# Intercultural Happenings

## Office of Intercultural Affairs

Volume 1, Issue 2 Summer 2009

#### Summer is here!

#### by Liza Talusan

For many of us, summer is a wonderful time to catch up on reading, relaxation and rest! But, as educators and students, we all know that learning never stops. This issue of Intercultural Happenings is designed to give you insight into events and lessons learned this past Spring semester and also give you ideas for how to continue learning about diversity during the summer. We've reached out to the Stonehill community in this newsletter to find out what others were going to do this summer to raise their cultural competency, build their "cultural toolbox", and challenge themselves to think critically about their actions and thoughts around "-ism issues." Our office will be busy planning events, discussion groups, and opportunities for dialogue for the Fall semester, and we are always open to new ideas! You can contact us during the summer at diversity@stonehill.edu. Have a great summer!



Snapshots from DiverCity and the Asian Heritage Festival: (clockwise from top left) Elyssa Feliciano '12 and Candinho Gomes '10 representing the 70s in DOC's hip hop fashion show; DOC members representing the 80s; Stonehill salsa dancers; Nicole Alonzo '11 and Chauncey Velasco '12 performing the Tinikling, a traditional Filipino bamboo dance.

## **Summer Series—July Discussion Group Opportunity**

As a result of the success of the R.A.C.E. Dialogue Series this past year, many community members have asked for a summer opportunity to engage in a discussion group around issues of diversity. The Office of Intercultural Affairs, along with graduates from the R.A.C.E. Dialogue Series, are pleased to offer the following opportunity!

Open discussion groups will be held beginning in July, and will meet for 4 consecutive Wednesdays. Modeled after the R.A.C.E. Dialogue Series, community members will have the opportunity to engage in meaningful discussions about diversity and inclusion (not specific to race/ethnicity). We will meet July 8, 15, 22, and 29th from 11:30am-12:30pm in Duffy 114C. Participation is flexible, and you do not need to attend all of the meetings in order to join.

If you have any questions or would like to sign up in advance, please contact Liza Talusan at diversity@stonehill.edu. If you find your academic year is just too busy to join the conversation, please take advantage of this summer opportunity to engage in the conversation around diversity and inclusion!

## Raising Awareness of our Cultural Experiences (R.A.C.E.) Dialogue Group

#### by Donna Vivar

R.A.C.E. is a 5-week discussion group for members of the Stonehill community to explore issues of race, racism, power and privilege in our lives. Through activities, readings, and intergroup dialogue, R.A.C.E. participants engage in meaningful conversations that seek to educate and empower.

Here are what some of the Spring 2009 R.A.C.E. Dialogue R.A.C.E. Dialogue Group

Congratulations to the following Stonehill members who completed the Spring 2009 R.A.C.E. Dialogue Group:

Kristie Gerber

Michelle Rojas

Jeff Gallus

Wendy Hanawalt

Shamika Walters

Stacy Grooters

Nicole Alonzo '11

Lindsey Toth '11

participants had to say about their experience:

"The R.A.C.E program was a great introduction to a very important topic. It provided an opportunity for people to speak honestly with each other and learn from each other. It was fun-no drama-but a real eye-opener. It should be a required program for everyone who deals with students on campus."

-Wendy Hanawalt

"What was most useful to me was the chance to hear how people from different generations and backgrounds make sense of their experiences with race, sexuality, gender, and other markers of difference. Plus, the seminar-style structure helped the group keep those conversations moving forward in productive ways."
-Prof. Stacy Grooters

"One of my mentors frequently tells me that communication is a necessity to improve and I absolutely believe that to be true. The R.A.C.E. Dialogue series is great because it creates a space for people to have those much needed conversations about our different experiences and perceptions of race that very often get swept under the rug. These experiences and perceptions affect who we are and the way we interact with each other. They most certainly are a representation of the systems and social nuances that shape the society we live in, so why not talk about it?"

-Shamika Walters

The next cohort of R.A.C.E. Dialogues will be held in the Fall 2009. Space is limited to 12 participants, so please email diversity@stonehill.edu if you are interested in participating!

