

February 2016
 Volume 5, Issue 3

**Spring 2016
 Important Dates**

SafeZone Train the Trainer
 Fri., Feb. 5th from 4:30-7:30pm
 Corey Union, Fireplace Lounge

**Faculty/Staff/Alumni
 SafeZone Training**
 Thurs., Feb. 18th from 1-4pm
 Corey Union, Fireplace Lounge

Student SafeZone Training
 Sat., Feb. 27th from 12-3pm
 Corey Union, Fireplace Lounge

Re-thinking Disabilities
 Sat., Mar. 5th from 1:30-4:30pm
 Corey Union, Fireplace Lounge

**President's Conversation III:
 Let's Talk about Cultural
 Climate**
 Thurs., March. 31st from 3-5pm
 Sperry Room 105

Kente Celebration
 Sat., April 2nd @ 6pm
 Corey Union, Function Room

**The 7th Annual Student
 Conference on Diversity,
 Equity, Inclusion and Social
 Justice: "Grab the World"**
 Sat., April 9th from 8am-4pm
 Corey Union

Peer Diversity Training
 Sat., April 16th from 12-3pm
 Corey Union, Fireplace Lounge

Letter from the Chief Diversity Officer

Welcome back to Spring 2016! As we move through this semester as an institution, we will be focusing on doing the work of equity, inclusion and diversity. President Bitterbaum started us off well by creating space for a dynamic panel at his bi-annual opening meeting. Thank you to Dr. Alexis Blavos, Dr. Vicki Wilkins, Ricardo Destinvil, Dr. Dennis Weng, Sierra DeGale, Dr. Seth Asumah, and Dr. Lewis Rosengarten for really framing the responsibility and work ahead of us here at SUNY Cortland. I think Dr. Vicki Wilkins summed it up best when she told us "I can see invisible tape". The reminder that everything we do is visible, and more importantly, so is everything we don't do.

This is the semester for SUNY Cortland to become active and proactive around interrupting behaviors that are harmful and/or work against building and inclusive community. It is time to identify the areas where we can grow as a community: to listen to another story; to challenge how we know the world; to support each other in our development as people.

I ask our SUNY Cortland community to consider what kind of world and allies you would want on your worst most disadvantaged day. I think we all want support, access and inclusion even on our best days. This is the task at hand. Engage with someone different. Explore a perspective that is counter to yours. Employ civil and respectful discourse. And, exercise your ability to make SUNY Cortland a safe, welcoming and inclusive place.

Have a wonderful semester.

Dr. Noelle Chaddock



Congratulations!



Brittne
Daugherty

Sierra
De Gale



Ricardo
Destinvil

Jessica
Perez

The Multicultural Life and Diversity Office would like to congratulate Brittne Daugherty, Sierra De Gale and Ricardo Destinvil on being accepted to graduate school for master programs in higher education and student affairs!!!

Congratulations are also in order to Sierra De Gale, Ricardo Destinvil and Jessica Perez for being accepted to the NASPA Undergraduate Fellow Program (NUFP).

We are very proud of you and your accomplishments!!!

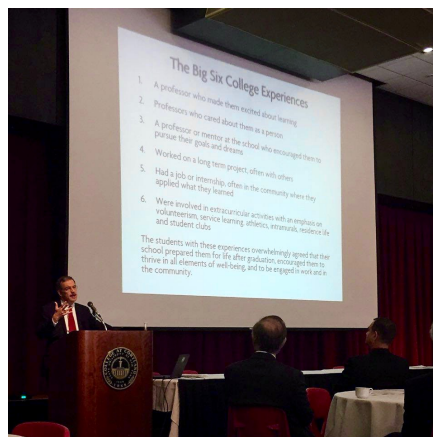
President's Spring 2016 Opening Meeting

On January 31st, SUNY Cortland's faculty and staff gathered for President Bitterbaum's opening meeting for the Spring 2016 semester. The event featured opening comments by the president followed by a panel, organized and moderated by our Chief Diversity Officer, Dr. Noelle Chaddock. The panel consisted of faculty, staff and students who spoke about their experiences with diversity and cultivating inclusive leadership at SUNY Cortland.

Dr. Chaddock led off the panel by polling the room using PollEverywhere. We were asked to reflect on who we are at SUNY Cortland as represented in and by our faculty and staff. This started the group thinking about how our identities impact the social norms here and how those norms affect faculty, staff and students from all backgrounds.

Dr. Alexis Blavos, Assistant Professor in Health Department Dr. Vicki Wilkins, Professor in Recreation Parks and Leisure Studies Department, Dr. Lewis Rosengarten, EOP Director and Lecturer, Sierra De Gale, Resident Assistant and NUFP fellow, Ricardo Destinvil, Resident Assistant and NUFP fellow, Dr. Seth Asumah, Professor of Political Science and Chair of the Africana Studies Department and Dr. Dennis Weng, Assistant Professor in the Political Science Department sat on the panel. The panelists shared their personal experiences and best practices for faculty and staff to create more inclusive spaces for our community.

