae Davis; Gemelee DePasquale; Joanne Dolan; Mandi Donaldson; Alicia Knudson; Tyra Lewis; Alex Moulton; Julianne Murphy; Magaly Preciado Reyes; Melissa Rawson; Melishia Santiago; Samuel Santiago; Ashley York



We had 130 participants during the 2017-2018 year:

- 67 staff;
- 26 faculty
- 37 graduate students.



The President's Diversity Advisory Council (PDAC)

The President's Diversity Advisory Council (PDAC) convened its first meeting of the 2018-2019 year on October 19.

The overarching responsibility for the Council is to provide campus leadership with advice and recommendations about best practices in creating a diverse and inclusive campus community.

This year, ODI received a total of 22 nominations for undergraduate students. We wish to thank the members of the Clark community who submitted nominations. The selection committee had the difficult task of narrowing down the list to eight undergraduate students to serve on PDAC.

PDAC membership consists of undergraduate students, graduate students, faculty and staff.

PDAC is co-chaired by President David Angel and CODI Sheree Ohen (Marlowe).

To read the full charge visit the [PDAC web page](#).

Spotlight

Do you know someone who has demonstrated a strong commitment to advancing inclusive excellence? This may be demonstrated in a variety of ways, including, but not limited to, championing efforts that foster a welcoming community that engages all of its diversity in the service of student and organizational learning, engaging in research and pedagogical practices that support an inclusive classroom environment that includes diverse voices in the curriculum, supporting students from traditionally underrepresented groups, and/or participating in University initiatives or activities that support a diverse and inclusive community.

Nominate a member of the Clark community by [January 18, 2019](#), in preparation for our winter newsletter edition.

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

Upcoming Events

A Paradigm Shift: Intersectionality Through a Mental Health Lens

DICP Elective Session

November 26, 2018

1:00 – 4:00 PM

(there is still time to register,
please see section on DICP)

Exploring Gender & Sexuality: Gaining Knowledge and Learning Best Practices for Higher Education and Beyond

DICP Elective Session

November 27, 2018

1:00 – 4:00 PM

(there is still time to register,
please see section on DICP)

ODI Team

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