## Spring Training for the ALANA-A Leadership Program by Donna Vivar

This past
March, the
second cohort
of the ALANA-A
Brothers and
Sisters (ABS)
Leadership
Program
underwent an
intensive 2-day
training to



ABS Leaders 2009-2010

prepare them for their

roles as Big Brothers and Big Sisters to incoming students participating in the Intercultural Experience Program.

The ABS Leaders participated in activities and discussions that made them more aware of diversity issues at Stonehill and in the greater society. Students shared their personal experiences regarding stereotypes, privilege, and race to help each other further understand the ways in which social "-isms" effect our daily lives.

The stories, perspectives, and insights that everyone imparted brought the ABS Leaders closer to one another, which was important in creating a supportive community. In dealing with challenging discussions and situations around diversity, having this support is key to the success of the ABS Leadership Program.

#### "I Am" by Alisha Torrejon '12

i am more than just a face in the crowd

i am a thinker that is sometimes shy and sometimes loud

i am a person with experiences of my own

i am me although sometimes that isn't shown

i am fun, crazy, and odd

i am an animal lover who recently lost her dog

i am the 3rd child of Puerto Rican and Cuban parents

i am the one who gave up ice cream for Lent

i am myself confused and undecided but most of all

i am open minded

#### "I Am" by Raul Martinez '11

I am a son and a brother

I am hopeful to be a doctor and a scientist

I am loved by friends and family

I am reggaeton, salsa, merengue, and bachata

I am stressed and hardworking

I am a tiger who flies a Skyhawk

I am deep in the heart of Texas

I am Boriqua

I am Boland

I am me.

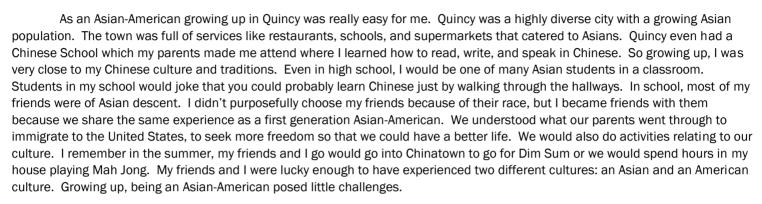
The "I Am" Poem activity was one of many ways the ABS Leaders learned about themselves and each other. Each leader wrote their own "I Am" Poem.

## Asian Heritage Month Convocation by Cindy Chu '09

On Monday, April 4th, Cindy Chu '09 was one of the keynote speakers for the Asian Heritage Month Convocation series. She was joined by Allen Thoung '09, Professor J. Ginger Meng (Assistant Professor, Business), and Professor Akira Motomura (Associate Professor, Economics).

Cindy is a graduating senior from Quincy, MA majoring in Environmental Studies with a minor in Health Care Administration . Cindy has been involved in welcoming incoming students through the ALANA Brothers and





When I enrolled into Stonehill College, I didn't pay much attention to the diversity of the student body, but what really drew me to Stonehill were its academics. Many of my friends applied to Stonehill College and were accepted; however, a few of them refused to attend because of the lack of diversity. I decided to take a chance and visit the school. I was highly impressed by the campus and its small class sizes that I decided to enroll. When I first stepped onto campus freshmen year, I was surprised at how little diversity the school had. Prior to coming to Stonehill, I did not think being one of the few minorities at Stonehill was going to be a problem. Then when I went to my first class, I was the only Asian. Not only was I the only Asian, I was the only minority in the class.

It was a huge adjustment, mainly because I rarely experienced an environment with a lack of diversity. I did not really know how people would perceive me. Many questions ran through my mind that first year. Do people notice my race? Would people even approach me? Would they question my ethnicity? Because I was so self conscious about my race, I stayed in my room and refused to socialize with anyone. There were times when I walked to the cafeteria and would eat by myself. I was scared to socialize and I would make an excuse to go home every weekend. I remember I would walk to class with my head down and refused to make eye contact with anyone. I didn't know how to be myself in front of people because I was so scared of what people thought about me. I never mentioned my race to anyone and there was not one day when I didn't think about my race. Needless to say, I had an awful freshmen year experience.

