

November 2012
Volume 1, Issue 11
[Upcoming Events](#)

**Art of Illusion
Drag Performance**
7pm, November 18
Function Room
Corey Union

**Steps to Success and
Excellence Dinner**
6:30pm, November 28
Beard Building
Downtown Cortland

Relay for Life
December 1-2
A Capella will be
performing

Kente
April 6, 2013
Cortland Country Club

**Student Conference on
Diversity, Equity, and
Social Justice**
April 14, 2013
Corey Union

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

YOU ARE NOT ALONE

In an effort to share the message at SUNY Cortland that there is support and resources across our campus for the Lesbian, Gay, Transgender, Bisexual, Questioning, and Intersex community, we have created the You Are Not Alone campaign.

You are not alone. These faculty/staff/ and students from SUNY Cortland have pledged to support you, and remind you that you are an enriching part of our community. Through **unity** we have **strength**.

Adam Harvey	Noelle Chaddock Paley	Kimberly Olsen
Carolyn Bershad	Ann Cutler	Jennifer Petrosino
Beth Klein	Erik Bitterbaum	Jennifer Andrews
Greg Sharer	Kate Coffey	Chris Hagquist
Mary Guido	Lyndon Huling	Joan Beth Berbenich
Catherine Smith	Nancy Kane	Malen Valencia
Sandra Wohlleber	Vicki Wilkins	Tawana McNair
Sarah Turon	Jean D. Brown	Brandon Todd
Kayla Jones	Mark Cerosaletti	Kiana Morris
Kathy Lattimore	Elizabeth Wust	Karen Sanchez
Cynthia Benton	Cheryl Hines	Kenisha Rohadfox
Marie Blanden	Marina Souva	Johnathan Rodriguez-Leslie
Michele Gonzalez	Becky Bennett	Miguel Espailat
David Horak	Abby Thomas	Davon Clarke
Melissa Tierney	David Rincon	Julie Gorman
Ibipo Johnston-Anumonwo	Glodibal Natera	Khalia Brown
James R. Fitzgerald	Yashema McGregor	Alyssa M Cooper
Denise D. Knight	Judith A. Ouellette	
	Nancy Newell	

*During the You Are Not Alone campaign, we released a flyer that used the word "Transgendered." The correct term to use is "Transgender." We apologize for this error. For more information, check out the SUNY Cortland SafeZone website.

Kente Date Change

The 2013 Kente celebration has been moved to April 6, 2013 as a strategic effort to promote inclusion and campus-wide support for both this important event, and the various other initiatives that occur at the end of the academic year. Our hope is that there would be renewed interest and broader participation in Kente. Furthermore, our Kente recipients would be able to proudly wear their Kente stoles at our honors, graduate and undergraduate commencement ceremonies.

Dr. Seth Asumah, SUNY Distinguished Teaching Professor and Chair, Africana Studies Department

Professional Development

MLDO Director Noelle Chaddock Paley has been hard at work representing SUNY Cortland at various conferences, including the Critical Issues in Higher Education conference in NYC, and the Faculty Diversity program in Albany, NY. Additionally, she was inducted into the Phi Beta Delta Honor Society. She and Assistant Director Lyndon Huling attended the Cornell University Diversity Update Conference as well. Please contact MLDO if you are interested in participating in professional development opportunities around diversity.

Unity Celebration

The Unity Celebration, hosted by Deans Lachance, Mattingly, and Cottone on October 23, recognized several campus leaders who have championed diversity, equity, and inclusion at SUNY Cortland. Each year four individuals are presented with the Unity Award in recognition of their hard work. This year's recipients were Leigh Marie Weber, Lyndon Huling, Katherine Polasek, and Neece Root. To learn more about unity, click [here](#).