The President's Opening Meeting ended with group discussions about the community poll, and how the panelists' contributions could or should inform our diversity, equity and inclusion work on both an individual and institutional level. Each table then came up with one statement that they would like to see incorporated into a Diversity Commitment Statement for SUNY Cortland.

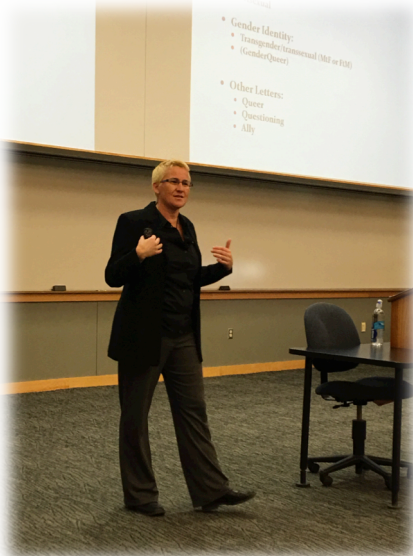
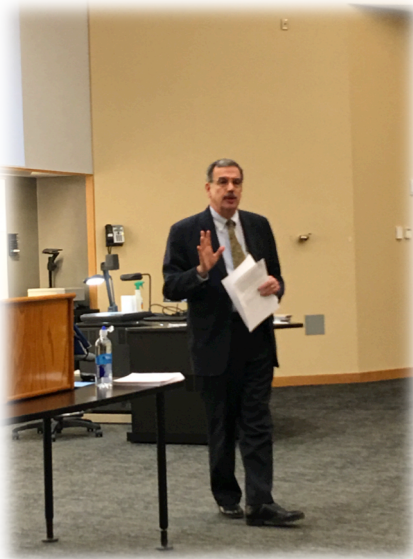


Let's Talk: The President's Conversations on Diversity Equity and Inclusion Conversation II: "Let's Talk About LGBTQAIP"

Conversation II: "Let's Talk About LGBTQAIP" of the President's Conversation Series on Diversity Equity and Inclusion at SUNY Cortland's was held on Thurs., January 28, 2016. The conversation continued to build on the quality and depth of our institutional commitment to creating an inclusive community for all.

Dr. Judith Ouellette framed the LGBTQAIP position with clear, honest language and detail as "LGBTQAIP Literacy." Dr. Ouellette explained important distinctions such as the difference between and across homophobia and heterosexism. Our responding community members, Dr. Kate Coffey, Alexis Vilceus, and Michael Sgro generously shared their lived experiences, which connected our human brothers and sisters to the frameworks Dr. Ouellette articulated.

President Bitterbaum charged those attending with not shying away from the places we need to do better. The president is committed to continuing these conversations across multiple forums with the next conversation scheduled for March 31, 2016 at 3pm. In our next conversation we will be engaging community members from across campus regarding the cultural climate at SUNY Cortland.





Student Conference on Diversity, Equity, Inclusion and Social Justice: “Grab the World”

Keynote: Dr. Lubna Chaudhry

Dr. Lubna Chaudhry is currently an Associate Professor of Human Development at Binghamton University. She has published numerous articles and book chapters on structural and conflict-based violence faced by disenfranchised communities in Pakistan. After receiving her PhD from the University of California at Davis in the interdisciplinary field of Sociocultural Studies in Education, Dr. Chaudhry taught at the University of Georgia, Athens, for three years. After that she went off to live in Pakistan, where she first worked for the ASR Institute of Women's Studies, and then spent three and a half years as a Research Fellow at the Sustainable Development Policy Institute in Islamabad, Pakistan. There for one of her projects she worked as Senior Researcher for a World Bank funded Pakistan poverty assessment. During her time at the Institute she was also involved in a Ford Foundation funded study examining women, conflict and security. In 2003, she joined Binghamton University in the Department of Human Development. Dr. Chaudhry has maintained a transnational presence between Pakistan and the United States, and is currently conducting fieldwork to understand the impact of armed conflict on children and youth in Swat Valley, Pakistan. Dr. Chaudhry holds a joint title with Women's Studies and is an affiliated faculty member with Asian and Asian Diaspora Studies; and Latin American and Caribbean Studies at Binghamton University.

The title of Dr. Chaudhry's keynote is, "Transnational Mournings: Empowering Research Agendas and Border-Crossings." Drawing on her research with disenfranchised communities in Pakistan, she will discuss her research trajectory especially as it has a bearing on teaching and talking about 'difference' and "diversity in Pakistan and in the US.