During the summer, I thought about my year and wanted to start all over again. I planned on starting out fresh sophomore year. What I did differently was instead of thinking that being different is bad thing, I thought of being different as unique and a good thing. I decided that I wanted to take a different spin and use my race towards my advantage and promote diversity throughout campus. I became involved in SGA and the ALANA Brothers and Sisters program during my time here. As an ALANA Sister I made sure that students of color didn't go through the same problems I did. During the ALANA Brothers and Sisters training, it was comforting to hear stories from students of color the challenges they encountered. Working with the Office of Intercultural Affairs has really helped me develop into the person I am today. They were my support system and we were able to share experiences with each other. I also became a Peer Mentor for the same reasons and made sure the freshmen didn't feel like they didn't belong. Now, I mention my race to my friends and they ask questions about my culture and traditions! They ask me how to write certain Chinese words or how to say different Chinese phrases. They also ask me about what is Chinese New Year. Now as a senior I am completely comfortable in my own skin. In a way, I am glad that I have gone through the challenges that I went through. The challenges have made me a stronger and better person. I am also able to use them to help others. Now I love Stonehill because they give me the opportunity to learn, grow, and give back to other people. I realized that everywhere I go isn't always going to be diverse. These are the adjustments I have to learn how to make. Freshmen year, never would I have imagined myself standing here telling people my story. Being an Asian-American on this campus is different, unique, and beautiful. Now I embrace it and there is nothing to hide.

#### **CALL FOR PRESENTATIONS**

### Stonehill College Conference on Inclusion and Diversity

#### **Purpose of the Conference**

The Conference on Inclusion and Diversity is an opportunity for sharing programs, curriculum, teaching practices, student experiences and leadership in areas that create and improve a culture of belonging at Stonehill. During the conference, participants and presenters will facilitate constructive dialogue, interaction and understanding around significant issues within/among students, faculty, and staff from different racial/ethnic groups, geographical regions, faith traditions, identities and different types of teaching experiences.

#### **Proposed Date**

The proposed date for the Conference on Inclusion and Diversity is Thursday, October 15<sup>th</sup> from 10am-5pm. Concurrent sessions will be offered in 45-minute sessions throughout the day, and participation is not required for the entire day (though it is strongly suggested).

#### **Presenters and Participants**

The Conference is open to all current Stonehill students, faculty, staff, and administrators. All current community members are encouraged to submit proposals and to attend the conference.

#### Sample Topics

The following are ideas to help you with concurrent session topics. Because this conference is designed for a multi-experienced audience, creative sessions are encouraged. If you are interested in presenting, feel free to pick one of the topics below or create your own.

Mentoring New Faculty of Color

Respect in the Workplace

"The Stonehill Classroom"

"LGBT Life at Stonehill"

Women in Leadership

"How to Engage in International Issues Without Studying Abroad"

"Making the Most of Your Study Abroad Experience"

Making the Most of Your Residential Experience to Understand

Diversity

Gender Issues in the Classroom

Who is ALANA?

Racism 101

Grants and Fellowships for Diversity

Advising Diverse Clubs and Organizations

Recruiting Diverse Faculty

Microaggressions and the Classroom Climate

Exploring non-Western Religion

<u>Lies My Teacher Told Me</u> and Other Books Based on Historical Misperceptions

How HOPE. Impacts Responsibility in the Classroom

Community Outreach Opportunities

Diversity in Catholicism

"The Sneetches": An exercise in discovery

White Allies at Stonehill

"Black. Oriental. Indian. - The Progression of Words and Identity"

Myths and Truths of Affirmative Action

"No, I'm Not Out to Get You": Debunking Myths About Faculty
There is Only One: Teaching in a Predominantly White Classroom

What's In It for Me? Why is Diversity Important?

Working in Teams: Strength in Diversity

The Sciences and Humanities: Different Approaches, Similar Goals

Add Your Ideas Here ...!

To submit a proposal, please email diversity@stonehill.edu for a cover sheet. First round deadline is June 1st, and the second round deadline is September 1st. Proposals submitted in the first round will receive priority.

### Accepted ALANA Student Admissions Open House by Eric Nichols and Shamika Walters

This year, the annual Accepted ALANA Student Admissions Open House was held from Sunday, April 5th to Monday, April 6th. Thirty prospective ALANA students participated in this program as well as approximately forty current Stonehill students who served as hosts and volunteers. The event was a mix of information, fun, and community building. The success of the event was due in large part by the work of Eric Nichols and Shamika Walters in the Office of Admissions. Here is their take on the program:

In the world of Admissions, it is our job to help students find a "good fit" between themselves and the college campus they choose to attend. One major topic we address in talking with prospective students is the idea of being comfortable. For students of color, finding a comfortable fit can be a challenge especially when they are in the minority.

