

September 2013  
 Volume 3, Issue 1

Upcoming Events:

Unity Celebration  
 October 15

Multicultural Alumni  
 Reunion  
 October 18-19

Sandwich Seminar on  
 Culture Transformation  
 November 6

Annual Drag  
 Performance  
 November 9

Sandwich Seminar on  
 Native American  
 students  
 December 5

For more information on  
 these and other Fall 2013  
 events visit our [events  
 and initiatives page](#).

For more information  
 contact MLDO at  
**607-753-2336 or**  
**[multicultural.life@cortland.edu](mailto:multicultural.life@cortland.edu)**

**Welcome Back from Multicultural Life and Diversity**

Boy, do we miss Lyndon! Welcome back and thank you for your patience. The newsletter is among many things that Lyndon did so well (and timely). It is my pleasure, however, to have Heidi Morton here as a graduate intern. She is doing great work and lessening much of the load as we await a new assistant director. The semester is off to a great start. The welcome Back BBQ had around 80 people in attendance despite rain and a location change. Both our Peer Diversity Training and Safe Zone Training are filled. The Diversity Retreat was the best we have had so far. MLDO took 42 committed community members into the woods of Lafayette, NY and we returned with the next group of student leaders who have diversity, inclusion, equity, and social justice as a core value in their leadership. I would like to personally thank and commend Leigh Weber and Erin Durgin of the Student Government Association for their leadership and attendance for the last three years. The entire Student Government Association E-board was in attendance. Moving forward, we are excited to be working with Deans Mattingly, Cottone, and LaChance on Unity as well as strategies to diversify our faculty and staff through better recruitment and search processes. I implore each and every community member that reads this to make sure we are the welcoming and inclusive place we think we are when candidates come to campus. It seems like such a little thing, but as a community, if we take extra care to challenge our biases, step out of our comfort zones, pay attention to who is at the table, and invite those who are missing; we will move one step closer to the inclusive campus we imagine. In closing, our goal for the year is to activate our campus around addressing discrimination, exclusion, bias and hatred head on. If you see something (hear something) say something. Have a great semester!

Noelle Chaddock Paley Director, Multicultural Life and Diversity office

**2013-2014 MLDO Theme**



The 2013-2014 MLDO theme is meant to encourage the Cortland community to make this an inclusive, welcoming, and nurturing environment by not allowing biased, discriminatory, and oppressive actions to go unnoticed and unaddressed. Silence is the single greatest mechanism that allows hate and intolerance to infect a community.

Speaking up and speaking out are brave, strong actions that can change a life, a culture, and maybe even the world.

### Meet the Staff

Noelle Chaddock Paley (Director of MLDO) and Ann Cutler (Administrative Support to MLDO) are thrilled to welcome back Melissa DaCosta as the Residence Life and Housing outside assignment person and to welcome our graduate intern from Binghamton University, Heidi Morton in addition to several new and returning student interns and student staff members. For more information about each staff member, visit our [meet the staff](#) page.

Melissa DaCosta: Residence Hall Director and Multicultural Life and Diversity Office outside assignment

Heidi Morton: graduate intern from Binghamton University

Leah Gelblat: Diversity Retreat Coordinator

Katherine Quiroz: Diversity Retreat Coordinator

Sally Valesco, Diversity Conference Co-chair

Miguel Montaz, Diversity Conference Co-chair

Glodibal Natera: Office Assistant

Karen Sanchez: Social Media Intern

John Cundy: Art Intern

Kelsey Souza: Art Intern

### Be a Peer Diversity Trainer!

The MLDO offers training to students who are interested in presenting to their peers in COR 101 on the topic of diversity.

The September 16, 2013 session is filled.

Due to the volume of interest another session will be offered in November

### Students Get Involved!

SUNY Cortland Student Government Association has several different multicultural student organizations that are open and welcoming to all students.

Black Student Union

Spectrum

La Familia Latina

Hillel

Pan African Student Association

Women of Color

Caribbean Student Association

For more information about group meeting times and locations and group executive boards visit our [multicultural student organization page](#).

### Deans Lachance, Mattingly, and Cottone Host their 2<sup>nd</sup> Unity Celebration October 15<sup>th</sup> at 5pm in the Fuction Room, Corey Union

The annual Unity Celebration is intended to bring the campus community together to celebrate diversity, equity, inclusion, and solidarity. This event is also a venue for recognizing campus community members who have worked to promote social justice, fight inequity and oppression, and ensure that SUNY Cortland is a community where all are welcomed and valued. Please help us identify members of our community who assist in bringing unity to our campus.

The community is asked to nominate faculty, staff, students, alumni, or community members who work to make our campus a place where all feel welcomed and valued. Please fill out an electronic submission form <http://www2.cortland.edu/offices/multicultural/unity-award-rec.dot> no later than Friday, September 27, at 4:00 p.m

Thank you in advance for your participation and attendance at this year's Unity Celebration!

