

February 2014
Volume 3, Issue 4

Upcoming Events:

Staff SafeZone Training

February 26, 3-6pm
Fireplace Lounge

SafeZone Train the Trainer

March 1, 2-5pm
Corey Union 209

Pride Ceremony

March 28, TBD
Exhibition Lounge

Kente Celebration

April 5, 6 pm
Corey Union Function Room

Student Diversity Conference

April 12, All Day
Corey Union

For more information
visit our website
or contact MLDO at
607-753-2336 or
multicultural.life@cortland.edu

Bias and Hate? Not On Our Campus!

Unfortunately, incidences of bias are still occurring in communities around the world including the SUNY Cortland community. We must continue, even in our so-called post-racial/post-hate world, to work diligently to combat such incidences. Bias hurts! Bias hurts the victim and bias hurts the perpetrator. Bias prevents us from being open minded and free to learn about what others bring to our community with their diversity.



In response, to a recent bias incident on campus, President Bitterbaum sent the following open letter to the campus.

To All Members of the SUNY Cortland Community,

SUNY Cortland is a campus that embraces diversity and appreciates the richness it brings to the intellectual culture. As a reminder, the College has a zero-tolerance policy regarding any and all forms of bias or discrimination. All allegations are fully investigated and subject to appropriate disciplinary action.

Our nondiscrimination policy is based in federal and state law, including the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law.

The policy states:

Pursuant to State University of New York policy, SUNY Cortland is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities, without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

SUNY Cortland is an institution of higher education. As such, we encourage all efforts to enhance teaching and learning, particularly regarding diversity and ways to eliminate prejudice and discrimination.

Thank you.

Erik J. Bitterbaum
President

Additionally, the President's office sent out a letter to the campus from Noelle Chaddock Paley, the Director of Multicultural Life and Diversity.

Since my arrival in 2008, I have been honored to be a part of the SUNY Cortland Community as we work toward achieving Inclusive Excellence at all levels. Students, faculty, staff, alumni, and community members have been

Defining Bias

Bias is a word that is commonly used in combination with hate and hate crimes.

We define bias as harmful expression of opinions of dislike, intolerance, and or hate for individuals or groups based on race, religion, sexual orientation, and ability just to name a few.

Report Bias Incidents

Please help us stop bias-related incidents. If you are the victim of or witness to bias incidents, remember to speak up and speak out.

You can report incidents to the University Police department (UPD) or the office of Multicultural Life and Diversity (MLDO). Not sure it is bias? When in doubt, report!

Speak up! Speak out!
With your help, bias incidents can be stopped!

working to make SUNY Cortland a place people want to come and stay. Our success as an institution is only as strong as the success of all current, past, and future members. I believe we are working hard to achieve an equitable and inclusive campus climate.

I am writing today to remind the SUNY Cortland Community that there is no “destination” in the work of equity and inclusion. There is only progress. We must continue to work daily, individually, and communally to make sure that we are creating safe spaces for people to work, grow, learn, develop, and lead. This includes speaking up when we hear and see things that harm or exclude others, paying attention to our own impact on our cultural climate, and remembering to value what others bring to the table. During the Spring 2013 semester our campus governance leadership, along with our college President, articulated their commitment to diversity in the college *Statement on Diversity* which reads:

SUNY Cortland is dedicated to the premise that every individual is important in a unique way and contributes to the overall quality of the institution. We define diversity broadly to include all aspects of human difference. The College is committed to inclusion, equity, and access and thus committed to creating and sustaining a climate that is equitable, respectful and free from prejudice for students, faculty and staff.

We value diversity in the learning environment and know that it enhances our ability to inspire students to learn, lead and serve in a changing world. We are committed to promoting a diverse and inclusive campus through the recruitment and retention of faculty, staff and students. As a community, we hold important the democracy of ideas, tempered by a commitment to free speech and the standards of inquiry and debate. To this end, we are dedicated to developing and sustaining a learning environment where it is safe to explore our differences and celebrate the richness inherent in our pluralistic society. (Approved by President Bitterbaum June 10, 2013)

It is my hope that during the Spring 2014 semester we come together as a community and live, lead, and serve with this commitment central in our daily lives. I look forward to our continuing progress as a community. Thank you for what you do to make SUNY Cortland a leader in Academic and Inclusive Excellence.