The ALANA Accepted Student Open House gives students a chance to go beyond the statistics and connect with fellow students, faculty, staff, and administrators that are already on campus. Current students can give a good perspective to the prospective students since it was only a short time since they stood in the prospective students' shoes.



Shamika Walters, Admissions Counselor, and Eric Nichols, Assistant Dean of Admissions and Enrollment shooting pool with some prospective students.

Participants of the Accepted ALANA Student Open House 2009.

Martinez about the academics at Stonehill, Doreen DelMonaco about financial aid information, and Donna Parks, mother of Brandon Cox '12, about what it is like to be a parent of a Stonehill student. While this was happening, on the grassy area in front of Alumni Hall, current and prospective students broke the ice with a few fun activities and a discussion on their hopes and fears about entering college. During dinner as an entire group, the families were introduced to the Office of Intercultural Affairs by Assistant Director, Donna Vivar, and two students, Karol

Delgado '10 and Brandon Cox '12. The students then said good-bye to their parents/guardians for the night and headed to the Hill for a relaxing night with the hosts and volunteers. Connect Four, Uno, and pool became the popular activities for the evening. The next morning, the students had breakfast together and were able to meet Fr. John Denning, Vice President

for Student Affairs. Their stay ended after a lively talk from Prof. Warren Dahlin who spoke to them about the importance of connecting with people and getting the most of the college experience.

This year's program was simple and straight to the point. The parents

heard from Prof.

It was a great event where students were able to have candid conversations that do not always happen in a larger group. All we needed to do was create a space for them to have these discussions. Aside from the good things that came from cross departmental collaboration, the success of this program was due greatly to the current Stonehill students who did their part in creating a comfortable space for the potential incoming students. It made a powerful statement for our current students to be involved in helping make Stonehill a more inclusive place for everyone. We have a lot to learn from them.



Uno became a popular game on Sunday night at the Hill.



Alex Flores '11 and Manny Breton '11 hosted and volunteered for the entire event.

## Faculty and Staff of Color Luncheon by Liza Talusan



Faculty and Staff of Color Luncheon Spring 2009

This past semester, the Office of Intercultural Affairs celebrated Chinese New Year by hosting a faculty and staff of color luncheon. A few of the community members were able to gather, connect, and discuss experiences at Stonehill. This luncheon was also a nice way to welcome new Faculty/Staff/Administrators of color! We hope to gather this group at least once a semester in order to help support underrepresented professionals here at Stonehill.

In attendance at the Spring 2009 event was (front row L-R): Jean R. Hamler (Office of Planning and Institutional Research), Shamika Walters (Admissions), Christine Deandrade (Admissions), Jeanice Banks (Residence Life), Ed Sevilla (Enrollment Management and Marketing); (back row L-R): Liza Talusan (Intercultural Affairs), Glenda Vandross (Human Resources), Eddie Rhee (Business Administration), Michelle Rojas (Residence Life), Hsin-hao Su (Mathematics)

## **Diversity and Social Justice Awards** by Liza Talusan

The Student Life Awards are a wonderful opportunity to recognize individuals and groups who have positively contributed to the quality of life at Stonehill College.

In Spring 2008, the Office of Intercultural Affairs, along with the Student Life Awards Committee, created and implemented the first Diversity and Social Justice Award for students. This award recognized 2 students who have led the community in gaining a better understanding and appreciation for underserved and/or under-resourced populations. Last year, the Student Life Awards were given to Michelle Escobar '08, for her leadership in the Upperclass Student Mentor program and involvement in ALANA recruitment initiatives, and Brendan Carey '09 for his work in Mexico and commitment to social justice in under-resourced communities.

For the past two years, the Office of Intercultural Affairs has also awarded a faculty or staff member with a Diversity and Social Justice Award during Alumni Weekend. The past recipients of those awards were Prof. Jose Martinez and Prof. Hossein Kazemi.

