



MOMENTUM

*The Diversity, Equity, Inclusion,
and Social Justice Newsletter*

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New Year, New Staff, New Emphasis

Fostering a collaborative focus and direction...

Entering a new school year with an office comprised of several new faces on staff, we felt it would be beneficial to start with an overarching design. To aid in providing some direction and intentionality to our endeavors, we have chosen - **Building an Affinity for Inclusion Through Social Justice** - as our focal theme for this year. While we will continue to collaborate with other

departments and student organizations, in addition to sponsoring events and programs that may not directly correlate with our motif, the focus of our endeavors for this year will primarily be guided by this theme. Additionally, our office will be working to connect with a broader constituency from within the campus community.

Building an Affinity for Inclusion Through Social Justice

Efforts towards improving and promoting diversity, equity, and inclusion are not the sole responsibility of the Diversity Center. As such, we want to make sure that **a)** we are assisting other parts of campus through co-sponsoring and promoting events, **b)** providing guidance and support where applicable, and **c)** serving as a potential conduit to help minimize similar types of endeavors from occurring in isolation. As such, Janet and I will be attempting to

touch base regularly with as many departments and stakeholders on campus as possible.

Please don't hesitate to reach out to our office as well. We would love to continue, renew, or create new collaborative partnerships...even if there is uncertainty regarding what that might entail.

Upcoming Events

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If you are interested in learning more about the events listed here, please call, or send us an email.

ON CAMPUS...

NOVEMBER 3 & 4
KENTE SUMMIT FOR COLLEGIATE BLACK MEN
(Fri. @ Macalester College, and Sat. @ Hamline University)

NOVEMBER 13
CHINESE CULTURE THROUGH THE MINNEAPOLIS INSTITUTE OF ART'S COLLECTION
(Confer 128 - Gustavus)

NOVEMBER 15
CAFÉ FLAMENCO
(Alumni Hall - Gustavus)



The First Forward Network

New support for first-generation students...

Initial work has begun in the development of a new network called **First Forward**. These efforts look to provide sustained and intentional support for first-generation students. One of the initial endeavors for the task force includes connecting with, and interviewing students, staff, and faculty who identify as first-generation. Through these interviews, we hope to collect input that will help in deciphering what educational and social resources are needed for this population of students, as well as what types of programs need to be added to coincide with what may already be occurring here at Gustavus.

This past week a precursory meeting was scheduled with a team in Marketing of which a

large portion of the discussion focused on creating an identity for this endeavor. In addition to discussing the upcoming **A Royal Affair** event...which has earmarked the proceeds to generate scholarship funds for first-generation students...the conversation also focused on the creation of a graphic for **First Forward**. We're looking for a sub-logo that could be easily identifiable on support and resource materials, on social media, or on our website. This could also be something that might be displayed on doors, windows, and/or perhaps even on your laptops. We want to engage with anyone who may identify as first-generation, or is intentional about being an ally/resource for students in this network.

(Events Cont.)

OFF CAMPUS...

NOVEMBER 1
DAY OF THE DEAD
CELEBRATION OF LIFE
(Courtyard Café & Christ Chapel - Gustavus)

DECEMBER 5
IT'S TIME TO TALK:
FORUMS ON RACE
(Verizon Center, Mankato)



*SIAS & Friends Night
at the WOW Zone*

Announcements...

- *The First Forward student task force is working to schedule interviews with current students, faculty and staff who identify as first-generation. If you are interested in sharing your experiences and input as the programs and resources for this network are developed, please send an email to tflunker@gustavus.edu or to Simon Williams swillia6@gustavus.edu, our graduate intern helping to move this forward.*
- *A graphic sub-logo is being created for the first-generation network, however, we currently have a limited amount of First Forward stickers available now for anyone who would like to display your affinity with others in the first-gen Gustie network. If you would like one of these stickers (for the door or window outside of your office, laptop, etc.), please contact the **Diversity Center** at **ext. 7449**, or email us at DiversityCenter@gustavus.edu. We'll be happy to get one to you.*
- *Anyone who is interested in being on the First Forward student task force, please contact the Diversity Center using one of the methods above. We would love adding to this group!*



COMING TO GAC
J-TERM 2018

Critical Dialogue Symposium



The “**Critical Dialogue Symposium**” is been created to further promote an understanding of the various issues surrounding race, diversity, and inclusion, provide a venue for “voices” to be heard, and to determine our roles and responsibilities in *creating positive social change*. While these symposiums/conversations may be happening regularly at various other locations, this event is specifically being created for our extended Gustavus community.

NOTE: We realize that these conversations can be difficult as there are many perspectives, personalities, and/or privileges we all possess. At the same time, it is imperative to have these conversations (in as many places as possible) to either jumpstart, or continue, the transformational process of individual understanding, growth, and our ability to create change. We also acknowledge the complexities in addressing the multitude of diversity issues...and acknowledge that we do not have all the answers.

To guide us along our journey, the plan is to inviting a knowledgeable, well-known...or up and coming, keynote speaker from within the extended Gustavus community to jumpstart our conversation with their unique perspectives.

What’s so special about this symposium?

- Facilitators will be assisting with the post keynote dialogues, as well as providing encouragement and guidance during the creation of purposeful, individualized follow-up actions.
- The keynote address is designed to spark ideas towards developing intentional actions for participants as active members of the Gustavus community.
- The entire summit structure is based on the speaker and attendees sharing of themselves...their identities, personal stories, thoughts, and ideas...not just lecture.
- Breakout dialogue sessions can include issues concerning the current political arena, Black Lives Matter, DACA/immigration, GLBTQ, the First Amendment, Accessibility, as well as other issues and pivotal topics that affect the extended Gustavus community.

Get to know your
2017-18 Diversity
Center Staff



STUDENTS

Amanda Landaverde
Andie Kukacka
Anh-Tuan Tong
Daaja Hobson
Gilbert Mwangi
Hanan Mohamud
Henry Adebisi
Jennifer Puchuela
Karrie Villareal
Nathan Thao
Prabhjot Singh
Rafay Arshad
Tami Adeola
Yeng Lee

DIRECTOR

Thomas Flunker
tflunker@gustavus.edu

ASSISTANT DIRECTOR

Janet Jennings
jjennin5@gustavus.edu

We invite you to come
to the center and get to
know us! We are sure
you will feel it is a place
“where you can be who
you are” and “where
you are appreciated for
who you are.”



“A lot of times when people hear the word **diversity**, they think there are groups of individuals who are a part of diversity and those who are not. But diversity encompasses everybody...the entire fabric.”

~ Melissa Thomas Hunt