

# AUS Diversity Council Newsletter

## A Note from the Chair Sue Byers



This month is Black History Month. However, I would be remiss not to acknowledge that on the eve of any celebrations scheduled we, as a country, suffered tremendous loss through a horrific series of mass shootings in California within our Asian communities and 4 other mass shootings in that state by cowardice gunmen. And, the senseless tragic murder of Tyre Nichols, a Black man, in Memphis, TN at the hands of Memphis police officers. These and all heinous crimes leave our hearts heavy and tremendously sad. We know that throughout history BIPOC communities and other communities that have been marginalized have suffered hate-filled speech and violence just because of the color of their skin, nationality, identities and beliefs. Bill Groves, AU Chancellor, called for **AU to Reflect and Act**. In spite of bearing the burden, grief and loss caused by these setbacks we must continue to aspire for better, for equity, for anti-racism, for inclusion, for justice, and for peace.

Carter G. Woodson, historian and journalist, began to promote the idea of celebrating Black History in 1915 to build understanding and awareness that Black narratives, lives and accomplishments must take their rightful place in American and human history. Woodson wrote, "Those who have no record of what their forebears have accomplished lose the inspiration which comes from the teaching of biography and history." The denial of one's history and contributions impact the sense of identity, appreciation and pride coming from a shared understanding that transports us to the present.

True to our mission and values, we must stand against hatred and violence. In solidarity, we must learn from mistakes with the intent not to repeat them. We must value, honor and celebrate life. As we focus on Black History this month, In the words of Dr. Ana Mari Cauce, President, University of Washington, "It is a time to refresh and renew our understanding of Black perspectives and voices as part of our shared history. By understanding that everyone has an equal claim on history, we can work to create a present and a future also grounded in equity and inclusion."

As always, take advantage of the many opportunities to learn, contribute and participate in events sponsored by the university, as well as through our community.

## To get involved, support, learn more and for additional resources on Black History Month

Please take time to view [this encore tribute to the Black National Anthem](#), courtesy of Wilson World. I promise that you will enjoy it!

[City of Seattle, Black History Month Proclamation](#) by Mayor Bruce Harrell

[28 Days of Black History](#) - A daily email during February to honor and celebrate Black History

[Seattle Chamber of Commerce: How You Can Honor Black History Month in 2023](#)

[National African American Museum](#)

Support Black Owned Businesses:  
Urban League of Metropolitan Seattle's [Black Business Directory](#) and [Seattle Green Book](#).

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# Spotlight on: Danyaile Hammond: Office of Student Success and Retention

BY DARCY GREENE



I was so glad to catch up with Danyaile Hammond, Student Success and Retention Specialist, who has created and manages several programs at Antioch Seattle that contribute to a more welcoming and secure space for BIPOC and students who have been marginalized. Antiracism efforts and inclusivity in the community at Antioch are “near and dear” to her heart and you can see how these themes run throughout her work.

Danyaile was a Diversity Fellow, Diversity Council Co-Chair, one of the Founders of the 2020 Black Student Union, is currently part of the Campus Climate Reporting Tool Team, and is involved in campus-wide as well as university-wide programs, including the AU Anti-Racism Taskforce. She is also working on her EdD in Educational and Professional Practice with a concentration in Social Justice Leadership. Working together on the Diversity Council, I found her ability to ask thoughtful questions and keep us coming back to our goals, contributed greatly to the work and organization of the Council.

Danyaile was hired in December 2020 in response to the 2019 Diversity Council goal of creating a peer mentorship program. Here are a few of the programs currently in her portfolio.

## Support for Students

Danyaile enjoys serving as another resource for students. She has one-on-one check-ins with students and works with their advisors to create a team of support as they adjust to school and Seattle living.

## Diversity Fellows

Danyaile coordinates the Diversity Fellows program. The program is in its 4th year and has grown significantly. This year, over 28 people submitted applications and 10 Fellows have been chosen.

## Peer Mentorship Program

Danyaile was tasked with creating Antioch Seattle’s Peer Mentorship Program, coordinating with faculty, staff and peers to bring it together. Launched in 2021, the program pairs mentors with students who are newer to Antioch and in need of peer support. The mentors are encouraged to meet with their mentees and identify their areas of interest and support needed. Mentoring agreements are established between the mentor and the mentee. This year AUS has partnered with WA Campus Coalition that provides Peer Mentors with the option to earn AmeriCorps Education Awards for their service. Danyaile has built the program, which has proven to be considerably complex, and will monitor and make changes as identified.