This year, both the student and faculty/staff awards were given during the Student Life Awards ceremony on Saturday, April 25th. The recipients of the student Diversity and Social Justice Awards were Rosemary Brown '10 and Lauren DeRusha '11, and the recipient of the faculty/staff award was Professor Louis Liotta, Chair of the Chemistry Department. We are honored and inspired by the work of these individuals. Addressing issues of race, racism, and injustice are the responsibility of our entire Stonehill community, and we recognize the difficult task of those who lead the way.



Student Diversity and Social Justice award recipients: Lauren DeRusha '10 and Rosemary Brown '10.



Employee Diversity and Social Justice award recipient: Prof. Louis Liotta (with daughter, Marissa).

## **Understanding Whiteness**

During the Spring semester, the Office of Intercultural Affairs focused their annual "Be the Change Series" on anti-racist speakers who were of European heritage. Our featured speakers included Tim Wise, Katrina Browne, and Dr. Peggy McIntosh.

Tim Wise spoke a great deal about his latest book, <u>Between Barack and a Hard Place: Racism and White Denial in the Age of Obama.</u> He talked about the misconception that we live in a post-racial America, gave examples of ways in which media reports tend to exaggerate faults within underrepresented communities, and shared his own experiences in his work as a white anti-racist.

**Katrina Browne** shared her documentary "Traces of the Trade: Stories From the Deep North" and led a discussion group about ways in which white people have experienced privilege simply by being white. She talked about the reality and lasting impact that slavery has had in our country and ways in which people wrongly assume that the implications of slavery are over.

**Dr. Peggy McIntosh** recounted her experiences on making the connection between her work on women's issues to her work on race and privilege. Paralleling gender and race, where she was part of an underprivileged group in the former and privileged group in the latter, she wrote the well-known article, "White Privilege: Unpacking the Invisible Knapsack." Dr. McIntosh also spoke to the faculty in the audience about how to create a classroom environment that is inclusive to all.

## Interviewed: Interracial, Interreligious, International Relationships

For a second year in a row, a panel of Stonehill community members gathered to discuss their experiences in a diverse range of "inter" relationships. Below is a review by Janna Stanke '11 who participated in this year's panel. She was joined by Kevin Anderson, Director of Athletic Communications, Jamal Noshahi '10, Kristie Gerber, Director of Student Activities, and Joe Favazza, Dean of the Faculty.

Janna Stanke '11: The "Interviewed Panel" was an opportunity for me to tell my unique story of being internationally adopted. I was adopted from an orphanage in Columbia when I was a baby, by my white parents who live in Minnesota. I never really talked about being adopted, and I certainly never identified as a person of color growing up. My parents never hid it from me, of course. And, in fact, my brother (who was also adopted from Columbia) and I went to a camp every summer for adopted children.

My story is one I wasn't comfortable sharing because it brought up so many emotions for me. I am so thankful for the love my parents have shown me and my brother—they essentially opened their hearts and home to two babies who they had never met, but who they knew they would love as their own. Every time I think about the amount of love it takes to adopt a child, I end up crying . I am not sad about being adopted, rather, I cry because that decision gave me the greatest blessing any person can possibly receive. Being adopted has been such a blessing. I just recently started to believe how much of an impact it has had on my life.

How do I explain to someone what it is like to be adopted? How do I explain to someone what it's like to be internationally adopted? It was hard to think of a way to explain in words that would be easy to understand. I was incredibly nervous to be on the panel for this program. On the day of the panel, my classes had been cancelled, thankfully, due to the snow, which gave me more time to get ready — physically, emotionally, and mentally. I had to prepare myself to answer questions. During the panel, I tried my best to share my story, and it was one of the hardest things I've ever had to do. And, yes, I had some tissues ready knowing that I was going to cry!

I was surprised at how receptive the audience was and how willing other members of the panel were to sharing their own stories of interracial and interreligious relationships. Though I was originally nervous, I was glad people asked questions. I hope that what I shared opened up people's eyes to the experience of being adopted. A lot of people are not sure how to approach the topic. As I become more comfortable with talking about being adopted, I actually look forward to questions such as "Are you adopted? Do you know why you were adopted? Do you know anything about your biological parents?" I have really only begun to open up to talking about it through diversity dialogue and leadership groups I am a part of at Stonehill. I have felt encouraged to talk about being adopted, the interesting dynamics of being a Latina woman adopted by white parents, and ways in which people stereotype others. Being a part of this panel was a difficult, but good, experience for me, and I hope to continue to be involved in this panel in the future!

