

## Fall 2018

Volume 9, Issue 1

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@Diversity Cortland

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## Message from the Multicultural Life and Diversity Office (MLDO)

As the Fall 2018 semester comes to an end, the Multicultural Life and Diversity Office wishes Red Dragons safe travels home and a happy holiday.

No matter your affiliation or involvement on the campus we encourage all to get involved with the many workshops and programs our office facilitates. As a part of this community one must hold each other accountable in order to create a truly inclusive campus culture.

Students are always welcome to call or stop in with any questions

or concerns they may have, or just to say hi. We can be reached at 607-753-2336 or you can come to Corey Union, room 407-A. MLDO secretary, Dana Smith, is always excited to meet new faces.

We will like to thank Madeline Brito for filling in for Lima as the Acting Assistant Director while she was away on maternity leave.

Wishing all Red Dragons an amazing time off until the Spring 2019 semester.

AnnaMaria Cirrincione, Director

Lima Maria Stafford, Assistant Director



## Newsletter

If you would like to contribute to the MLDO Newsletter, please email [multicultural.life@cortland.edu](mailto:multicultural.life@cortland.edu) with submissions in any language.

## Meet the Staff



**AnnaMaria Cirrincione**  
Director



**Lima Maria Stafford**  
Assistant Director



**Dana Smith**  
Secretary



**Mackenzie Lewis**  
Residence Life Liaison

## About Our Department Multicultural Life and Diversity Office (MLDO)

The Multicultural Life and Diversity Office believes diversity is an essential part of the pursuit of academic excellence and it enriches and strengthens the community. Sharing diverse perspectives aids in the creation and sustaining of an inclusive campus community of engaged scholars and global citizens.

Diversity consists of understanding and accepting our individual differences and searching for what we have in common. Diversity work is about the exploration of these differences in a brave, positive, and nurturing environment. It is respecting each other, struggling together and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity.

## Student Workers and Volunteers

**Mouath Abufarah**– NASPA Undergraduate Fellows Program (NUFP) fellow and Peer2Peer Mentor

**Kendra Arcos-Pangione**- Peer2Peer Mentor

**Nicole Basile**– Student Diversity Conference Co-Chair

**Lizbel Chavez**- Peer2Peer Mentor

**Christina Christie**– Work Study

**Tishana Clarke**- NASPA Undergraduate Fellows Program (NUFP) fellow

**Kayla Cordero**- NASPA Undergraduate Fellows Program (NUFP) fellow

**Yardalie Daniel**- Peer2Peer Mentor

**Fernando De La Cruz**- Peer2Peer Mentor

**Tiffany Garzon**– Work Study

**Miriam Hulede**- Peer2Peer Mentor

**Alaina Lynch**- Peer2Peer Mentor

**Katera McKay**- Peer2Peer Mentor

**Cyrenius Nelson**- NASPA Undergraduate Fellows Program (NUFP) fellow

**Christina Nischo**- Peer2Peer Mentor

**Tatiana Nolen** - NASPA Undergraduate Fellows Program (NUFP) fellow

**Juan Orozco**- Peer2Peer Mentor

**Pauriany Segarra**- Public Relations and Design Intern

**Itiana Stone-Smith**- Peer2Peer Mentor

**Kevin Robinson**– Peer2Peer Mentor Program Coordinator & (NUFP) fellow

**Breanna Washington**- NASPA Undergraduate Fellows Program (NUFP) fellow

**Cheyenne Wheeler**- Peer2Peer Mentor

## Annual Diversity Retreat- Peer2Peer Mentorship

By Madeline Brito

On August 31, 2018 a diverse group of 19 first year students and 13 junior and senior students, alongside 5 staff members including AnnaMaria Cirrincione, Madeline Brito, Meghan Henley, Kharmen Wingard and Christopher Kuretich, came together to attend a weekend long retreat at Raquette Lake, NY as part of the new Peer2Peer Mentor Program offered through the MLDO office. The Peer2Peer Mentor Program is designed to assist first-year students of underrepresented and marginalized backgrounds in navigating and adjusting to the SUNY Cortland campus by connecting them with successful juniors and seniors.

