

Intercultural Happenings

Office of Intercultural Affairs

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Welcome to Intercultural Happenings!

by Liza Talusan

Welcome to the first edition of “Intercultural Happenings”, a newsletter created by the Office for Intercultural Affairs in conjunction with guest writers from Stonehill students and employees. We are thrilled to bring you some of the stories of diversity, race, identity, struggles and achievements in this newsletter! Our companion website is the blog “Intercultural Happenings” which can be found at www.interculturalaffairs.blogspot.com. If you are interested in getting involved in diversity initiatives and programs at Stonehill, please contact our office at x1411 or email diversity@stonehill.edu.



Members of the
ALANA Brothers and
Sisters Leadership
Program
2008-2009

L to R: (first row) FelEsia Rodriguez, Blayne Lopes, Rosemary Brown, Cindy Chu, Donna Vivar; (back row) Anny Sanchez, Liza Talusan, Janna Stanke, Joniece Leonard, Margaux Fleuranges, Nicole Alonzo, Katrina Organ, Karol Delgado, Raul Martinez; (missing) Chris Veiga, Alex Flores, Christina Wong, Shannon Connor, Jamal Noshahi, Stephany Depina, Melainy Stengel, Tatiana Javier

Building An Inclusive Community

by Blayne Lopes '10

Stonehill has been making strides towards creating an inclusive community and focusing on diversity as being everyone's responsibility, in the present as well as the future. What does that mean for the students at Stonehill...in particular, the students of color?

Allen Thuong '10 stated, “When I first applied to Stonehill, one of their many selling points was their constant efforts to become more diverse. However, transitioning from Brockton, where it was extremely diverse, to Stonehill was a cultural shock and difficult at times”. For many students, difficulty is the reality. Depending on the environment from which you previously came, the level of diversity may be different than that of Stonehill. For some, Stonehill may be more diverse, and for others the college may be less diverse. Talking to Anika Absar, Class of 2012, about how Stonehill compares to her hometown in London, she responded, “Stonehill is definitely less diverse. But in terms of diversity, I mean everything from ethnicity, background, social status and even social groups.”

Shannon O'Connor, an ALANA-A Brothers and Sisters leader, and a person who has shown a commitment to diversity, shared her thoughts and her experiences with diversity. “My mother always instilled the idea that you should not judge others because they are different. It was always hard for me to learn this and also live in a place where people were not that different.” Shannon spoke candidly about her initial feeling about diversity. When she arrived at Stonehill she felt like there was something important missing. For Shannon that something was, “diversity”. When I asked her how she felt about the fact that there was little racial/ethnic diversity, she responded, “During my freshman year, I decided I would take classes that discuss other cultures and I would venture out to more diverse communities outside of Stonehill.”

The climate of diversity is subject to change and with the work of organizations such as Diversity on Campus, Activism Clubs, Intercultural Affairs Office, and ALANA-A Brothers and Sisters program, we are certain to see a more inclusive and engaging community around issues of diversity.

The Intercultural Resource Center



by Antonio Lebron '12

As some of you may have heard, the new Intercultural Resource Center is up and running!

Why is this important at Stonehill? Stonehill has been in need for an intercultural center for some time now. Until the IRC opened up, Stonehill didn't have a centralized and accessible place where community members could access program specific information regarding diversity and inclusion.

Where is it located? It is located on the first floor of the Roche Dining Commons (near the mailboxes) and will be staffed by work study students from 10am-4pm every day. The center is a place where anyone who is interested in learning more about different cultures and issues such as race, gender, socio-economic diversity, etc. can come and find some resources.

What can I do there? *Students* can do a variety of things at the intercultural center. Right now we are in the process of moving materials into the center, but once that is complete there will be many books and videos available for student use. From watching a video on "George Lopez and the New American Dream" to maybe taking out a book on a culture that you've been curious about, The Intercultural Resource Center is a place that is here to serve you, the student.

For Faculty, there are a number of books on diversity of teaching and ways to include underrepresented groups into your curriculum.

For All, there are a number of great fiction and non-fiction books that have come highly recommended by the staff and individuals interested in reading more about diversity and inclusion. Come by and borrow a book or get some suggestions from our staff! There are also videos that we have used for our programs available for loan.

Who are YOU? My name is Antonio Lebron. I am a freshman from the Bronx, NY, and I am majoring in psychology. At Stonehill I am involved in DOC (Diversity on Campus), the Martial Arts Club and the Swim Club. During the day when I'm not in class or attempting to stay afloat at the Y, I am one of the people who will be staffing the Intercultural Resource Center. We hope to turn the office into a place where everyone feels welcome to come and see what's going on!