SAVE THE DATE:
Sat., April 9, 2016
@8am – 4pm

Registration is now open!!!
Deadline to register is March 25, 2016.

Call for Papers/Presentations (CFP) - committee will review the first round of proposals on February 1, 2016. Proposals received after this date will be reviewed on a rolling basis.

http://www2.cortland.edu/offices/multicultural/annual_conference/



If you would like to contribute to the MLDO Newsletter, please email annamaria.cirrinzione@cortland.edu with submissions.

Submissions in any language will be accepted.

A Message from the Governor's Press Office:

Governor Cuomo Announces New Regulations Protecting Transgender New Yorkers From Discrimination

Governor Andrew M. Cuomo announced that the New York State Division of Human Rights has adopted new regulations that ban discrimination and harassment against transgender people. The regulations are effective today, and affirm that transgender individuals are protected under the state's Human Rights Law. All public and private employers, housing providers, businesses, creditors and others should know that discrimination against transgender persons is unlawful and will not be tolerated anywhere in the state of New York.

These regulations were first introduced by Governor Cuomo in October - marking the first time that any Governor has issued statewide regulations to prohibit harassment and discrimination on the basis of gender identity, transgender status or gender dysphoria.

"Today we are sending the message loud and clear that New York will not stand for discrimination against transgender people," said Governor Cuomo. "It is intolerable to allow harassment or discrimination against anyone, and the transgender community has been subjected to a second-class status for far too long. This is an issue of basic justice and I am proud that New York is continuing to lead the way forward."

The state of New York has had a long history of protecting the rights of transgender persons under the provisions of the Human Rights Law. New York was the first state in the nation to enact an anti-discrimination Human Rights Law. The Law, enacted in 1945, affords every citizen "an equal opportunity to enjoy a full and productive life." Individuals who feel they have been harassed or discriminated against can file complaints in state court, or with the New York State Division of Human Rights, without charge. Those complaints are promptly investigated at regional offices throughout the state.

Under state law, the Division has the statutory authority to promulgate regulations interpreting the Human Rights Law. The regulations confirm that the Division of Human Rights will accept and process Human Rights Law complaints alleging discrimination because of gender identity, on the basis of the protected categories of both sex and disability, and provide important information to all New Yorkers regarding unlawful discrimination against transgender individuals.

If the Division determines there is probable cause to believe harassment or discrimination has occurred, the Commissioner of Human Rights will decide the case after a public hearing, and may award job, housing or other benefits, back and front pay, compensatory damages for mental anguish, civil fines and penalties, and may also require policy changes and training as appropriate. Civil fines and penalties can be up to \$50,000 or up to \$100,000 if the discrimination is found to be "willful, wanton or malicious" and, unlike under federal law, compensatory damages to individuals are not capped.

New regulations can be viewed here:

https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/466.13_NYCRR_Discrimination_GenderIdentity.pdf



In Loving Memory of Barbara Jean Kissel (July 19, 1952 – Jan. 7, 2016)

With heavy hearts we would like to say good-bye to our friend and ally Mrs. Barbara Kissel. Barbara worked tirelessly to ensure that SUNY Cortland was a place that new faculty and staff felt a part of. Barbara lived inclusion through her daily interactions and will be deeply missed. In her honor, we would like to have community members do something welcoming in her name. Thank you Barbara for all you did for us.

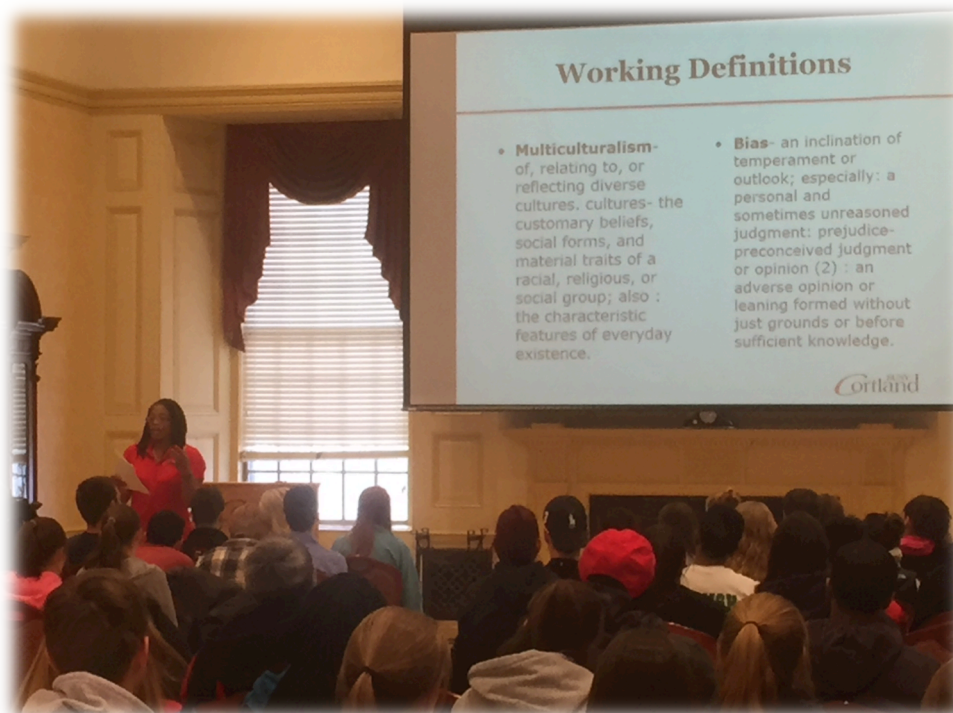
Track and Field Team participates in Diversity Training with MLDO!