This retreat allowed for the first year students to bond with their mentors and maintain that bond throughout the whole academic year. It also focused on helping all the students gain a better understanding of their leadership style, the value of diversity, equity, and inclusion in their educational experience, the value of teambuilding, and the value of working with people different than themselves as a key to achieving goals.



Participants experienced many bonding exercises executed by a company called Team Adventure, as well as workshops such as the Social Identity Experience, the True Colors Activity and the LGBTQAIP Star activity.

All of the students and staff enjoyed their time that weekend and all walked away learning more about themselves and others. The first-year students were asked to write a two page reflection paper about their experience from the retreat. Many of them stated that the retreat taught them several new things about their identities and reaffirmed the qualities they already knew they had. Most importantly, most of the students affirmed their level of comfortability starting their first-year at SUNY Cortland with a new found confidence. MLDO is excited to see how the students are going to blossom throughout their college career at SUNY Cortland.



## Students for Access and Ability in College (SFAAC)

By Christina Papaleo

Students for Access and Ability in College (SFAAC) is a new organization to campus and the Voice Office. SFAAC aims to address the needs and concerns of the disability community as well as its allies on SUNY Cortland’s campus regarding all issues around disabilities. SFAAC also provides mentorship to all members, allowing them to start the conversation around the various struggles they deal with on campus and in their everyday personal life. SFAAC’s goal is to

promote a more inclusive environment within our campus community by advocating for the rights of all individuals with disabilities, promoting on-campus resources, and educating others on the disability community as it is not a label but a lifestyle. SFAAC meets every Wednesday from 5 p.m. – 6 p.m. in the Voice Office (VO) in Corey Union. All are welcome!

## Educational Opportunity Program Summer Institute

By Judy Stoddard

The Educational Opportunity Program (EOP), as happens every summer at SUNY Cortland, held the EOP Summer Institute for the month of July for students to attend. Many offices and departments across campus collaborate with and support EOP each year to make the Summer Institute possible and an invaluable experience for our students.

This summer the rigorous weekly schedule consisted of over twenty-five hours of class time and fifteen mandatory study hours, including time with instructional tutors. Students attended four classes: Writing, Mathematics, The Value of Education, and COR 101.

If you ask the students, they will tell you that being prepared to start their first year off on the right foot makes the hard work all worthwhile.

Congratulations and welcome to our new EOP class! We are proud of you all and are excited to continue to support you and cheer you on throughout your academic careers and beyond.



## Student Government Association Club Fair

By Pauriany Segarra

Student Government Association (SGA) held their annual Club Fair on Monday, September 3, 2018. The purpose of this fair is for students to get familiar with clubs, campus activities, organizations and the different ways they can get involved on campus. Each table is filled with information, sign ups, and giveaways. During the fair, there were special performances from several fraternities and sororities from the Greek Multicultural Council (GMC). There were also performances from other groups like Pyro Dynasty, which is Cortland's Step Team.

Throughout the fair, students were also able to check out Voice Office organizations. These are organizations that meet in the Voice Office which is located on the second door to the left once you enter the lobby of Corey Union. The organizations that meets there weekly includes the Caribbean Student Association (CSA), Black

Student Union (BSU), Women of Color (WOC), Pan-African Student Association (PASA), Hillel, PRIDE, La Familia Latina (LFL), Men of Value and Excellence (MOVE) and a new organization, Students for Access and Ability in College (SFAAC). Anyone is welcome to attend or join even if you do not have the same social identity as the group. The Voice Office is a safe space for everyone.

SUNY Cortland has more than 100 clubs and organizations. This includes sports clubs, intramural clubs, major clubs, dance clubs, sororities, fraternities and honor societies. If you want to start your own club, you can start off by looking at Cortland's online club directory to make sure that it does not already exist. Then work with SGA to work on bringing the club to campus.