When can I visit?

The Center is open every day from 10am-4pm, but we are hosting a big Open House, too! Come by on **Tuesday, January 20th from 10am-1pm**, and we'll have some good food (not that you'd only go for the food, right?).

MaryAlice Conley Moore

Programming Series

For the past few years, the MaryAlice Conley Moore Women's Center had its home on the 2nd floor of the Old Student Union Building. With the need for space around campus, the location, mission and vision of the Women's Center needed some revision. In order to make the Women's Center more visible and accessible, the MACM Center redefined its role within the Office of Intercultural Affairs, the department with administrative oversight along with the MACM Advisory Board. As our community began to explore issues of inclusion and ways in which we define "diversity", the mission of the Women's Center as a safe space for learning and exploring issues of gender were combined with the overall mission of Intercultural Affairs. This move resulted in the creation of an Intercultural Resource Center located on the lower level of the Roche Dining Commons.

This programming series pays special attention to the ways in which women's issues, as well as issues around gender and equity, are addressed both in our local and global community. In the past, the focus of the Women's Center was to create programs during the month of March— Women's History Month. However, this new programming series gives more flexibility to include issues of gender throughout our entire programming calendar.

Already this year, the MACM Programming Series has hosted three programs: "**Women for Hire**" Career Fair opportunity in Boston, "**Equalogy: One Night**", an educational and interactive play addressing acquaintance rape and "**Women in the Workplace Luncheon**", a panel program of women in diverse stages of their careers and lives.

Next semester, the MACM Programming Series will co-host **Women's Convocation Celebration**, a **Conversation with Dr. Peggy McIntosh**, and a film screening of "**Conviction**" - a documentary of three Dominican nuns convicted and sentenced to federal prison for their non-violent protest at the Minuteman III missile site.

For more information about this programming series, please call 508-565-1811 or email diversity@stonehill.edu.

Special thanks to Jeff Gallus and Laura Christo for their work on the MACM Women's Programming Series!

Inclusive Excellence Grant

The Offices for Intercultural Affairs, the Provost, and the Center for Teaching and Learning with support from the Office of the President and the Mission Division, are soliciting proposals for innovative and educational projects, programs, and activities that have the following goals:

- To create or improve programs which address the importance of including diverse views, cultures, or methods of teaching and learning
- To encourage the participation of all community members in diversity initiatives at the College
- To increase learning and support of historically underrepresented groups
- To increase opportunities for collaborative learning and inclusive excellence

Who is eligible to apply?

This is a unique grant opportunity with an application process open to all current Stonehill students, faculty, administrators and staff members.

What is Inclusive Excellence?

Inclusive excellence refers to the active and intentional engagement of diversity and of under-represented viewpoints. As a community, Stonehill has demonstrated its commitment to encouraging an environment of diverse people, thoughts, ideas, and teachings. Inclusive excellence calls for us to increase our awareness of others and to work collectively to challenge our way of thinking and doing. Inclusive excellence requires us to teach, listen to, and learn about diverse voices and experiences.

What are the deadlines for application?

Completed applications are due the 1st of each month. The reviewing committee will meet during the 2nd week of the month and will notify individuals no later than the 3rd week of the month.

Completed applications are due electronically (sent to diversity@stonehill.edu), and all components must be received no later than 5:00pm on the 1st day of the month (including months when the 1st falls on a weekend, holiday, or day that the college is closed). Any submissions received after the 1st of the month will be automatically considered for review during the following month. Regardless of submission date, all projects that receive grant funding must be completed prior to June 30.

What are the award criteria?

The proposed activities should focus on the following goals:

- To create or improve programs which address the importance of including diverse views, cultures, or methods of teaching and learning
- To encourage the participation of all community members in diversity initiatives at the College
- To educate ourselves and others in issues of social justice, diversity, intercultural dialogue and communication
- To increase learning and support of historically underrepresented groups
- To develop sustainable programs that increase awareness of the importance of a diverse community
- To increase opportunities for collaborative learning and inclusive excellence

For more information about the Inclusive Excellence Grant or to apply for funds, please visit <http://www.stonehill.edu/x13241.xml> or select "Inclusive Excellence Grant" from the Intercultural Affairs homepage

Sanctuary Does Not Equal Segregation by Blayne Lopes '10

"Students of color who sit together at the cafeteria are segregating themselves."