Noelle Chaddock Paley
Director of Multicultural Life and Diversity

We ask that you keep SUNY Cortland’s commitment to fostering diversity and inclusion in mind and help us create a welcoming and warm environment that is accepting of all and see the value in everyone.



All hands
in to
stop bias
on our
campus!

SUNY Cortland Mourns a World Leader

“I pledge to live in a Mandela-like way, to speak up against injustice”



Photo of Library Display

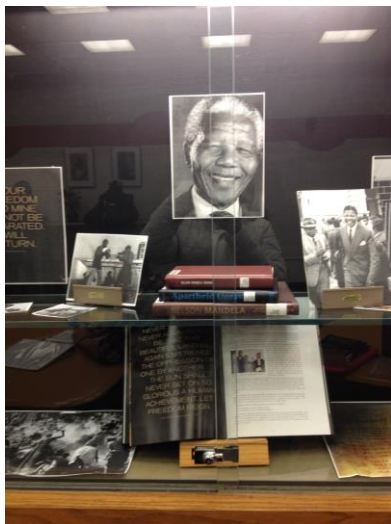


Photo of Library Display

Check out the library display in tribute of Nelson Mandela. It is located by the advising office. You can also learn more about Mandela by checking out materials on his life and the subject of Apartheid.

At 3:00 pm Sunday, December 8, 2013, several people gathered inside of the Interfaith Center to commemorate a legend. Nelson Mandela died December 5, after suffering from a prolonged respiratory infection. The world had been watching and waiting in angst when reports began to generate that Mandela was ill and had been taken to a hospital.

Mandela became South Africa’s first black president after serving over 27 years in prison. Advocacy, activism, and social justice seemed to be a matter of common sense to him and he believed that the purpose of this work was important to us all because he posited that freeing others from oppression ensured your own freedom. This sentiment became evident in the following quote:

“For to be free is not merely to cast off one’s chains, but to live in a way that respects and enhances the freedom of others.”

- Nelson Mandela

During the tribute service at the Interfaith Center several individuals shared remarks to help those in attendance understand the importance of Mandela’s legacy and later the attendees were asked to make a pledge in honor of Mandela’s life. Eighteen pledges were submitted and though diverse, they all carried the themes of continuing to love others, working harder for inclusivity, respecting difference, promoting peace, having courage to speak up and speak out against injustices and to live with confidence that one person can make a big difference.

Reverend Vicki Johnson of Campus Ministry of SUNY Cortland for coordinated this event. The event gave the SUNY Cortland community to join together to mourn an icon who was important to our history and to our future in learning to speak up and speak out against social injustices that continue to prevent community, growth, and global citizenship. We urge everyone to consider viewing the library display that has been created in honor of Nelson Mandela. Photos, books, and the pledges from the Interfaith Center service can be viewed there.

Black History Month is Underway!

It is that time of year again when the weather forces us to seek warmth. What better way to do that than to get together with others to bond, learn, celebrate, commemorate, and consider historical events that helped shape our nation as it stands today?

Black History month is celebrated every year in the United States during the entire month of February. Some use it as a month to remember what happened in history while others use it to teach and celebrate the possibilities of today. Whatever way you choose to use the month we hope you consider attending one or more of the events being hosted by the Department of Africana Studies and the multicultural student organization known as BSU (Black Student Union).

Here are some options BSU would like for you to consider:

Kings and Queens Conference: Our Fallen Soldiers
 Saturday, February 22, 2014
 11 a.m. to 4 p.m.
 Dowd Sculpture Court
** breakfast and lunch provided*

"The Great Gatsby: BSU Edition" Ball
 Saturday, February 22, 2014
 9 p.m. to 1 a.m.
 Ramada Inn
** limo bus transportation provided; dinner starts at 9pm*

The Renegade's Experience: Ryan Leslie
 Friday, February 28, 2014
 4 p.m. to 7 p.m.
 Sperry 205
** free copies of Ryan's album "Black Mozart" will be handed out*

For more information regarding the above events contact the President of the Black Student Union, Jahtayshia Davis via email at: jahtayshia.davis@cortland.edu.