**Voice Office  
Weekly Meeting  
Times:**

**Black Student Union (BSU):**  
Mondays at 6 p.m.  
Corey Union Voice Office

**Caribbean Student Association (CSA):**  
Wednesdays at 6 p.m.  
Corey Union Voice Office

**Hillel:**  
Tuesdays at 8 p.m.  
Corey Union Voice Office

**La Familia Latina (LFL):**  
Tuesdays at 6p.m.  
Corey Union Voice Office

**Men of Value and Excellence (MOVE):**  
Tuesdays at 7 p.m.  
Corey Union Voice Office

**Pan-African Student Association (PASA):**  
Mondays at 7 p.m.  
Corey Union Voice Office

**PRIDE:**  
Thursdays at 7 p.m.  
Corey Union Voice Office

**Students for Access and Ability in College (SFAAC):**  
Wednesdays at 5 p.m.  
Corey Union Voice Office

**Women of Color (WOC):**  
Thursdays at 6 p.m.  
Corey Union Voice Office

**Voice Office Instagram**  
**BSU:** @cortlandbsu  
**PASA:** @cortlandpasa  
**LFL:** @lafamilialatina  
**MOVE:** @cortlandmove  
**Hillel:** @cortlandhillel  
**CSA:** @cortlandcsa  
**WOC:** @\_womenofcolor  
**PRIDE:** @cortlandprideclub

## Improving Intergroup Relations through Dialogue

By Amy Russell

For more than a year, the director of Multicultural Life and Diversity, AnnaMaria Cirrincione, and the Chief Diversity Officer, James Felton, have been collaborating to launch Intergroup Dialogue for members of the campus community. In May, a handful faculty and staff members attended a two-day facilitator training, and as we continue our training in bi-monthly meetings, we hope that you will consider joining us in this work.

Intergroup Dialogue is an opportunity for participants from different social identity groups to gather for face-to-face facilitated conversations that explore commonalities or differences in the lived experiences and perceptions of each individual. We examine our experiences and perceptions within the context of social inequality. Ultimately, our shared work of engaging across social and cultural divides aims at building greater equality and justice. This model of dialogue is the only kind designed specifically for college communities. Intergroup Dialogue is predicated on the belief that our relationships with each other on campus, and with the institution itself, are impacted by historical and modern intergroup conflicts throughout the nation and the world today. Such conflicts include issues of race, gender, sexual orientation and socioeconomic status – issues about which we may go to great lengths to

inform our students and ourselves, and yet we may feel disappointment in not seeing the emotional commitment or concrete change we had hoped for blossom into reality. Intergroup dialogue has been lauded on campuses across the country as a unique approach for informing students about diversity and inequality while cultivating social responsibility and engagement, knowledge, integrity, skills and compassion. As a part-time history instructor, part-time activist, and fulltime academic tutor, much of my own thinking comes back to these shared campus values. Regardless of our professional roles or our students' majors, we have a responsibility to engage with these values in our daily work.

Through Intergroup Dialogue, we step away from our comfort zone, away from lesson plans, away from right answers—to grapple with the individual emotional toll (that includes our own) of persisting inequality and injustice, and begin to make emotional investments in our empathy and the quality of life for others in our community. The more who join in this work, the greater the impact will be.

**Voice Office  
Spring Events:**

**CSA Vybez Cah Done**  
Friday, Feb. 1 at 11 p.m.  
Corey Union Function Room

**MOVE All Star Weekend**  
Saturday, Feb. 9 at 5 p.m.  
Lusk Field House

**BSU Bowling**  
Wednesday, Feb. 27  
281 Bowling

**BSU & KYR Afro Essence**  
Friday, Feb. 28 at 11 p.m.  
Brockway Hall Jacobus Lounge

**BSU Black and Boujee**  
Friday, March 1 at 11 p.m.  
Corey Union Exhibition Lounge

**PASA Fashion Show**  
Saturday, March 2 at 6 p.m.  
Corey Union Function Room

**Mr. MOVE Pageant**  
Saturday, March 30 at 5:30 p.m.  
Corey Union Function Room

**CSA Run the Town**  
Friday, April 5 at 4 p.m.  
Corey Union Voice Office

**CSA Dollar Whine**  
Friday, April 5 at 11 p.m.  
Corey Union Exhibition Lounge

**CSA Taste of the Caribbean**  
Sunday, April 7 at 4:30 p.m.  
YWCA 14 Clayton Ave

**Hillel Passover Seder**  
Friday, April 19 at 7 p.m.  
Interfaith Center

**PRIDE Take Back Your Prom**  
Saturday, April 20 at 7 p.m.  
Location TBA

## Minority Male Initiative (MMI)

By Christopher Venant

The Minority Male Initiative (MMI) is coordinated through the Institutional Equity and Inclusion Office. The mission of MMI is to improve access, retention and graduation rates of boys and men of color by providing academic support, professional development and mentoring. The program aims to support the college and career success of boys and men of color by utilizing a holistic approach to promote brotherhood and community through cultural awareness and identity development.