I've heard this statement more times than I can count during my years here at Stonehill. Yes, it's true. *I am a student of color. I sit with other students of color in the cafeteria.* While I've heard people talk about this group of students — my friends — as segregating themselves, I prefer to see it as "sanctuary." Being 1 of only 17 Black students in the Class of 2010, I hardly think sitting down for lunch qualifies as segregation, especially given that I attend classes, live in a residence hall, walk on campus, and work in an environment in which I am usually the only or one of few Black students. Is it segregation? I prefer *sanctuary*.

My high school experience is quite different from my college experience, especially when it comes to the conversation about race and ethnicity. In my high school, there were lunch tables at which students sat together—oftentimes, they were of the same heritage backgrounds. Yet, while it looked like students were separated only based on their skin color, a closer look at the groups of students revealed that it was more than just "brown skin" that connected the students at these tables. Students were connected by what activities they were involved in or what shows they liked to watch. They were connected by a common athletic team, a favorite class, or a particular group assignment.

When I walked into lunch in high school, I never thought: *Why Are All the Black Kids Sitting Together in the Cafeteria?* It was normal. There was also so much diversity that tables were filled with a range of skin colors.

Yet, when I came to Stonehill, the students of color stood out. Among a sea of white faces, a small table of students with brown faces was obvious. *Is there anything wrong with wanting to sit with a group of students who share a similar cultural experience?*

As a student of color on a predominantly white campus, I sometimes feel alienated and different when I am in the minority. So, when I have the opportunity to eat meals with students who share a similar cultural experience as I do, I find there is a level of comfort that is beyond words. I sometimes find myself gravitating toward people of color because I we share some of the same experiences of both alienation and "sticking out." I don't have to explain why I do things, why my family is the way they are, why I prefer certain foods over others, or information about the texture of my hair.

According to Dr. Beverley Daniel Tatum, author of *Why Are All the Black Kids Sitting Together in the Cafeteria?*, being able to connect and relate with a group of people who understand you is a positive way of dealing with stresses of school. There are many times I wish that people would stop focusing on the fact that many of the students of color are sitting together in the cafeteria and start focusing on the climate of inclusivity at Stonehill.

Sitting with my friends offers me sanctuary that I often do not feel when I am in class or at an event. In the end, I should be able to sit with whom I feel comfortable, without people wondering why.

Blayne Lopes '10 is, a Resident Assistant, an Intern in the Office for Intercultural Affairs, and the Treasurer of the Diversity Committee of SGA.



Upcoming Conferences and Workshops

There are a number of fantastic opportunities to increase your exposure to and understanding of diversity. If you are interested in learning more about these events, please contact the Office of Intercultural Affairs at 508-565-1811 or email diversity@stonehill.edu. Oftentimes, the Office of Intercultural Affairs can help subsidize some of the costs related to these conference for interested individuals.

White Privilege Conference (<http://www.uccs.edu/~wpc>)

April 1-4, 2009 in Memphis, TN

**Please note: A few of the speakers at the White Privilege Conference will already be coming to Stonehill College as part of the "Be the Change Series". Please see our programming calendar for more information.*

7th Annual Latino Leadership Conference (<http://latinoleadershipconference.org>)

April 3-4, 2009 at Eastern Connecticut State University

National Conference on Race and Ethnicity (www.ncore.ou.edu)

May 26-30, 2009 in San Diego, CA

Social Justice Training Institute (www.sjti.org)

June 23-27, 2009 in Springfield, MA

Did you miss out on...

SEPTEMBER

"Divided We Fall: Americans in the Aftermath" September 10, 2008
4:30 Martin 105

Latino Heritage Month Convocation
September 15, 2008 4:30 P.M. Duffy
101

Salsa Dance Lessons with Salsa
STORM September 26, 2008 6 P.M.
Alumni Hall

OCTOBER

Steven Tejada Presents "Boogie
Down Journeys" October 1, 2008
7:00 P.M. Alumni Hall

National DisAbilities Month Convoca-
tion "DisAbled Who?" October 6,
2008 4:30 P.M. Duffy 102

"Brown is the New Green: George
Lopes and the American Dream"
October 16, 2008 4:00 P.M. Martin
105

NOVEMBER

Native American Heritage Month
Convocation November 3, 2008 4:30
P.M. Martin 105

"Over-reaction or Overdue?: A look at
the Use of Native American Mascots
November 13, 2008 4 P.M. Duffy
101

Thanksgiving: "A Day of Thanks or
Day of Mourning" November 19,
2008 4:00 P.M. Martin 105

Congratulations to our R.A.C.E. Dialogue Fall 2008 Group!

