



MESSAGE FROM CHIEF OFFICER OF DIVERSITY & INCLUSION



Dear Clark community,

Albeit late into the semester, I want to extend a warm welcome to everyone and thank you for all the warm wishes since welcoming our baby girl Amari to our family. I have enjoyed the opportunity to meet several of our new students, faculty and staff since returning to campus. Before highlighting some exciting news from our office, I want to extend my sincere gratitude to Dean Esther Jones for stepping in to oversee ODI and onboarding my talented team who many of you have had an opportunity to meet.

As the fall term comes to a close, our team is gearing up for what's to come in the spring semester. A few quick highlights and an announcement regarding an opportunity to help shape the narrative of what inclusive excellence can look like at Clark. Please mark your calendar for this year's MLK Celebration entitled "*Lessons from MLK: Seeking Solidarity in Times of Educational Inequity*" on Wednesday, January 22nd 2020. We also invite you to read our Spotlight feature highlighting the graduate students of the Graduate School of Geography for their work to incorporate diversity and inclusion-related efforts at the center of their academic experience. Finally, we are pleased to announce the final stage of the [Survey on Campus Culture and Community](#):

#ClarkForward
Pathways to Inclusive Excellence

Please visit the 'What's New?' section for more details on this initiative.

We look forward to your engagement!

Sheree M. Ohen, J.D.

What's New?

We are pleased to present the final stage of the Survey on Campus Culture & Community:

#ClarkForward Pathways to Inclusive Excellence

Thank you to everyone who participated in phase one of the survey. The data collected and reports generated provided a snapshot of your Clark experience. We do not want the data to simply sit on a shelf. As promised, there will be a series of opportunities for you to engage in the implementation stage providing your ideas, strategies, and solutions that address the key data findings. For constituency-based reports highlighting key data findings, click [here](#).

We value your voice in the journey to advance Clark's institutional mission of inclusive excellence. We believe the success of this mission is inextricably linked to a collaborative process that centers shared decision-making in response to the most pressing challenges impacting our community.

Stay tuned for announcements from the Office of Diversity and Inclusion regarding constituent and issue-based fora, social media platforms, and survey opportunities that will take place during the spring semester. Your feedback will be essential in our efforts to develop a community and evidence-based roadmap of inclusive excellence at Clark.

SPOTLIGHT

Graduate School of Geography – Graduate Students

In this issue, the ODI is pleased to highlight the graduate students of the Graduate School of Geography for their work to incorporate diversity and inclusion-related efforts at the center of their academic endeavors.

“Our graduate students have been a driving force in this effort” says Deborah Martin, Professor and Director of the graduate program. *“Through shared governance, they have played a critical role in identifying the need for opportunities that develop their knowledge and skills in this area.”* One such opportunity has been the ODI’s Diversity and Inclusion Certificate Program (DICP), where geography graduate students are significantly represented. *“Our graduate students are thinking ahead as they consider faculty roles at colleges and universities,”* says Martin. *“They know having competency in this area is important to the ways in which they construct research questions, interact with people of different backgrounds, and consider the impact their research has on the communities they work in.”*



Geography department website photo, compiled by Professor Karen Frey

In addition to the DICP, the department has an active committee on Diversity, Equity, and Inclusion (DEI), and is currently in the final stages of a DEI statement to serve as a guiding document in fostering an inclusive and equitable departmental climate and culture. When asked what advice she would give to colleagues and departments who are working to advance these values, Martin invites everyone to consider two ideas. The first is to be comfortable with being uncomfortable: *“take those moments of discomfort to pause and ask “what is this telling me? what am I not seeing? and how may this create inequities?”*. The second is to consider this value as imperative in the well-being and success of a department: *“We want every person to do their best work. It is what we strive to do. And it is our responsibility to make sure we identify and remove barriers that prevent this from coming into fruition.”*

Do you know someone who has demonstrated a strong commitment to advancing inclusive excellence? *To nominate a member of the Clark community, please email Michael Vidal, Director for Diversity and Inclusive Excellence at mvidal@clarku.edu by January 10th, 2020 in preparation for our next newsletter edition.*

