

## **The Aftermath of the Presidential Election**

On Wednesday, November 9, 2016 three Residence Hall Directors, Michael Baker, Melissa Wilson and Shaniqua Kissi came together to create a special Voice Office meeting following the results of the election and the fall-out that it had with our underrepresented groups on-campus. The meeting was intended to create a safe space for all students on campus so that they had a place to talk about how the election has made them feel. The group discussion began with our students sharing one word responses about how the election cycle has made them feel and what that has done to the larger community around Cortland. Most students in attendance echoed that the hate speech used throughout the campaign has made them feel more targeted and anxious in their day-to-day interactions. Throughout the conversation, students were able to see that many people in our Cortland community had similar fears and felt the same way about what may happen in the future. However, upperclassmen students took this time to remind the attendees that is now more important than ever to come together and share a unified voice. The event itself ended on a positive note and students left knowing that this election does not stop the work we must do to address injustice on our campus and in our communities. It makes it more important. If you are interested in joining or continuing the conversation please attend the following programs:

### **What do we do now? Organizing for Action: A Post-Election TEACH-IN**

Friday, December 2, 2016 at 4:00 PM in Old Main Room 209

Hosted by the School of Arts and Sciences

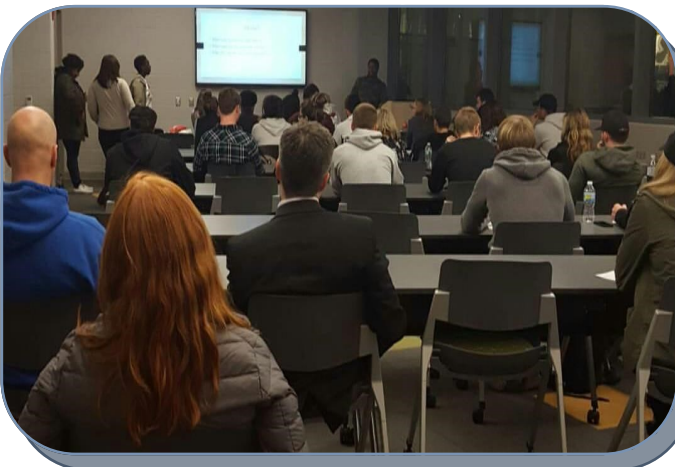
### **The Aftermath of the Presidential Election Part II:**

Join us for a post-election program intended to create a space for open dialogue and support for one another to share how the elections have impacted you.

Monday, December 5, 2016 at 5:00 PM in Corey Union, Fireplace Lounge

Hosted by Multicultural Life and Diversity Office

## **The Race Project: You Got a Friend in Me**



On Tuesday, November 15, 2016, the Race Project conducted a workshop about race and ethnicity with regards to how students transition to college. Coming to college for the first time can be a culture shock, whether the reason is that the campus is more multicultural than students' hometowns or less multicultural. The purpose of the workshop was to help people see past our differences, so that people can start coming together to make connections with everyone on the SUNY Cortland campus. Many of the faculty, staff and students that attended mentioned that they enjoyed the workshop because it was interactive and educational. Thank you to Sue Serunkuma and Dominique Hinds for facilitating the workshop.

## Lessons from Mizzou



Payton Head is a recent graduate of the University of Missouri, where he studied Political Science and Black Studies, and served as President of the undergraduate student government at Mizzou, representing nearly 28,000 students. In the aftermath of Ferguson, he has been at the forefront of conversations about improving race relations on campuses and working to create institutional change. SUNY Cortland student Voice Office organizations and Multicultural Life and Diversity Office joined in collaboration on Wednesday, October 26, 2016 to bring Payton to Campus. We asked a few students for feedback on the event and they shared the following:

“Payton Head really was an eye opener for me. He was very influential, and very knowledgeable on the topics he spoke about. The greatest thing I took from this presentation is that, you don’t just call yourself an “ALLY” because the label makes you seem like a

good person for being a firm believer in LGBTQAIP community, and their gender identities. Being an ALLY is standing up and advocating for the LGBTQAIP community when their voices are overshadowed by the ignorance within society, being there for them when they need moral support, and always sticking up for them whether they are present or not. When Payton said this, my privilege was checked immediately, because it reminded me of myself. I am and will challenge myself to become more active within the LGBTQIAP community and give my full moral support because I am indeed an ALLY. “

-Dominique Hinds, Junior

“I believe it was an absolute blessing to meet someone who views the American society for what it is, pure domination. I admire his fight and strength to push through the adversities he faced on his college campus. I want to thank him for being great and providing the Race Project with the information to make SUNY Cortland great.”