Martha Ucci, PhD

Virginia Polanski, PhD

Alex Flores '11

Blayne Lopes '10

Meliza Prieto '10

Joniece Leonard '10

Donna Vivar

*For more information on the R.A.C.E
Dialogue groups, please email diver-
sity@stonehill.edu*

Look Out For...

JANUARY 2009

Interfaith Service in honor of Rev. Dr.
Martin Luther King, Jr., Jan 19th, 4pm,
Chapel of Mary

Screenings for "Traces of the Trade": Jan
21 (4pm, 6pm), Jan 23 (7pm), Jan 27
(4pm, 6pm) in various locations

**"Interviewed: Interracial, International,
and Interreligious Relationships",** Jan 28
at 4:00pm, featuring Kristie Gerber,
Kevin Anderson, Janna Stanke, Donna
Vivar, Joe Favazza and other guests!

February 2009

Black History Month Convocation, Mon-
day, February 2nd, 4pm with featured
speakers from Stonehill College.

Book discussion group White Like Me by
Tim Wise, Tuesday, February 3rd, 11am,
facilitated by Liza Talusan. Location TBA.

Diversity Networking Group (employees
only), Friday, February 6th, 12:00pm in
Cleary Dining Room.

R.A.C.E. Dialogue Series begins (please
contact Liza Talusan for an application at
diversity@stonehill.edu), Tuesday, Febru-
ary 10th

A Conversation with Tim Wise, Wednes-
day, February 11th, 4:30pm, Martin
Auditorium

A Conversation with Curtis Chin, Thurs-
day, February 19th, 4:00pm, TBA

A Conversation with Katrina Browne,
documentary filmmaker "Traces of the
Trade", Thursday, February 26th, 4pm,
Martin Auditorium

Rev. Dr. Martin Luther King Junior
High School Essay Contest program
and **Bass-Line Motion performance,**
Friday, February 27th, 7:00pm featur-
ing Prof. Adrienne Hawkins

March 2009

Women's Herstory Convocation, Mon-
day, March 2nd, 11:30am with guest
speakers including Pauline Dobrowski,
Jeff Gallus, Stacy Grooters, and stu-
dent participants

A Conversation with Peggy McIntosh,
author of "White Privilege and Male
Privilege", Wednesday, March 18th,
7:00pm, Martin Auditorium

"Conviction" a documentary

Friday, March 27th, 4:00pm, Duffy
101

April 2009

Diversity Networking Group
(employees only), Friday, April 3rd,
12:00pm in Cleary Dining Room

Asian Heritage Convocation, April 6th,
4:00pm, Monday, Martin 105 featur-
ing Stonehill students and employees

**Asian Heritage Festival and Diver-
seCity** Thursday, April 16th, 6:00pm,
location TBA

**A Conversation with Asian American
Poets,** Tuesday, April 21, 4:00pm fea-
turing Grace Talusan of Tufts Univer-
sity and Ricco Villanueva Siasoco of
Boston College.

**NOTE: All locations will be announced
in the Spring.**

**All events are Merit Point programs.
Please refer to the Campus Calendar
for the most up-to-date information or
call 508-565-1411.**

The ALANA-A Brothers and Sisters Leadership Program

This past August, the new ALANA-A (African, Latino, Asian, Native American, Allies) Brothers and Sisters program introduced its first Intercultural Orientation. The ABS program was created to empower students and to challenge them to think about diversity while voicing their opinions and arguments more effectively.

The ABS Leaders went through an intensive training during Spring 2008 in order to take on their role as leaders. I had the privilege to be part of this amazing group as one of the Co-Coordiators. It has been a great experience! I have met many of the incoming students, and I love the passion they have for diversity and the energy they have to do more and be more involved on campus. I have also been able to understand issues surrounding diversity and be more active in the community.

It has definitely been a challenge talking about issues of identity, diversity, race, and ways in which we treat each other in this world, but it has been worthwhile. The experiences I have had in this program and the knowledge I have gained are unique. - *Karol Delgado '10*



THE ALANA BROTHER AND SISTER LEADERS

Special thanks...!

The Office of Intercultural Affairs would like to thank all the community members who have worked over the past two years to shape the Diversity Focus of the Strategic Plan 2011-2015.