Tamara Taylor, Assistant Director for Multicultural Life and Diversity presented a sandwich seminar entitled *Pioneering a Future: More Than a Teen Mom, Slang-speaking, Black Girl* on February 13, 2014. She shared her personal story and offered advice on working with first generations

Additional Black History Month events, hosted by the Africana Studies department, can be found on the next page.



This is a time to celebrate, rejoice, and learn more about a rich culture...



Study Abroad Ghana

The Africana Studies Department is excited to announce that registration is now open for the Ghana Summer Study Abroad program.

Students in all majors are invited to apply. The six-credit course runs from May 27 to June 20, 2014.

Don't miss out on this life changing and enriching opportunity. Applications must be completed no later than **March 17, 2014**.

For more information, please contact Dr. Seth Asumah via email at seth.asumah@cortland.edu or visit the International Programs office, 219 Old Main

Date/Time	Title	Presenter	Venue
Wednesday, February 5, 2014, 12:30 PM	What is EOP (Educational Opportunity Program) and How Do Students Qualify?	Dr. Lewis Rosengarten, EOP & Africana Studies, William Horning, Director, SOP, Cornell Univ., Elizabeth Gannon, SUNY Oswego & Claudia Clark, BCC.	Jacobus Lounge, Brockway Hall
Wednesday, February 5, 2014, 4:30 PM	What Will The Collective Voice of A Generation Have to Say?	LeAlan Jones.	Function Room, Corey Union*
Thursday, February 6, 2014, 12:00 PM	Mandela's Legacy in the 21 st Century: Historical Mythology or Useful Example?	Dr. John Aerni-Flessner, History Dept. & Africana Studies.	Jacobus Lounge, Brockway Hall
Wednesday, February 12, 2014, 7:00 PM	Speak Up/Speak Out: Inclusive Language-Saving Lives and Building Communities.	Prof. Noelle C. Paley Multicultural Life and Diversity & Africana Studies.	Exhibition Lounge, Corey Union*
Thursday, February 13, 2014, 12:00 PM.	Pioneering a Future: More Than a Teen Mom, Slang-speaking, Black Girl.	Ms. Tamara Taylor, Multicultural Life and Diversity Office.	Jacobus Lounge, Brockway Hall
Wednesday, February 19, 2014, 12:30 PM	Race, Class, Gender and Climate Change—A Workshop.	Dr. Kathy Russell, Philosophy Department	The Colloquium, Old Main
Thursday, February 20, 2014, 12:00 PM	Engaging Race within the Dialogic Space: Emotional Labor (not) Lost.	Prof. Jermaine Soto, Syracuse University	Exhibition Lounge, *Corey Union
Monday, February 24, 2014, 7:00 PM	Poetry Slam	Mr. Jason Carriero Ms. Sierra Degale-Rodgers	Sperry 205
Wednesday, February 26, 2014, 12:30 PM	The Epistolary Journal in the Postcolonial Light: How Mariama Bâ and Ernest Gaines Obscure the Limits of the Public and Private Spheres of Experience and Genre.	Ms. Rachelann Copland, Graduate Student, English Department.	Jacobus Lounge, Brockway Hall
Thursday, February 27, 2014, 12:00 PM	The Peace Corps and Me: One Man's Adventure in Senegal.	Mr. Michael Goldman, Graduate Student, Recreation Department.	Jacobus Lounge, Brockway Hall
Friday, February 28, 2014, 4:00 PM	The Renegade's Experience.	Mr. Ryan Leslie, Producer, Song-Writer.	Sperry 205

Kente Ceremony



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.

Please register or encourage graduating seniors to register no later than March 6, 2016. Students can register on our website using the following url or QR code: <http://www2.cortland.edu/offices/multicultural/programs-services/kente/apply-for-kente.dot>



MLDO Seeks Grad Intern

Know someone interested in diversity work? Our office is seeking graduate and undergraduate interns for the Fall 2014 semester. Interns are given the opportunity to learn the ins and outs of the MLDO as well as development, programming, and assessment of diversity initiatives. Internships are built around students major and career goals with the intention of creating globally competitive graduates!