### Goals:

- Effectively guide and support students through their postsecondary experience in order to improve retention and graduation of men of color at SUNY Cortland.
- Prepare students for professional, career, and graduate school opportunities.
- Collaborate with students, campus and external partners to cultivate community and civic engagement.
- Encourage identity exploration and holistic development through cultural affirmation and “brave space” communities.

The program will be comprised of three groups:

- **Student Participants:** These are first-year, transfer, and upper-class students who volunteer to participate in the program. Participation will be limited to 75 students per year.
- **Faculty and Staff Role Models:** Role Models are responsible for attending the monthly socials and roundtable events, and making personal connections with participants in the program. Additionally, Role Models will meet regularly to discuss the status of the participants, annual programs and events, as well as program evaluation and institutional effectiveness.
- **Student Leaders:** Student leaders are volunteers who serve as “advocates” or “supports” for student participants in the program. Student leaders will have a presence at all sponsored activities and events, as will provide timely updates to Institutional Equity and Inclusion Office/Role Models on the academic and personal status of the participants.



**MLDO Spring Programming:**

**Understanding and Advocating for Racial Justice**

Wednesday, Jan. 23, 1-4 p.m.  
Corey Union Caleion Room

**SafeZone Train the Trainer**

Monday, Feb. 4, 4-7 p.m.  
Corey Union Caleion Room

**SafeZone Workshop**

Friday, Feb. 8, 3-6 p.m.  
Student Life Center Room 1104

**Rethinking Abilities Workshop**

Monday, March 4, 3-6 p.m.  
Corey Union Caleion Room

**Kente Celebration**

Sat., April 6 at 6 p.m.  
Corey Union Function Room

**The 10th Annual Student Conference on Diversity, Equity, Inclusion and Social Justice**

Saturday, April 13  
8 a.m. to 4 p.m.  
Corey Union

**SafeZone Workshop**

Tuesday, April 16 and April 18  
1-2:30 p.m.  
Corey Union Caleion Room

**Understanding and Advocating for Racial Justice**

Wednesday, April 24, 3-6 p.m.  
Corey Union Caleion Room

**Multicultural Life and Diversity Office (MLDO)**

SUNY Cortland  
P.O. Box 2000  
Cortland, NY 13045

**Follow MLDO on Social Media:**

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Twitter @SunnyCrtDiverse  
Instagram @SunnyCrtMLDO

**Kente Celebration**

Multicultural Life and Diversity will be hosting their Annual Kente Celebration on **Saturday, April 6, 2019**. The Kente Celebration symbolizes and commemorates the rite of passage for learners and scholars who are transitioning from institutions of higher learning to the next chapter of their lives.

The Kente Celebration has deep institutional history and is an important experience for our multicultural students.

Graduating seniors and graduate students are encouraged to participate in the Kente Celebration. Faculty and staff are encouraged to register to attend the event and support students. Registration form on the MLDO website. Nomination forms for the Kente Honorary Stole to recognize a faculty, staff, or administrator is also posted on the [Multicultural Life and Diversity Office website](#).

Deadline for nominations and registration is **Friday, March 1, 2019**.



**The 10<sup>th</sup> Annual Student Conference on Diversity, Equity, Inclusion and Social Justice**

**SAVE THE DATE:  
Saturday, April 13, 2019**

Corey Union Function Room, 8 a.m. – 4 p.m.

This student-led conference seeks to promote open-mindedness, celebrate diversity, and promote awareness of divergent views on our college campus and within our communities.

This conference allows participants to problematize, conceptualize, research, and present across a wide range of disciplines. Noelle Chaddock, Ph.D., will be the keynote speaker.

Please join us for this amazing conference, facilitated by the student conference committee, under the leadership of Assistant Director of MLDO, Lima Maria Stafford, Residence Hall Director, Mackenzie Lewis and student conference chair, Nicole Basile, here at SUNY Cortland. For more information please email [multicultural.life@cortland.edu](mailto:multicultural.life@cortland.edu)

Call for proposal and registration deadline is **Friday, March 1, 2019**.