In addition, Danyaile serves on University committees that support student success that include the AU Student Success Symposium held twice a year where she participated in presentations in the symposia on ways to incorporate anti-racism into presentations and on how to facilitate difficult discussions, and caring and trusting relationships in the classroom. In addition, Danyaile is co-chairing of the university-wide Orientation task group which was formed to develop an orientation that is online, accessible and flexible to meet the diverse needs of our student body. This orientation intends to provide new students with information and resources to help them get acclimated to Antioch’s culture and community. Similarly, together with Student Life, Danyaile helped develop an in-person “Welcome Weekend” to help new AUS students build community and get acclimated to the area, the school, and the available resources.



# Counselors for Social Justice AUS Presents Princess Angeline: We Are Still Here

BY LISA WENNINGER, CO-CHAIR, CSJ

The Antioch Seattle chapter of Counselors for Social Justice (AUS CSJ) is a student-led organization dedicated to promoting self and community care in a way that amplifies social justice among communities that have experienced marginalization. We define social justice as collaborating with one another for human rights and equity, through a practical approach to eliminating barriers, increasing accessibility, and supporting counselors to become advocates. We meet regularly throughout the quarter to share knowledge, resources, and skills, and join in community and connection. Contact student co-leads Erica Smith (CMHC) and Lisa Wenninger (CES) at [csj.aus@antioch.edu](mailto:csj.aus@antioch.edu) to find out more.

AUS CSJ is hosting a online film viewing of Princess Angeline: We Are Still Here, Friday, February 17, 5 p.m. - 7:00 P.M. PT via Zoom. The filmmakers, Sandra Osawa (Makah Tribe) and Ysu Osawa, will be our guests. This event is open to the entire Antioch community. Registration is required.

Register here:

<https://tinyurl.com/angelinefilm>

Contact Antioch Counselors for Social Justice with questions: [csj.aus@antioch.edu](mailto:csj.aus@antioch.edu)



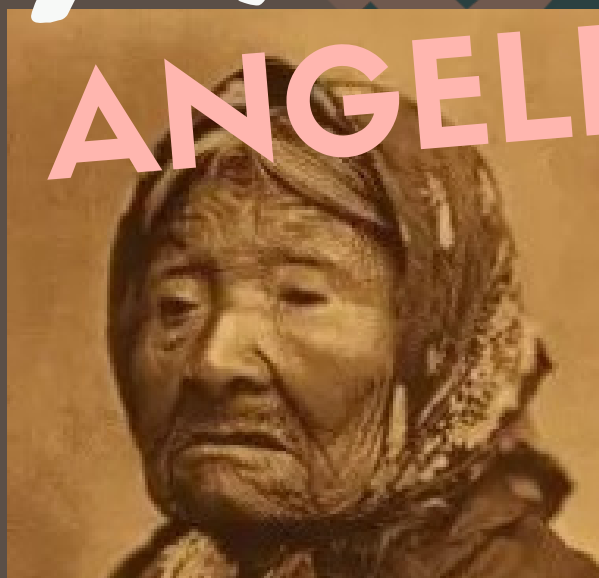
## AUS ANTIRACISM VALUE STATEMENT

We recognize that confronting and combating racism is life-long work for all members of the Antioch University Seattle community. As a university community, we must be vigilant in our learning, listening, and action to advance change. We pledge to measure our progress as we act on our values of becoming an anti-racist, intersectional and equitable culture on our campus where every member of the community, regardless of race, religion, gender, disability status or socio-economic status, can thrive. This work belongs to everyone –University Provost, Administration, Faculty, Staff and Students. (Antioch University Seattle, May, 2022)

COUNSELORS FOR SOCIAL JUSTICE AUS PRESENT

# Princess

## ANGELINE



**WE ARE STILL HERE**

We are the People of  
the Inside, dx<sup>w</sup>dəw<sup>?</sup>abš

FRIDAY FEB 17 5-7PM  
FOLLOWED BY A  
Q&A DISCUSSION WITH  
FILMMAKERS SANDRA  
OSAWA (MAKAH TRIBE)  
AND YASU OSAWA

PLEASE REGISTER AT  
[TINYURL.COM/ANGELINEFILM](https://tinyurl.com/angelinefilm)

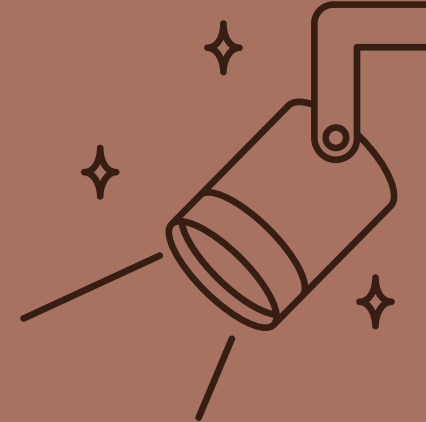
FOR INFO ON JOINING CSJ  
CONTACT [CSJ.AUS@ANTIOCH.EDU](mailto:CSJ.AUS@ANTIOCH.EDU)

Princess Angeline, daughter of Chief Seattle, is seen on many postcards and toward the end of her life, she lived alone, refusing to leave her homeland. What historical events led to her being one of the few Duwamish people left in Seattle by the 1890's, only 35 years after the peace treaty?