**13th Annual Diversity Conference at SUNY Brockport**

"Building Community through Diversity" CHAMPIONING ACCESS AND EQUITY

Thursday, September 19<sup>th</sup>

8am - 5pm

Hosted by our new Assistant Vice President

Christopher Kuretich

For more information visit the [conference website](#).



EOP 2013 students enjoy a picnic with President Bitterbaum at his home.

**EOP Summer Institute**

The Educational Opportunity Program enjoyed a thrilling and hugely successful Summer Institute for pre-freshman which ran from June 30 to July 31, 2013. The faculty and staff (including eight who teach on campus during the academic year) delivered a comprehensive and rigorous program preparing students to begin the process of reaching their full potential. The students benefitted from a demanding schedule of the highest expectations that included 4 courses placing them in class five days a week with an additional fifteen hours of nightly, individualized study sessions. One of the courses, "The Value of Education: Hard Work, Discovery and Imagination," was delivered by Noelle Chaddock Paley, the Director of the Multicultural Life and Diversity Office, along with Lewis Rosengarten, the EOP Director. This interdisciplinary offering engaged the students in a variety of disciplines on key interrelated issues, while strengthening critical thinking skills, and fine tuning various modes of learning. With this collaboration, EOP and MLDO successfully culminate a yearlong dedication to provide a welcoming, inclusive, and highly successful Cortland experience for students. These students are emerging campus leaders. In addition to the "fun" of the demands of learning, we also enjoyed additional activities: sharing a picnic at Greek Peak, bowling, watching and discussing movies, miniature golfing, noting our accomplishments in a celebration dinner at a local restaurant, and dining and swimming at the President's house.

The incoming EOP students, as a group, earned over a 3.0 for their summer work and this is a reliable predictor for the same and even better as they move through their undergraduate years with us as part of the EOP and MLDO family. We can't wait for faculty and staff across the campus to engage with these wonderful students.

**Interested in Attending the Men of Color Summit in Binghamton New York?**

October 30-31, 2013

Hotel and Transportation paid for by the MLDO

Peer Coordinator, Mr. Jhovany Berroa

Attending with Mr. Seth Thompson, Director of Multicultural Affairs at TC3

To register please email [multicultural.life@cortland.edu](mailto:multicultural.life@cortland.edu) by September 30, 2013

**CIEC**

The Coalition for an Inclusive and Equitable Campus was represented by Dean Bruce Mattingly and Noelle Chaddock Paley at the Presidents Retreat 2013 where, in collaboration with Brent Danega, they presented a diversity update for administrators. The presentation included information about 2012-2013 hiring trends as they relate to Cortland’s commitment to diversify our faculty and staff. The group also offered information about how to diversify our candidate pools as well as suggestions for inclusive, welcoming search committees and on campus experiences for candidates. Danega gave an overview of affirmative action definitions as well as search committee expectations.

The Coalition for an Inclusive and Equitable Campus is a committee originally formed by Human Resources and now housed as a subcommittee of the Multicultural Council. Members include: Dean Bruce Mattingly, Dr. Lynn Anderson, Dr. Michelle Kelly, Dr. Vicki Wilkins, Vice President Kim Pietro, Vice President Greg Sharer and Noelle Chaddock Paley. To contact CIEC please contact Noelle Chaddock Paley at x2336

**Welcome Dr. Larbi Touaf!**

SUNY Cortland’s Institute for Civic Engagement is pleased to welcome Dr. Larbi Touaf, a Visiting Fulbright Scholar from Morocco, for the fall semester. Dr. Touaf is currently Associate Professor and former Chair of the English Department, Mohammed I University, Oujda, Morocco. His areas of expertise and research interests include: English and Postcolonial Studies; English and French Language; Teaching Twentieth-Century English and Francophone Literatures; Maghreb and Middle East Studies; Ethics in Literature and Criticism; Postcolonial and Postmodern Literatures and Theory; and Youth Civic Engagement.

The focus of Dr. Touaf’s visit is learning about how colleges and universities in the United States, particularly SUNY Cortland, have developed and run their community and civic engagement programs, including how they are organized, how campus/community partnerships are formed and sustained, and the role of service-learning in the campus/community connection. He is interested in the possibility of applying American models of institutionalized civic engagement and service-learning at his university in Morocco, and building a collaborative working relationship between his university and SUNY Cortland.

Dr. Touaf is interested in speaking to classes, clubs, committees, and campus groups about civic and community engagement in Morocco, about the Middle East and North Africa in general, the Arab Spring, or issues of gender in the Middle East and North Africa, including the role of women in the Arab Spring. Anyone interested in having Dr. Touaf speak to their class, club, or organization should contact Dr. Touaf directly at ltouaf@gmail.com.