Beginning Fall 2007, members of the Intercultural Affairs Subcommittee of the Strategic Planning Committee began envisioning what makes a culturally competent community. The members during 2007-2008 were Claus Dierksmeier, Magdalena Pederson, Fr. Paul Pudussery, Doreen Delmonaco, Maryann Perry, Jade Franco '08, Katrina Organ '11, Alice Cronin, Anthony Ratcliff (Dissertation Fellow), Kristen Pierce, Ann Deveney, Denise Morency Gannon, and Liza Talusan. Much of the work from this committee helped to build the foundation for the work ahead.

Over the Summer 2008, a committee was formed to begin work on the Diversity Focus of the Strategic Plan. Those members were Maria Curtin, Louis Liotta, Anne Mattina, Martha Ucci, Christina Burney, Maryann Perry, Fr. George Piggford, Blayne Lopes '10, FelEsia Rodriguez '11, Ed Sevilla and Liza Talusan

Beginning Fall 2008, the new Intercultural Affairs Subcommittee was convened and includes Daria Valentini, Megan Killilea, Donna Vivar, Magdalena Pederson, Alice Cronin, Doreen Delmonaco, Maryann Perry, Rosemary Brown '11, Jasmine Khubchandani '12, Kristen Pierce, Denise Morency Gannon, and Liza Talusan.

No One Ever Said It Was Easy by Blayne Lopes

Hi, my name is Blayne Lopes, and I am the intern for the Office of Intercultural Affairs in the Fall 2008 semester. Since beginning this internship I have grown in ways that I had not expected. The areas of focus that I wanted to target were: a) learning about the climate of diversity at Stonehill and b) how students from every walk of life at Stonehill felt about diversity at Stonehill. These areas have not been forgotten but, now I find myself with much more complex questions about race.

There are times that I feel "race-d" out so to speak, but as soon as that thought comes into my head I realize that in order to understand race and diversity at Stonehill, I have to learn how it operates in the context of my own life. This meant I had to reexamine my own actions, my understanding of identity, and my own prejudices. This is not an easy task by any means. It is time intensive, thought provoking, and at times downright frustrating. Yet from that frustration comes growth.

I have found that growth comes from being challenged and pushed. No one ever said this task was going to be easy! Diversity is not easy. Educating people on how to create more inclusive communities is not a simple fix-it task. I came into this internship thinking that I could "fix" some of the issues at Stonehill, and I have realized that I have to start with myself. Before I can truly be a diversity advocate I have to do some personal growth. I am not there yet but I am definitely on my way thanks to the Office of Intercultural Affairs. I look forward to what the rest of the semester has to offer and what growth I will make. Stay tuned to our blogs at www.interculturalaffairs.blogspot.com to follow me as I am challenged to grow.—*Blayne Lopes '10*

DisAbilities Convocation by Kristen Pierce '01



Kristen Pierce ('01) - Assistant Director for Residence Life, Brendan Sullivan—Director for Interscholastic Athletics, Gabriella Pecoraro '12 and Prof. Warren Dahlin—Professor of Health Care Administration

Although I have been living with a disability my entire life, very rarely do I speak about it with other people, especially with people I don't know. What would I say? What would people think of me? Would people even come? Should I let some of my guard down and tell the full story or should I be careful not to offend anyone? Would people be able to pick up on my speech impediment – would I be able to articulate clearly?

As an administrator who comes across as being pretty comfortable in my own skin it may surprise some people to hear of these insecurities. However having a disability and feeling different is something I fought against my entire childhood/adolescence. Even though I am proud of who I am today, those feelings do come back every now and then. It takes a lot of work to ignore them but I do what I can!

Walking into the room I was shocked by the number of people who attended the

convocation. I had sent some emails out to the RA staff and felt so supported by the ones that showed up. It immediately made me feel more comfortable and gave me the strength I needed to share my story.

So I got up and proceeded to tell my story. The short version is that on June 13th, 1985, I was diagnosed with a bilateral sensory-neural hearing loss of a mild sloping to moderate/profound degree above 1000 hertz in

“Coming to Stonehill as an undergraduate is probably one of the best decisions I ever made because it really helped me turn my self esteem around.”

the right ear and of a moderate sloping to profound degree above 1000 HZ in the left ear. In English-I had a high frequency hearing loss. I would never be able to hear high pitched sounds of alarms, birds, crickets and certain speech frequencies. I couldn't hear S, T, R, L, X, TH etc. That explained why I would walk around saying “Look at the “SARS” or “Happdede Birtay” Cute-but not appropriate speech for a 5 year old. Elementary & Junior High school had their challenges but for the most part I was able to ignore the fact that having a disability made me different. However, I had a hard time fitting in during my high school years and it resulted in me

making some poor choices.