An excerpt from Dean Bruce Mattingly's opening remarks: *"All of us need to understand the various forms of diversity that we have throughout the SUNY Cortland community and how they interact. We need to understand and respond to an increasingly diverse student body. We also need to recognize and promote diversity—in all of its forms—among the faculty and staff if we truly want to be the community that we claim to be. There is great potential here. If we learn how to be mutually supportive of one another, then each of us is empowered to share his or her gifts and make SUNY Cortland a better place. If we do not, then the consequences are significant: we will have individuals and/or groups who do not feel valued and disengage, withdrawing from our community rather than enriching it."*

CGIS Race, Resistance, and Reason: Rethinking the Boundaries Conference

The Center for Gender and Intercultural Studies department, in collaboration with several constituencies on campus collaborated to host the Race, Resistance and Reason: Rethinking the Boundaries Conference on October 20. Participants from around the globe came to Cortland to rethink the boundaries of race, resistance and reason globally and at the level of lived experience. Keynote speaker, Dr. Joy James and featured speaker Dr. John Sosa both spoke about the importance of redefining our framework around race and the way we talk about "the other." Participants shared scholarship and articulations of the tensions between the consequences of a racialized body, a strong political identity that is tied to race, and the tensions that are experienced at the intersections of race, gender, sex, sexual orientation, class, and ability. Additionally, the conference served as a space to think about the resistances to hegemonic categorization, naming and normative ideas of reason and thought that we know are inheritances of race.

Planning Committee: Co-Chairs Kate Coffey and Noelle Chaddock Paley, Susan Stout, Carol Van Der Karr, Seth Asumah*, Brian Barrett, John Aerni-Flessner*, Lyndon Huling, and Jillian Anesta. *Also Presented*

Connect with Multicultural Life and Diversity at SUNY Cortland

Multicultural Life and Diversity is committed to connecting with our faculty, staff, students, alumni, and community members through a variety of social mediums.

[Visit our official webpage](#)

Join the Multicultural Life and Diversity [Facebook](#) page.

Add [Diversity Cortland](#) to your list of Facebook Friends.

Add "[Multicultural Life and Diversity office](#)" to your professional network through LinkedIn.

Alumni, help us stay connected through the [Multicultural Life and Diversity Alumni](#) Facebook page.

Follow us on Twitter:
[@sunycrtdiverse](#)

**Multicultural Life
and Diversity Office**
Corey Union, Room 407-A
Phone: (607) 753-2336
Fax: (607) 753-2808
multicultural.life@cortland.edu

Community Conversations

Multicultural Life and Diversity will be continuing the "Community Conversations" initiative around campus climate at SUNY Cortland. We will be speaking with various campus and community members about their experiences around diversity and inclusion to promote a dialog on the experiences of different populations of students, staff, faculty, and community members. We want to hear YOUR voice, and encourage you to share your thoughts through the online community.

We spoke with **Stephen Wilson, Professor of Music at SUNY Cortland**, about his experiences around faith/non faith. You can find the complete interview here: <http://blog.cortland.edu/sunycrtdiverse/> and learn more about [faith/non-faith](#) at SUNY Cortland on the MLDO website.

What do you feel are some of the barriers we can work on to make this a more inclusive campus?

Good question, I've never taken or taught a course in prejudice and discrimination, I would hope that's covered in any curriculum that understanding what it is to lack faith in a fictitious means as an individual and a society, I think that if students were forced to think about what we are, it will help do away with stereotypes. I mentioned in my group yesterday that research proves that now the percentage of residents in the United States who profess to be either atheist or agnostic or of no religious affiliation is now up to 25%. Well, if the population in the United States is more than 260 million that's more than 62 million people who are Atheist, that's a lot of people... and everyone knows an Atheist, everyone knows a person who lacks faith. Atheists' are contributing to society, we are productive individuals and the stereotype that we aren't out there hides that fact from a lot of people. So addressing that prejudice and discrimination would be one way to address that stereotype. Vicky Johnson and Marie are devout Christians but they are also extremely open-minded and supportive of all forms of beliefs and I have a very good relationship with both of them and they are a source for good around the campus. The problem is that everyone who is born into a religious family is taught about God from the time that they were able to understand language. The influence on children is the reason why we still have religion in the 21st century. Every day science shows us that the unknown is actually known and knowable. And one of the interesting things that have happened since the coordination of this group (Secular Alliance) is that we have met with AGAPE, Hillel and the religious groups on campus simply for the purpose of exchanging our respective philosophies; letting them learn about us and letting us learn about them in a respectful environment. And that goes a long way to creating a sense of "live and let live."