Filmmakers Sandra Osawa (Makah Tribe) and Yasu Osawa explore the story of the Duwamish and their unrecognized tribal status primarily through the life of Princess Angeline.

Join us in celebrating by educating our community about the history of the land and people on which our Antioch Seattle campus now resides. Our hope with this viewing is to raise awareness of an important and often unseen figure in the history of Seattle. We are honored to share this film in hopes of raising up a local cultural group by exploring their history and heritage that is shared in this film.

# SPOTLIGHT ON AUS DRAMA THERAPY: COUNCIL OF ALL BEINGS



Maggie Yowell Wilson, faculty, Drama Therapy/Creative Arts Therapy, Bobbi Kidder, Faculty, Drama Therapy/Creative Arts Therapy and Drama Therapy students will introduce the Diversity Council to powerful environmental and social justice work that they have been engaged in entitled, Council of All Beings. Joanna Macy's Council of All Beings invites one to step aside from our human identity and shift out of limiting cultural beliefs and paradigms about our relationship to all forms of life. It enables deeper interconnections with and inclusion of all Life with respect and profound understanding.

In 2013, Teaching Faculty Maggie Yowell Wilson co-created and presented the Council of All Beings Performance Ritual to the Seattle community as her Drama Therapy Master's Project. The Ritual was based upon the powerful work of Joanna Macy and her Work That Reconnects. The workshop began with Gratitude and a Grief Ritual and included Joanna Macy's Truth Mandala which featured Professor Emeritus, Dr. Randy Morris.

Join us at our next [Diversity Council Meeting](#) on February 14, 3 p.m. to learn more of the Council of All Beings work toward environmental and social justice,



## 2023 DIVERSITY FELLOWS ARE

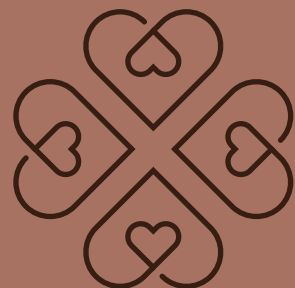


## INTRODUCING THE 2023 DIVERSITY FELLOWS

**Annabelle Falloria**  
**Rong Huang**  
**Ramona Jones**  
**Jessa Farr**  
**Bianca Lee**  
**Angela Banks**  
**Lindsay Thomas**  
**K Rene Krein**  
**Porter Woody**  
**Melody Rossiter**

Diversity Fellows are students who have committed to actively engaging with issues of diversity, equity, anti-racism, inclusion and social justice. As a part of this commitment, fellows help support the work of operationalizing AUS' commitment to these beliefs through fostering a deeper understanding of these values at AUS and in our larger communities. The fellows serve as members of the AUS Diversity Council and they present Diversity Dialogues presentations that support and advance the AUS diversity plan and curricula.

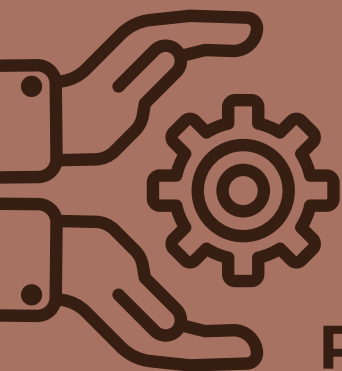
This year's Fellows are Annabelle Falloria, Rong Huang, Ramona Jones, Jessa Farr, Bianca Lee, Angela Banks, Lindsay Thomas, K Rene Krein, Porter Woody, and Melody Rossiter.



# Campus Climate Reporting System



## INTRODUCING ANTIOCH SEATTLE'S CAMPUS CLIMATE REPORTING SYSTEM



Antioch University is committed to ensuring welcoming and supportive campus environments at each of its locations. In Seattle, inclusiveness is an integral part of our core institutional values and is embraced through Antioch University Seattle's Diversity Plan Goals and in our adoption of systemwide equity and inclusion goals. Departments and programs throughout the system are implementing intentional strategies to ensure all students and employees experience a safe, healthy, and welcoming campus climate.