If you are or know someone that is interested in this position please contact our office via email to schedule an interview. You may submit your resume and letter of interest to multicultural.life@cortland.edu with a subject line: MLDO Student Internship

Fifth Annual Student Diversity Conference

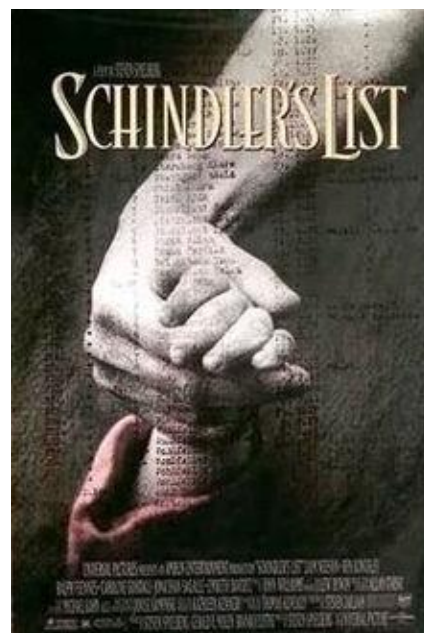
Planning is underway for the annual student conference on diversity, equity, and social justice. The conference will take place on Saturday, April 12, 2014. A conference schedule and announcement of the keynote speaker will be posted as we begin to get closer to the conference date.

The call for proposals will be open until shortly before the conference but a submission deadline of March 1 is when proposal will first be reviewed and considered by the proposal selection committee. If you are a student interested in presenting or know of a student that would like to present please encourage them to visit our website for more information.

This year the theme focuses on the importance of speaking up and speaking out. Conference registration is open! To register please complete the appropriate online form on our website. Join the conference conversation on Twitter using the hashtag #



Register now!



A new and special event of the conference, this year, will be a film screening. *Schindler's List* (1993) is an American epic historical drama film directed and co-produced by Steven Spielberg and scripted by Steven Zaillian. It is based on the novel *Schindler's Ark* by Thomas Keneally, an Australian novelist. The film is based on the life of Oskar Schindler, a German businessman who saved the lives of more than a thousand mostly Polish-Jewish refugees during the Holocaust by employing them in his factories.

Source Credit: Wikipedia

Professors Publish New Article on Diversity

Profs. Mecke Nagel and Seth N. Asumah just published their article “Diversity Studies and Managing Differences – Unpacking SUNY Cortland’s Case and National Trends” in an anthology *Sprache - Macht – Rassismus* (Language-Power-Racism), edited by G. Hentges, K. Nottbohm, M. M. Jansen, J. Adamou, with Metropol Verlag, Germany.



The authors trace the origins of multiculturalism and diversity education at SUNY Cortland and how national trends on diversity and social justice have shaped Cortland’s endeavors. Furthermore, they introduce the three-day Summer Diversity Institute as a way of training faculty and staff at the university level.

Several essays of the volume were presented earlier at a symposium on Critical Race Theory in the Academy, May 2013, where Prof. Nagel gave an invited talk on comparative perspective on Cortland’s and Fulda University’s diversity education and diversity practices. Prof. Nagel has taught at Fulda for the past six years.

MLDO Director Update

Noelle Chaddock Paley, Chair of the University Faculty Senate Committee on Diversity and Cultural Competence, addressed the University Faculty Senate on January 24, 2014. Paley and other committee members encouraged senators and campus governance leaders from all 64 SUNY Campuses to use the “Making Diversity Count” document to help lead their governance bodies in supporting diversity on their campuses. The “Making Diversity Count” document and presentation can be found on the University Faculty Senate website: <http://www.suny.edu/facultysenate/albany2014.cfm> or by emailing noelle.paley@cortland.edu.

Sing Your Heart Out With Gospel Choir

Winter weather has you feeling a bit restless or down? The Gospel Choir is looking for new members and signing cheers everyone up, right?



Everyone is invited to come sing with us. No auditions are necessary to become part of this group.

Great music, opportunities to travel, amazing experiences, and exciting events; who could ask for more?

Join us Wednesdays at 7 p.m., Dowd Fine Arts Room 111

Call for Submissions

Have something to add to our next newsletter? We love to have contributions such as diversity related events, articles, announcements, news, personal narratives, and more.

Please make all submissions no later than the **third Friday of the month** and your contribution will be included in the following month’s newsletter. Send contributions to multicultural.life@cortland.edu with a subject line: **Newsletter Submission**