-Kevon Pile, Senior



## Multicultural Life and Diversity Office

### Voice Office Weekly Meeting Times:

**Black Student Union (BSU):**

Mondays at 6pm in the Corey Union, Voice Office

**Caribbean Student Association (CSA):**

Wednesdays at 6pm in the Corey Union, Voice Office

**Hillel:**

Tuesdays at 8pm in the Corey Union, Voice Office

**La Familia Latina (LFL):**

Tuesdays at 6pm in Corey Union, Voice Office

**Men of Value and Excellence (MOVE):**

Tuesdays at 7pm in the Corey Union, Voice Office

**Pan-African Student Association (PASA):**

Mondays at 7pm in the Corey Union, Voice Office

**Spectrum:**

Thursdays at 7pm in the Corey Union, Voice Office

**Women of Color (WOC):**

Thursdays at 6pm in the Corey Union, Voice Office

### The Voice Office Meet and Greet

The purpose of the "VO Meet and Greet" event on Monday, September 26, 2016 at 5pm was to give students, faculty and staff the opportunity to meet each other and the Voice Office clubs on SUNY Cortland's campus. This event not only allowed for new and returning students to hear the thoughts of fellow peers, but also gave faculty a platform to express their thoughts as well. In addition to meeting fellow peers, students were also exposed to the various Voice Office organizations which include the Black Student Union, Pan-African Student Association, Caribbean Student Association, Hillel, La Familia Latina, Men of Value and Excellence, Spectrum and Women of Color. These clubs provide students with a comfortable and inclusive environment where they are free to express themselves and their cultures.



### Black Out for Justice March

The annual Black Out for Justice March, held on Monday, October 10, 2016 at 5pm, was created after SUNY Cortland students learned that George Zimmerman was acquitted for killing Trayvon Martin. Our students took their emotions and created the march to address the inequalities in our society. They continue the annual march to encourage our student's to share their voices, and encourage them to keep the torch of social change burning. This year's march was focused on spreading awareness for Black Lives Matter, LGBTQAIIP Rights, and Domestic Violence. It was truly an amazing opportunity for our students to exercise their rights as a means of educating and creating social change on the SUNY Cortland campus.



## **Latino Heritage Month Celebration**

On Friday, September 30, 2016, La Familia Latina (LFL) hosted their Latino Heritage Month Celebration. Latino heritage month is not only a celebration of the culture of Latinos and Latinas worldwide, but a moment to spread awareness of the changes implemented by Latinos internationally. There is a common misconception that Latinos from each region are all the same, even with the abundance of different traditions and history. We are here to honor each and every tradition, experience and contribution to this world through our Latino Heritage Month event.



## **Music 4 the Cause Talent and Fashion Show**

On Saturday, November 5, 2016 the Caribbean Student Association (CSA) hosted their 13<sup>th</sup> Annual Music for the Cause Fashion/ Talent Show. This event is one of the biggest productions that CSA organizes for the fall semester. Preparation for this show began back in September, when they established the theme, “Elegance of the Islands,” and found designers, models and talents. Both models and talents had countless amounts of practice hours to prepare for this event. Modeling practice was held twice a week for the whole month of October up until the show. Talents included dancing, poetry, singing,, stepping and strolling. Cortland Alumni also partook in the event, holding positions as judges. At the end of the night, the winners were: Lambda Sigma Upsilon Fraternity, Inc. in 3<sup>rd</sup> place, Drama Dance in 2<sup>nd</sup> place, and PyroDynasty Step team, which is a new organization on campus, in 1<sup>st</sup> place. Proceeds for this event went to the Sickle Cell Disease Association of America.



### Cortland Has a Dream

On Tuesday, November 1, 2016 at 5pm the New York Public Interest Research Group (NYPIRG), Student Government Association (SGA), the Voice Office, University Police Department (UPD) and Multicultural Life and Diversity Office (MLDO) organized a workshop called, "Cortland Has a Dream." This workshop was for all students who have thought about wanting to create social change, but may not know how to go about doing it in the safest or most organized way. The discussion was on how to help create social change through Martin Luther King Jr.'s Six Steps to Social Change, the importance of organizing and building coalition, Rules for the Maintenance of Public Order and how Cortland UPD can help support a safe environment for student activism.