Wellness Wednesday LGBTQI Programs

Multicultural Life and Diversity collaborated with the Wellness Wednesday series to host two presentations centered on LGBTQI initiatives at SUNY Cortland.

The first, titled “An Introduction to SafeZone” provided information about the SafeZone initiative, including background, context, and action steps for moving forward. Additionally, participants had the opportunity to participate in the “Rites of Passage” training activity.



(Students prepping for the panel)

The following Wednesday, we held a panel discussion titled “Diversity within the LGBTQI Community.” The goal of this panel was to discuss assumptions of sameness in the LGBTQI community, and hear the unique experiences of each panelist around their multiple identities. Over 170 students, staff, and faculty joined us for these two important presentations.



LGBTQI Initiatives

Multicultural Life and Diversity held its second successful [SafeZone](#) training at SUNY Cortland. To date this year, 20 members of Residence Life and Housing, as well as 23 staff/faculty members (including members of ASC, Custodial Services, Student Affairs, and academic departments) have been certified as SafeZone advocates on campus, and have received stickers representing their commitment to being allies. SafeZone for students is currently taking sign-ups for November 15, 2012 from 6-8:30pm. To RSVP, contact ann.cutler@cortland.edu. We will be sending out an announcement for the second faculty/staff SafeZone training on January 9, 2013 from 9:30-12pm in the Exhibition Lounge in Corey Union.

The mission of the SafeZone program is to identify, educate, and support Lesbian, Gay, Transgender, Questioning, and Intersexed allies (LGBTQI) and we hope you will consider developing yourself as an ally through SafeZone.

National Coming Out Day

Jenn Pederson, president of Spectrum (SUNY Cortland’s Gay/Straight Alliance), along with vice president Carissa Conway, provided inspirational speeches about the importance of celebrating diversity and challenging inequities for LGBTQI people at SUNY Cortland. Below is a quote from Jenn’s powerful speech: *(Carissa Conway and Jenn Pedersen)*



“I know that many people across the country are not as lucky as me but everyone should know that there is support and that there are loving people out there if you are willing to be yourself and let them in, no matter what identity you feel is right for you. Someone will accept you, not only in this country, but also on this campus.”

Today’s speech has been based on my reflection of the people who have helped me get to where I am today. It has taken me a long time to be comfortable in the shoes that I walk in. The place that I found acceptance was on this campus. SUNY Cortland made it easier for me to completely accept myself and come out. In attending this school and being on this campus for the last three years of my life, I have watched this campus grow to be more accepting of the LGBTQI community in ways that I never thought I would see.”

Reversing the Stereotypes of Multicultural Greeks

On October 3, 2012, the Multicultural Greek Council hosted a powerful conversation about the misconceptions many students, staff, and faculty have about multicultural Greek organizations on campus. Collaborative efforts such as this help promote inclusivity and awareness on our campus.



Hillel Celebrates Sukkot

Sukkot (Hebrew: סוכות) is a holiday celebrated on the 15th day of the month of Tishrei. This is the Jewish festival of giving thanks for the fall harvest, as well as the commemoration of the forty years of Jewish wandering in the desert after Sinai.