## Women's Month Convocation by Jasmine Khubchandani '12



On Tuesday, March 3rd, Jasmine Khubchandani '12 was one of the keynote speakers for the Women's Month Convocation series. She was joined by Stacy Grooters (Director of the Center for Teaching and Learning), Pauline Dobrowski (Associate VP for Student Affairs/Dean of Students) and Jeff Gallus (Area Coordinator for CVD).

Jasmine is a first year Honors student, a resident of Brockton, and a graduate of Brockton High School. She is an upcoming ALANA Sister and Leader, has served on the Intercultural Affairs Subcommittee of Strategic Planning, and is active in SGA.

"Good morning everyone. It is an honor to be standing before you today.

When Donna asked me to speak at the Women's Convocation, I was delighted, but there was a question which immediately popped into my head. I thought... What makes me a woman? And a strong one at that. Clearly my gender is female, but other than that what makes a woman different from a man? We have always been treated differently, sometimes unequally. But I wondered why this is.

My parents come from a time in India where the woman's role was to cook, clean, raise children and be an obedient wife. Although they personally don't hold such views, it was very important to them that I did not fall victim to these ideas. I know this is especially important to them because they have two daughters and no sons. In India a family is extremely excited and happy to celebrate the birth of a boy. Boys are stronger, they can help run the household, and they carry on the family name. When a boy is born, pride is immense. When my sister was born 5 years after me, I could feel the snickers of my father's brothers, both with son-rearing wives.

I was really young, but I knew I never wanted my father to feel the void of a son. I grabbed any and every opportunity to prove myself as capable as a boy. At first this would be as simple as accompanying him to YMCA where he played basketball or just hanging around him when he fixed things around the house. However as I continued my journey of life I also increased the ways which I could show my masculinity. I would shovel the snow and mow the lawn all before I was asked. I even decided that I would not change my last name when I got married. I would keep my family name going; I thought why should a woman have to change her last name if a man keeps his? *I was nobody's property.* 

However as everyone must already be thinking a woman is a woman and a man is a man. I could never really be my father's son, I was his daughter and eventually I would realize that.

There are several females who have fought sexist prejudices, and have allowed the course of history to be altered. However there is one woman to whom I especially owe tribute. I'm lucky enough to have a very strong female in my life, my mother. She is really the one who made me realize that I need to embrace my feminine side, but I can never let that be my weakness.

Coming from a place where arranged marriages are the norm, where the woman never has much of her own identity or voice, my mother never wanted me to have that same handicap. Everyday she would tell me how strong I need to be, how independence does not come without an education and how to support myself. I started to see education in a different light, I thought of it as my ticket out of suppression, my ability to be empowered as a woman. I started to take school very seriously, the better I did the more strong I felt.

So my journey became about pleasing my parents, wanting to be the perfect independent woman who was the perfect son. I don't think perfection ever happened, or that it ever will. But over time I understood that I was very fortunate to be a woman in today's time because we have come a very long way. Nobody is going to force me into an arranged marriage where I will be everyone's personal chef and maid. Nobody can take away my right to an education and independence. I guess that is why I am here standing before you today a freshman at Stonehill College. If the value of an education was not instilled in me, perhaps I might not be in college today. I would never see getting a higher education as such a triumph for me as a female. When I graduate in 2012 I will be the first woman in my family to have a bachelor's degree.

Although a female and a male may have different journeys in life, mine thus far has given me the ability to stand up for myself and females everywhere who struggle with their identity. I don't think we can ever pinpoint what makes a woman different from a man, other than biologically. In fact, the more advanced we get, the more I believe females will be considered equals to men, because in my mind we already are.

As my mother always told me, I never let my being a female stop me from accomplishing anything. I can only be myself and I hope to make a difference being just that. I will never actually be able to be male, but if I was, my journey would have been much different. I would not have the perspective on life that I do because I am a woman. I learned from my parents that I can definitely do anything a male can.

As we celebrate Woman's Month I think we owe remembrance and thanks to the leaders who have brought females so far. And I thank you all for joining me in celebrating the heroines of the past who have sacrificed their lives, and knowing that even here at Stonehill we are educating such future women leaders. Thank you."