Campus climate" is a part of the institutional context that includes community members' attitudes, perceptions, behaviors, and expectations around issues of race, ethnicity, and other diversity characteristics (Hurtado et al. 2008). "Campus culture and climate are significant factors that affect students of color achievement and activities during the collegiate experience" (Doan 2011). One way we deliver on the goal of an inclusive campus environment is by equipping campus leaders, faculty, staff, and students with tools to effectively address issues of concern, bias, and discrimination. Antioch University Seattle has developed a Campus Climate Reporting System (CCRS) and process that is rooted in restorative justice principles that promote a safe and welcoming environment for students and employees.

## CAMPUS CLIMATE REPORTING SYSTEM

The Campus Climate Reporting System (CCRS) is a process and an online tool to provide timely and caring responses to campus climate Concerns, such as bias, racism and discrimination. It is the intent of Antioch University Seattle to ensure that all classrooms, support services and offices are safe and brave cross-racial spaces where all students, faculty, and staff work collaboratively to develop authentic, affirming interracial interactions.

To support this Campus Climate Reporting System (CCRS) process we have developed a team, the Campus Climate Reporting Response Team (CCRRT), comprised of faculty, staff, students and alumni, to support a safe, inclusive and welcoming campus climate and determine the appropriate action steps required after a Concern that compromises campus climate occurs on campus. The CCRRT team is a high-level team of leaders who will work together to respond to and understand the reports of incidents of bias, discrimination, and issues related to potential harm and safety submitted through the Campus Climate Reporting System by students, faculty and/or staff. The CCRRT team will also assist with providing resources and support, maintain records of bias incidents, and analyze trends in an effort to continually improve our campus.

Please click [here](#) to learn more about the CCRS process and/or to report a concern. The Campus Climate Reporting Tool can also be accessed through My Antioch, click on the Services tab (left side bar) and select the Campus Climate Reporting Tool system.

If you have any questions contact Sue Byers, Assistant Provost at [sbyers@antioch.edu](mailto:sbyers@antioch.edu).



**MORE EVENTS & WAYS  
TO GET INVOLVED WITH  
AUS DIVERSITY COUNCIL**



narratives of  
**PAIN**

POETRY • STORYTELLING • ART

**HEALING THROUGH THE  
TELLING AND WITNESSING  
OF STORIES**

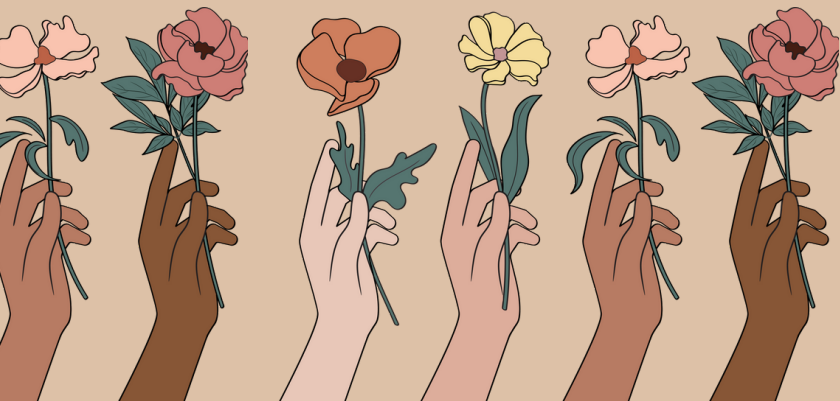
**FRIDAY FEB 17TH  
6:30 PM TO 9:00 PM  
AT THE AUS LIBRARY**

**WANT TO FEATURE A STORY?  
CONTACT DR. ZAIN SHAMOON  
[ZSHAMOON@ANTIOCH.EDU](mailto:ZSHAMOON@ANTIOCH.EDU)  
OR ELIZABETH LEMON  
[ELEMON@ANTIOCH.EDU](mailto:ELEMON@ANTIOCH.EDU)**

**NEXT DIVERSITY COUNCIL  
MEETING IS FEB 14TH  
3 TO 4 PM ON ZOOM HERE!**



**SUBMIT  
CONTENT!**



Each month the AUS Diversity Council newsletter highlights work being done by the administration, faculty and students in support of our anti-racism and social justice mission. We provide information on special days in the month and community events where you can learn more or contribute. We welcome members to submit content about the efforts of you and your colleagues, personal reflections, and notable days you would like us to include.

**JOIN THE COUNCIL!**



Joining our Diversity Council is a great way to participate in the AUS community. The Diversity Council enhances our institution's capacity to develop and implement effective diversity, equity, antiracism and justice work across the campus. The Council recommends strategic initiatives for achieving diversity and inclusion goals and works collaboratively across the campus to build and carry out the diversity plan. The Diversity Council works to ensure that diversity, expressed in various forms, remains integral to excellence at Antioch University Seattle. Composed of faculty, staff and students from across all academic and administrative units, the Council endeavors to inclusively and equitably approach diversity projects and initiatives.