Coming to Stonehill as an undergraduate is probably one of the best decisions I ever made because it really helped me turn my self esteem around. I finally felt as though I belonged to a community and that I was accepted for who I was. I sincerely appreciate all that Dean Grant, Residence Life, Student Activities and Campus Ministry did to help me make this transformation.

One common theme that emerged is that, when you have a disability, people assume it means you are stupid. Other times people assume that they should not challenge you as much or give you a little bit of a break. Both of these approaches are wrong! Personally, it really bugs me when I have been having a conversation with someone at a normal volume but then when they see the hearing aids or hear my speech they start talking really slow or really loud. Seriously, if I couldn't hear you, I would let you know. Now I just feel stupid!

Another frustration I have is cost/health insurance. Most health insurance plans do not cover hearing aids. The ones I wear, for example, are \$6000.00. That's money I could put towards school loans, car loans, savings for a house etc! Obviously it is pretty important to me that I hear so it's just something I have to do but it makes me so mad that it isn't covered by insurance – it's not like I

did anything to make myself this way, it's just how I was born.

Despite these frustrations of living with a disability, I felt really good about the program and feel absolutely honored to have been a part of it. I hope that those who were there gained some insight to the thoughts and feelings that I and others with disabilities have and look forward to future opportunities to share my story!

Editor's Note: We are thankful for the very courageous participants who shared their stories. It's never an easy task putting ourselves out there - especially in a professional environment that often encourages us to separate the two. But, as Kristen describes, sometimes sharing a personal piece of our history helps to connect in the future.

Intercultural Affairs: Who are we?



Liza Talusan, Director of Intercultural Affairs, leads a double life as an administrator at Stonehill and as a writer/speaker/activist on inclusion issues. She is a guest writer at New Demographic's blog The Anti Racist Parent (www.antiracistparent.com) and has spoken at a number of colleges and universities. She has visited Stonehill classrooms to facilitate conversations on diversity and inclusion as well as issues of health and cancer. As a result of the support that she received when her daughter was in treatment, Liza wanted to “pay it forward” and founded Retinoblastoma New England (www.rbne.org), an organization designed to assist families with financial and emotional hardship due to pediatric cancer. Liza also serves on the Board of Directors for ASPIRE (Asian Sisters Participating in Reaching Excellence). Liza graduated from Connecticut College with a BA in Psychology and from New York University with an MA in Higher Education Administration.



Donna M. Vivar, Assistant Director of Intercultural Affairs, was working at Boston College in the First Year Experience Office and came across the Stonehill job posting on an education job board. “The fact that the office was called ‘Intercultural Affairs’ was really attractive to me because it was very forward thinking to move away from ‘multicultural’ and call the office ‘intercultural’,” Donna stated. This year, Donna started a **4- part series** called “Leadership through Diversity” which is designed to empower first year students to engage in open an honest discussion about diversity. “ Donna graduated from the University of California at Berkeley with a BA in Public Health and an MA in Higher Education Administration from Harvard University.

How Can I Get Involved with Diversity at Stonehill?

These are just a few ways to get involved at Stonehill! If you have more ideas, please let us know!

Students:

- ⇒ Join Diversity on Campus (DOC) and/or other groups that help to educate and promote diversity in our community.
- ⇒ Take classes that have a multicultural/diversity focus—even if they are not in your major!
- ⇒ Apply to be an ALANA-A Brother/Sister
- ⇒ Apply for the Raising Awareness of Cultural Experiences (R.A.C.E.) dialogues
- ⇒ Get a few people together and apply for the Inclusive Excellence Grant—this is money for you to create your own sustainable diversity programs!
- ⇒ Stay up-to-date on intercultural observations by reading “Intercultural Happenings” at www.interculturalaffairs.blogspot.com

Faculty/Staff/Administrators:

- ⇒ Attend the Diversity Networking Group social gatherings. They are on the first Friday of the month at 12:00pm in Cleary.
 - ⇒ Apply for an Inclusive Excellence Grant
 - ⇒ Read the Intercultural Affairs Blog (www.interculturalaffairs.blogspot.com) with contributions from Stonehill community members.
 - ⇒ Attend and participate in programs offered through the Intercultural Affairs Office. Many of these programs are family friendly and occur just after work.
-