Upcoming Programs and Initiatives

2020 MARTIN LUTHER KING, JR. CELEBRATION

Community Luncheon

Lessons from MLK: Seeking Solidarity in Times of Educational Inequity

Wednesday, January 22nd, 2020

11:30AM-1:30PM

Tilton Hall

Film Screening

I Am Not Your Negro

Wednesday, January 22nd, 2020

5:30PM-8:00PM

Jefferson 218

Free and open to the public

Diversity & Inclusion Book Club

Join the Diversity and Inclusion Book Club! Hosted by Professor Alena Esposito of the Psychology Department, 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.

For **Spring 2020** registration, please click [here](#) to complete a 3-question survey regarding interest and timing or contact Prof. Esposito at aesposito@clarku.edu.

2020 President’s Achievement Awards for Inclusive Excellence

Stay tuned for more information and announcements from the ODI.

Diversity & Inclusion Certificate Program (DICP)

Spring Registration Open!



2018 Graduates of the Diversity and Inclusion Certificate Program

New Sessions!

- ❖ The Intersection of Race and Social Justice
- ❖ The Politics of Black (Afro-Textured) Hair

"I can now talk to my colleagues about attitudes towards accessibility and make sure my classes are flexible, and work with students to support their needs." – Faculty member

"As a supervisor, this session is a great addition to my leadership toolbox." - Staff member

Program Highlights:

- Develop skills to engage in conversations and initiatives across difference.
- Apply knowledge gained from program into your work and learning environments with a Learning into Practice Project
- FREE for faculty, staff, and graduate students

For program details, please click on the following link: [Diversity and Inclusion Certificate Program](#). If you have any questions, please contact Michael Vidal, Director for Diversity and Inclusive Excellence at mvidal@clarku.edu or 508-793-7312

SPRING 2020 SESSIONS

February 6, 2020

9:00am – 12:00pm

"Developing Empathy for the Other and Healing from Trauma in the Midst of Oppression"

Facilitator: ShaQuan Read

February 10, 2020

1:00pm – 4:00pm

"Historical Overview: Power, Privilege, and Oppression"

Facilitator: Hayley Haywood & Sheree Ohen

February 12, 2020

1:00pm – 4:00pm

"Mental Health Stigma and the "Otherness" of Mental Illness"

Facilitator: Megan Kersting & Franci Magee

February 24, 2020

1:00pm – 4:00pm

"Best Practices for Faculty/Staff Hiring"

Facilitator: Amit Taneja

March 16, 2020

1:00pm – 4:00pm

"AccessAbility: A Historical Overview"

Facilitator: Sharon de Klerk & Fran Manocchio

April 1, 2020 – NEW!

1:00pm – 4:00pm

"The Intersection of Race and Social Justice"

Facilitator: Michael Vidal

April 2, 2020

9:00am – 12:00pm

"Understanding Cultural Identity: Outsiders Within, and Insiders Outside"

Facilitator: Nadja Johnson

April 8, 2020 - NEW!

1:00pm – 4:00pm

"The Politics of (Afro-Textured) Hair"

Facilitator: Tanya Mears

ODI RESOURCES

ODI 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):

- Women in STEM Lunches
- Lunar New Year – Asian Cultural Association

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](#).

Spring Semester Deadline

Proposal Deadline: February 24, 2020

Receive response by March 2, 2020

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: Wiebke Deimling, Assistant Professor, Philosophy; Nadja Johnson, Senior Associate Dean of the College; Paul E. Phillips, Head Swimming Coach; Sheree Ohen, Chief Officer of Diversity and Inclusion; Allie Shilling, Director of Campus Life for Student Leadership Programming.

Fireside Lounge

Hosting a program? The Fireside Lounge in Dana Commons is a venue exclusively for Clark University diversity and inclusion focused events. You can request use of the Fireside Lounge by completing the [Fireside Lounge Request Online Form](#). Reservations will be confirmed on a first-come, first-served basis.



ODI Team

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