### 31st Annual Gospel Choir Concert

The SUNY Cortland Gospel Choir, under the directorship of Mr. Deyquan Bowens celebrated the 31<sup>st</sup> Annual Gospel Festival in the Brown Auditorium, Old Main on November 6, 2016 at 4:00 PM. Syracuse University Black Celestial Choral Ensemble, Jamel Jet and Breakthrough and Proverb 31 were the other groups who participated in the festival. The festival was attended by students and many community members. The Gospel Choir has used music as an international language for communication and the group has gained international popularity, having visited Canada, United Kingdom, Germany, Belgium and the Netherlands. The Choir members believe in global diversity, using music as a universal language and unifying force across racial, ethnic and cultural boundaries. They have maintained their place on this campus as a unique hybrid of a SGA club and a class in the Africana Studies Department.



## Breast Cancer Walk

On Sunday, October 30, 2016, Women of Color hosted their 13th Annual breast cancer walk in order to help raise awareness and promote self examinations. They did this all in spite of the rain to show SUNY Cortland this was a cause that was near and dear to their hearts.



## Dakota Access Pipeline Protest

Over 40 students gathered on the Corey Union steps on November 10, 2016 to protest the construction of the Dakota Access Pipeline and to stand in solidarity with the water protectors at Standing Rock. We were so lucky to have guest speaker, Joe Haight, an attorney and advocate, who has been working his entire professional life to fight for indigenous rights. Joe shared with us his personal experience at standing rock where he witnessed the mass arrest on October 27. Students were compelled by his presentation to take action. Following the presentation, students signed a letter of support to be sent to the Sioux at Standing Rock, some students contributed donations. At the concession of the event students were given a list of ways to make a difference and were encouraged to share their experience on social media and to continue to bring light to the issues surrounding the construction of the pipeline. Some students also called the White House right after the event. If students are interested in viewing a slideshow of images that Joe shared with us please e-mail [sbaestlein@nypirg.org](mailto:sbaestlein@nypirg.org) or stop by the NYPIRG office in Corey Union, Room 215.



## Native American Month Events

Native American Studies started its annual Film Series with the film, *We Are All Related* on November 1<sup>st</sup>. In this film, we learned of the Yup'ik people of Newtok who were forced to relocate their village due to the erosion and flooding caused by global warming. We saw the traditional ways of hunting, fishing and dancing as well as the challenges facing them as they prepared to relocate south to a new site.

The second film *Drunktown's Finest* was shown on November 8<sup>th</sup>. This film took place on a Navajo reservation and revolves around 3 characters. One was adopted by white parents and was struggling to find her birth family, the second was a transgender woman trying to find acceptance and the third was trying to do the right thing, but he just kept getting into trouble. The characters are all connected in strange ways.

The last film was shown on November 15<sup>th</sup> and is *Songs My Brother Taught Me*. This film was set on the Pine Ridge Reservation and was about the relationship between a small family when the father dies. The son started running alcohol and bull riding to earn money while fighting the pull of moving away from family to survive. The film explored the bond between him and his younger sister who wanted him to stay.

The movies were sponsored by a grant from the Auxiliary Services Corporation, Native American Studies, SOGIE and the Center for Gender and Intercultural Studies.

## Transgender Day of Remembrance

National Transgender Day of Remembrance was Sunday, November 20, 2016. The Sexual Orientation Gender Identity Expression (SOGIE) committee and Spectrum hosted Transgender Day of Remembrance on Thursday, November 17, 2016, in the Student Life Center from 10am-3pm. Names of the remembered transgender community were read out loud as well as a pledge. There was a vigil that was held at 8pm in the Interfaith Center.



## **SUNY Cortland Represented at SUNY-Wide Diversity Conference**

SUNY Cortland faculty and administrators were represented at the 2016 SUNY Diversity Conference in Albany, New York from November 8 -10, 2016. The theme for the conference was “Awareness to Action: Building a Culture of Inclusive Excellence”. As noted by the Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer, Dr. Carlos Medina and the conference organizers, SUNY Office of Diversity, Equity and Inclusion (ODEI) and the University Faculty Senate, “Through expanded campus investments in diversity and the implementation of the Board-approved Diversity, Equity and Inclusion Policy, SUNY is poised to become the most inclusive system of public higher education in the country. By weaving diversity into the fabric of University life, both System Administration and individual campuses recognize the need to build strategic diversity plans. These plans will help SUNY move forward: from an awareness of what inclusive excellence signifies to action plans that will transform their diversity goals into measurable actions.”

Three SUNY Cortland professors, Drs. Seth N. Asumah, Mecke Nagel and Ibipo Johnston-Anumonwo presented papers/workshops in the conference. Asumah and Nagel’s workshop was titled, *Diversity Leadership, Inclusive Excellence and the Emerging Roles of Chief Diversity Officers (CDO’s) and Faculty Engagement* and Johnston Anumonwo gave a workshop on *Visualizing Diverse Worlds: Film and Social Media in Social Science Classroom*. Asumah hosted conference final keynote speaker, Dr. Damon A. Williams, Senior Vice President, Boys and Girls Club of America (BGCA) and an award winning author on *Strategic Diversity Leadership*. Both Asumah and Nagel who served on the SUNY-wide diversity conference organizing committee chaired sessions at the conference.