He will be speaking on November 13 as part of the Rozanne M. Brooks Lecture Series. The topic of his talk is “Democracy and Women’s Rights after the Arab Spring.”



MLDO was proud to be a part of Dragon Pride Day!!!!

More MLDO and Alumni Affairs collaborations are on their way!



Shout out to our Orientation Assistants 2013...first line of diversity and inclusion at SUNY Cortland!

**MLDO in the Media!**

Noelle Chaddock Paley was included in this month’s CNY Women magazine on page 41.

[http://issuu.com/scotsmanonline/docs/september\\_2013\\_web\\_final](http://issuu.com/scotsmanonline/docs/september_2013_web_final)



## International Summer University

For the past three years, Professor Mecke Nagel (CGIS and Philosophy) participated in the 10th International Summer University (ISU) program at Fulda University of Applied Sciences, Germany. She teaches a course on Gender and Globalization. This year the program welcomed 50 students from 19 nations. Since the inception of our Cortland-Fulda exchange agreement, Cortland has regularly sent students to ISU.

## SUNY in Africa: Ghana Summer Abroad

AKWABAA (Welcome home) was the Ghanaian cultural greeting that brought smiles to the faces of SUNY Cortland students and faculty who disembarked the Delta Airlines plane at Kotoka International Airport in Accra, Ghana this summer. The Ghana summer abroad seminar at the University of Ghana, Legon has become a hit with students partly because of the global diversity appeal of the program and the design of the package that makes it attractive to students of diverse backgrounds. The Ghana Summer Program attracts students from all walks of life and the summer 2013 group included students from all three schools; Arts and Science, Professional Studies, and Education. Two Student Government Association (SGA) executive board members; LeighMarie Weber, SGA President, and Khalia Brown, SGA Public Relations Officer, were passionate participants in the 2013 Ghana Program. Dr. Samuel Kelley, SUNY Distinguished Service Professor and Professor of Communication Studies, made his first physical contact with the continent of Africa through the Ghana Summer Abroad Program. According to Dr. Kelley, the program was priceless and a truly life-changing experience for our students.



The 2014 Ghana Summer Abroad Program is scheduled for May 27 through June 21.

### SUNY Cortland “What is your diversity story?”

MLDO welcomes articles and pictures that highlight your diversity, equity, inclusion work at SUNY Cortland and around the world! Submissions for the October Newsletter are due October 1, 2013. Please email submissions to [Heidi.morton@cortland.edu](mailto:Heidi.morton@cortland.edu)

### Did you know?

The best time to deal with a problem is before it happens?

The Multicultural Life and Diversity office offers training and professional development including SafeZone for your department. Let us know what you need and we are happy to work with you to offer professional development

**2013-2014 Common Read**

The Cultural and Intellectual Climate Committee (CICC) is pleased to announce Inter/Action as the theme for the 2013-2014 academic year.

Inter/Action starts from the premise that not all Americans are always given an equal opportunity to speak their piece. However, as LeAlan Jones and Lloyd Newman state in one of the common read selections, *Our America: Life and Death on the South Side of Chicago*, "You must learn Our America as we must learn your America, so that maybe, someday, we can become one." Jones and Newman were teenagers when they were asked to begin documenting their lives in and around Chicago's Ida B. Wells housing project. The book offers their first-hand accounts of that life, and chronicles how their lives are different from "other" Americas. The second selection, *Blasphemy*, by Sherman Alexie, is a collection of short stories that looks at life in America through the eyes of a Native American. This collection will allow for participation by those who choose to read the whole book as well as those who choose to read a smaller sampling of stories.

Please join us for the following event in September:

Student diversity panel  
 Tuesday, 9/24/2013 @ 4:30 PM  
 Brockway Hall - Jacobus Lounge - Room 0112

**MLDO 2014 Diversity Retreat**

Thank you to Leah Gelblat and Kathy Quiroz for planning this year's retreat. It was the best diversity retreat we have hosted so far. Thank you to Ann Cutler for her continued support. Thank you to Justin Brymn, Dr. Sebastian Purcell, and Heidi Morton for attending and facilitating at the retreat. Thank you to Linda Adams of Adams Eden, Tom Gardner of Team Adventure, and Mr. Matthew Murphy of Murphy's catering. Thank you to the student organizations in the VOICE office, the Leadership House, and the Student Government Association e-board for attending faithfully every year. Thank you for your support and for visiting us Mary Kate Boland and Greg Sharer. The new bonds that were formed this year will serve this campus for generations.



MLDO Intern, Retreat Coordinator, and Peer Diversity Trainer, Leah Gelblat participating in a trust fall exercise facilitated by Team Adventure



Retreat participants expressing their "True Colors" leadership style ... Go Gold!