Shout out to our Track and Field Team for being the FIRST sports team to reach out to us to do diversity training!

When Coach Steve Patrick reached out to the MLDO, interested in doing a diversity training, we were very excited. The track and field coaches were able to meet with Dr. Noelle Chaddock so that they could create a training that best met their team's needs. The training focused on building an inclusive team by developing a common language and understanding around equity, inclusion and diversity, examining the role of unconscious bias, exploring the functions of intent and impact, unpacking the impact of stereotypes and assumptions, understanding the gift and necessity of difference, identifying and understanding privilege, and addressing the use and power of everyday language.

Together about 70 coaches and students were able to participate in the training, while also coming together to learn more about each other and forming stronger bonds as a team.

If your team, organization, class, etc. would like to set up a diversity training, please call 607-753-2336 or email multicultural.life@cortland.edu to schedule.



Green Dot: Power-based Violence Bystander Training

During winter break, SUNY Cortland professional staff and administrators, along with folks from across the state, had the opportunity and pleasure to attend a four-day bystander/violence reduction Green Dot training. Those who attended include: VP of Student Affairs Greg Sharer, Assistant VP of Student Affairs Chris Kuretich, Title IX Coordinator Nan Pasquarello, Chief Diversity Officer/Director of MLDO Dr. Noelle Chaddock, Associate Director of Student Conduct Michael Pitaro, University Police Officer Lt. Chauncey Bennett, University Police Officer Amanda Wasson, Assistant Director of Multicultural Life and Diversity AnnaMaria Cirrincione, Health Educator Lauren Herman, Residence Hall Director Amy Garside, and the Associate Director for Programming and Staff Development in the Office of Residence Life and Housing Cynthia Lake.

We were grateful to have two amazing Green Dot trainers, Lea Hegge and Sirajah Raheem, who helped us look at violence prevention from a new perspective. The Green Dot strategy is founded on the belief that safety is a community responsibility and shifts the lens away from victims/perpetrators and towards bystander responsibility. The primary goal is to teach people how to recognize signs that stalking, sexual assault or domestic/relationship violence is occurring so that we can mobilize a force of reactive and proactive bystanders. Statistics show that there are alarming rates of violence happening on college campuses across the United States, and SUNY Cortland is no exception. We believe that it is important to commit to a cultural shift that reduces and hopefully one day eliminates violence on our campus.



MICROAGGRESSIONS: What are they, and how can we recognize them and the message they send?

By AnnaMaria Cirrincione

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership (from Diversity in the Classroom, UCLA Diversity & Faculty Development, 2014). More often than not, the people performing microaggressions are unaware they are causing harm and have no bad intentions, which are different from blatant, deliberate acts of prejudice. However, the harm and impact that microaggressions have on those who they are committed against is the constant re-affirming of hidden-biases and stereotypes held of marginalized populations. It positions the majority group as normal and the minority group as abnormal. The negative effects that microaggressions' impact has is that it creates a hostile and/or invalidating environment, devalues social group identities, lowers productivity and learning, perpetuates stereotype threat and creates physical and emotional stress.

The thing is that we have all performed microaggressions at one point or another. It is human nature and we all have biases that we may or may not be aware of. However, we can examine those hidden-biases so that they do not manifest into microaggressions.

Common microaggression themes are treating someone like a second class citizen, assuming normality of the majority culture, denying personal bias, using offensive/biased language, assuming criminality, etc. For a more exhaustive list of microaggression themes, examples of them and the message it sends, please refer to the following link as a tool:

http://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf

Addressing and Eliminating Microaggressions:

- Examine our own unconscious/hidden biases
- Learn about other social/cultural groups different than our own
- Be observant and pay attention to reactions
- Listen when someone expresses concern about something we said or did
- Ask for feedback on interpersonal behavior
- Interrupt microaggressions when we recognize and witness them
- Education others about microaggressions so that they can identify and interrupt them