President Erik Bitterbaum was represented by Vice President for Student Affairs, Dr. Greg Sharer, in the conference’s special institute for presidents and their designees on *Cultural Competence and Inclusive Excellence Institute for Senior SUNY Leadership*. Interim Chief Diversity Officer and Assistant Vice President Christopher Kuretich, Interim Director of Multicultural Life and Diversity, AnnaMaria Cirrincione and Interim Assistant Director, Lima Stafford all attended the conference.

- By Dr. Seth Asumah

## **The Race Project: See Me, Know Me, Hear Me**



The Race Project: See Me, Know Me, Hear Me is a Multicultural Life and Diversity project run by SUNY Cortland students on campus and is dedicated to engaging the concept and social construction of race. Our main goals are to raise awareness of race in and around the student body and to break down racial barriers on the SUNY Cortland campus and in the Cortland community. The Race Project: See Me, Know Me, Hear Me is intended to inspire lifelong learning, to advance knowledge about race and racism, and strengthen our communities against longstanding racial oppression, discrimination, and the privilege of silence and avoidance.

Susan Serunkuuma  
Coordinator of The Race Project  
susan.serunkuuma@cortland.edu



## Living in Color



I've struggled with my own self-love. I've struggled to see myself in my role models, and have often felt as if no one fully understood me. As a result of American beauty standards, the unfortunate underrepresentation and misrepresentation of women of color, and the sheer lack of cultural understanding, I have often felt alone.

In the Spring 2016 semester I decided to present at a Sandwich Seminar on campus. My presentation, "The F Word: The Changing Color of Feminism," centered on the importance of diversity and inclusivity in Feminism. It was my own stories that I shared, that proved effective. Following the seminar, I was asked to return to a couple classes and the consensus stayed the same, people responded to my stories. So I got to thinking about all the great stories I've heard from women of color. I thought about all the living room and kitchen discussions about what a woman screamed at my aunt post 9/11, about my friends being called on in the classroom to represent the entire black race, and the stories that illustrate the fetishization of Asian women. I thought about the closed door bedroom stories about sexism and racism that we've shared with one another, and all the frustrations we've conveyed when discussing the obstacles within our own cultures. My stories are ok, but their stories are inspiring. The sharing of these stories

reminds us that we are not alone, that we too are important, and that we can overcome our obstacles.

I thought about what I could do, if I could do anything, to remind other women that they are not alone. After many frustrated Facebook posts and some more midnight, over ice-cream in our pajamas conversations, "Living in Color," was born.

The goal of "Living in Color" ([livingincolor.org](http://livingincolor.org)) is to provide readers with pieces of work and stories that represent real world experiences from women of color. "Living in Color" will serve as an outlet for underrepresented women to express how they have been impacted by politics, gender roles, violence, immigration, and much more. I've decided to integrate the stories of others along with my own development and journey towards self-love. This project will run for a six month period, and I will reevaluate the success and possible continuation at the end. Every other week a personal story, poem, or piece of art work will be shared. This is not to showcase famous individuals, but rather the everyday, hardworking, and inspiring women of color that we encounter regularly, yet often go unrecognized. Readers are encouraged to share these stories with others.

The launch date of "Living in Color," is set for November 13<sup>th</sup>.

Please show support by liking the projects Facebook page for updates ([www.facebook.com/livingincolor.1](https://www.facebook.com/livingincolor.1)) and by visiting the website ([www.livingincolor.org](http://www.livingincolor.org)). If you are interested in being involved in the project please email me, Candice Jaimungal, at [livingincolor@yahoo.com](mailto:livingincolor@yahoo.com). Thank you for all the overwhelming support I have received so far, and to AnnaMaria Cirrincione and Lima Stafford for their encouragement and participation.

-By Candice Jaimungal

## **Community Rising: A Series of Conversation and Action**



If you were asked to convey one word that encapsulated your feelings surrounding implicit bias, shootings of unarmed black men and women, shootings in the LGBTQAI community, shootings of police officers and national trends as a whole, what would your one word be? “Heartsick, frozen, frustrated, unprepared, anxious, tired, silent, disgusted, useless, angry, defeated.” These powerful words, among others, are the words students and staff member’s alike use to describe how they are currently feeling regarding issues of diversity, inclusion, equality and equity.