(Hillel students celebrate Sukkot)

Steps to Success and Excellence Series



On October 16, professionals from Lockheed Martin laboratories visited SUNY Cortland to talk about the importance of networking, collaboration, and

being diverse leaders in the 21st century. Twenty students joined Multicultural Life and Diversity for this important conversation. This event was part of an ongoing collaboration between Lockheed Martin and MLDO, with the second event in the series scheduled for November 28. **Lydia Rosario**, a junior studying psychology from the Bronx, NY, shares her experience:

As a junior at SUNY Cortland, I was not sure what the “Steps to Success and Excellence Workshop and Dinner Series” would have to offer me, but I applied anyway. Our first session included a Q&A with five individuals from Lockheed Martin who are experts in their fields. The questions started rolling out slowly, but once we began, it became clear these people were perfect resources for me, and I had stumbled onto a great opportunity to enhance my professional knowledge. We spoke about the many places you could inquire about jobs, the importance of an appropriate resume, the interview process, and how to keep your job after doing great in the interview. The panelists even took a moment to share with us the nuggets of wisdom they wish they had during college that they were only able to learn through experience.

I could not believe that with all the classes I have taken and my own experience in the professional field, there is still so much I have to learn. Most importantly, the panelists confirmed what I had suspected a long time: everyone should be in a career they love. They exhibited what true satisfaction a job could bring you and encouraged each person to find their niche. Finding a job is not the easiest task, but after this series, I am confident that I will find the one that will make me happiest and can do whatever it takes to become exactly what the employers are looking for.



(Rosario, right, with other participants)

COR 101 Presentations

Multicultural Life and Diversity is proud to continue to support the COR 101 program by presenting in classrooms and talking to our first-year students about the importance of diversity, equity, and social justice in their everyday lives.

MLDO has been scheduled to talk in 18 COR 101 classes, and hopes to participate in even more presentations in the future. This year, the office has expanded their presence in COR 101 by including their certified student diversity trainers in the presentations.

MLDO believes that peer-to-peer education is invaluable in helping make diversity and inclusion relatable to students, and is proud of all the MLDO student diversity trainers who volunteer their time to share their experiences. Student Diversity Trainers are available all year long to speak in classes.



(Jessica Williams and Glodibal Natera prepare to speak in a COR 101 class.)

Student Diversity Trainers

- Jessica Williams
- Jillian Anesta
- Glodibal Natera
- Asantewa Feaster
- Leah Gelblat

...it begins with you...

Multicultural Life and Diversity has asked out students to reflect on the meaning of “...it begins with you...” to them as part of our ongoing commitment to developing introspective and empathetic student leaders. Below are two perspectives on the 2012-2013 theme for MLDO.

Stefanie Veras

Be the change YOU want others to encompass. If YOU want others to accept everyone else for who they are, YOU have to do the same. It is important to lead by example and recognize that YOU control your destiny and YOU can achieve

anything YOU desire. The best way to develop and grow as a person is to try new things that YOU have not tried before. YOU have to be willing to accept and learn new and exciting things. Leave your comfort zone. Challenging yourself is an effective way to better understand other cultures and embrace different types of people. Discovering different cultures will help with find your true self. It begins with you.



Glodibal Natera

As a Multicultural SUNY Cortland student I have learned a lot in the past year. Coming from a big city and into a small town was a big adjustment and I did not quite know how I was going to handle it in the beginning. The transitional process has been a challenging but rewarding one. I started by reaching out on my own because I knew that sitting around and missing home was not going to help me become comfortable on campus and it was probably one of the best decisions I made. Walking into the Voice Office and instantly feeling welcomed and like part of a family was exactly what I needed to realize that I made the right school choice. Taking the initiative of just stepping out of my room was what made me realize that change begins with me. After getting involved with Voice Office organizations, I began to recognize the diversity on this campus and how we can all learn from each other and our different backgrounds, and even about our own culture through others. I realized that we are all very different but also very alike and if we take the time to get out of our comfort zone and have conversations with someone else we can learn a lot. I still have two and a half years to go and I am excited to continue learning about other diverse backgrounds on the SUNY Cortland campus, and encouraging others to do the same. “It begins with you” is the perfect slogan for an amazing experience at Cortland.