The Residence Life and Housing Office here at SUNY Cortland has created a roundtable event entitled “Community Rising: A series of Conversations and Action” for student staff, and professional staff hired by the office. The purpose of the group is aimed at creating a safe space and dialogue for expressions of love, care and solidarity for one another.

During these meetings all in attendance work together to transform everyone’s single word into action. When these words are fused together they strip us down to the common goal of creating an inclusive and equitable environment for all.

The group has made a declaration for the continued journey towards educating selves and others on issues of diversity awareness, creating safe spaces for conversations to happen, having difficult conversations and to challenge others way of thinking.

Be mindful of what you would choose for your single word and remember, always be willing to engage in dialogue for expressions of love, care and solidarity for one another. Be on the lookout for initiatives being put forth from the Office of Residential Life and Housing throughout this year.

All the best,

Brandon Manning  
SUNY Cortland, Residence Life and Housing  
Residence Hall Director, Randall Hall  
(607) 753-4154

## **Online Bias Related Incident Reporting Form!**

[To View Form or Report an Incident Click Here - http://www2.cortland.edu/offices/multicultural/forms/biasreporting.dot](http://www2.cortland.edu/offices/multicultural/forms/biasreporting.dot)

We at SUNY Cortland are committed to mitigating behavior and conditions that work against the richness of a diverse and inclusive community. Biased related incidents on the SUNY Cortland campus are of great concern for all members of the campus community. A biased related incident not only impacts people at an individual level, it negatively impacts our entire community. If you have been a victim of a bias-related incident, you can report the information below. While many bias-related incidents may not rise to the level of recognizable action, please know that SUNY Cortland is committed to actively responding to these incidents. The reporting of bias-related experiences is helpful in accessing climate and setting community expectations for the treatment of others. Perpetrators of biased related incidents may face student conduct or human resource action. The faculty or staff person who receives this report will offer support, assistance, and guidance to the victim and will assure that proper campus authorities are notified. A list of campus resources is included at the end of the form.

### **What should be reported on this form?**

This form is available for the reporting of incidents of bias related incidents, including, but not limited to (dis)ability, age, ethnicity, gender/sexism, gender identity/expression, nationality/immigration status, physical appearance, race, faith/non-faith, sexual orientation, and/or socio-economic status/class.

### **What should not be reported on this form?**

Do not use this form to report events presenting an immediate threat to life or property. If you require emergency assistance, please contact the University Police Department at 607-753-2111 or for off campus incidents call 911

### **Will this be anonymous?**

Those wishing to be kept anonymous can choose not to identify themselves. Those looking for follow up from a SUNY Cortland administrator should identify themselves. Either way of reporting is very helpful in creating the healthy cultural environment we have as set as a goal a priority at SUNY Cortland. You will see that the form offers both the anonymous and the identifiable options for reporting. We will make every effort to protect the privacy of all involved, but the information you provide in completing this form is not confidential and may be shared as necessary for us to take the appropriate action.

### **Who should use this form?**

Anyone in our campus community can report a bias related incident as it relates to SUNY Cortland. You do not have to be a student/faculty/staff member of SUNY Cortland for you to disrupt bias related behaviors in our campus community.

THE 8<sup>TH</sup> ANNUAL STUDENT  
**CONFERENCE**

ON DIVERSITY, EQUITY, INCLUSION AND SOCIAL JUSTICE: "INSPIRATION, COMPASSION AND OUR SHARED HUMANITY"

# SAVE THE DATE

**SATURDAY, APRIL 8, 2017**  
**8:00AM-4:00PM**



This year's office theme is Inspiration, Compassion and Our Shared Humanity. The theme is looking at ways in which SUNY Cortland students can gain the experience they need to be inspired to make a difference in our world through evoking genuine compassion and empathy in understanding our shared humanity. When we recognize our shared humanity, profound connections can be fostered across cultural divides to promote a more inclusive community.

If you have any questions please contact us at  
(607) 753-2336 or [multicultural.life@cortland.edu](mailto:multicultural.life@cortland.edu)

[www.cortland.edu/multicultural](http://www.cortland.edu/multicultural)



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@SUNYCRTDIVERSE



DIVERSITY CORTLAND

## Early Bird Registration and Call for Proposal Deadline:

Wednesday, March 1, 2017

Early Bird Individual Student Registration: \$30

Early Bird Group (5 or more) Student Registration: \$27

Early Bird Individual Faculty/Staff/Alumni Registration: \$35

Early Bird Group (5 or more) Faculty/Staff/Alumni Registration: \$32

If you would like to contribute to the MLDO Newsletter,  
please email [lima.stafford@cortland.edu](mailto:lima.stafford@cortland.edu) with submissions.

Submissions in any language will be accepted.