



HAPPY
New Year
FROM THE DIVERSITY COUNCIL



A NOTE FROM THE CHAIR SUE BYERS

Happy New Year and Welcome to Winter Quarter!! This month we acknowledge Dr. Martin Luther King, Jr. Day, honoring one of America's noted Civil Rights Leaders. Dr. King demonstrated stalwart and unwavering commitment to the fight for justice and equity. He believed and taught we can, together, be changemakers, "All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence". We celebrate his legacy and continue his fight for equity, social justice and freedom for all humanity and to make a positive collective impact on the world. This month we also want to recognize other days this month that honor issues related to diversity and inclusion – Civil Rights Day, International Holocaust Day of Remembrance, International Day of Education and more.

In this edition, we are pleased to announce the launching of the AUS Campus Climate Reporting System (CCRS) that aligns with our mission of social justice, anti-racism, equity and inclusion. 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. Learn more about CCRS on page 2. In addition, we are featuring an interview with Dr. Rachel Oppenheim, Associate Dean, School of Education, Antioch University, about her work in Educational Justice in our region, on page 3.

Please avail yourself of opportunities to learn, contribute, and participate in events sponsored by the university, as well as throughout our community. Enjoy!



AUS ANTIRACIST VALUES 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)

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Campus Climate Reporting System



DELIVERING ON OUR DIVERSITY AND INCLUSION VALUES

INTRODUCING ANTIOCH UNIVERSITY SEATTLE'S NEW 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 CCRR 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 CCRR 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, please feel free to contact Sue Byers, Assistant Provost at sbyers@antioch.edu.

SPOTLIGHT

EDUCATIONAL JUSTICE AT WORK

BY DARCY GREENE



In response to our previous months' newsletter query about being called to work to increase equity in communities that are farthest from justice, I interviewed Rachel Oppenheim, Associate Dean of School of Education, Antioch University | Chair and Faculty, School of Education, Antioch University Seattle, about her work in partnership with incarcerated communities. When she began her career as a teacher in the US public school system, Rachel witnessed the effects of educational disparities and began thinking more about educational justice and injustice. When she became a doctoral student in New York City, she missed being in the classroom and looked for opportunities to teach part time. A friend was working with incarcerated women at the Rikers Island Complex. Rachel got involved and found the program afforded her the opportunity to teach, and work with an organization whose mission to increase access to education was similar to her own.

When she moved to Seattle to join the faculty of Antioch in 2010, she began looking for other opportunities to teach in jails and prisons, and specifically sought out organizations that were aligned with her commitments to educational justice and prison reform. In 2012, she began working with University Beyond Bars (UBB). One of the reasons she was drawn to working with UBB is that it has a Prisoner Advisory Committee. Decisions are made collaboratively with the Committee. The organization continues to change, in part due to COVID-19, in part due to Department of Corrections transitions, in part due to the requests of the advisory committee, and in part due to newly emerging collaborations with organizations such as Collective Justice, and others.

If you are interested in learning more about the justice system and prison reform Click [here](#) to view the interview of Dr. Rachel Oppenheim by Darcy Greene. Rachel provides some amazing resources. She encourages the Antioch community to continue the discussion and to take action.



Stay tuned for information on legislative advocacy!



NATIONAL KOREAN AMERICAN DAY FRIDAY JANUARY 13TH

Friday, January 13th is National Korean American Day, a day that commemorates the arrival of the first Korean immigrants in the U.S. in 1903.

Please join AUS faculty member Caryn Park who will be hosting a craft table and providing Korean snacks from 12-2pm in the 2nd floor kitchen area. Come to learn about the history of Korean immigrants and explore the culture that lives on in our communities!

MORE EVENTS/ACTIVITIES IN THE AUS COMMUNITY

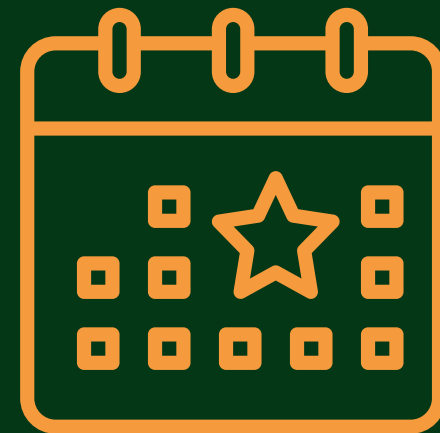


MLK DAY MARCH AND DAY OF SERVICE

CELEBRATING DR. KING'S LEGACY

CIVIL RIGHTS DAY AND
INTERNATIONAL DAY OF EDUCATION

HOLOCAUST DAY OF REMEMBRANCE



GET INVOLVED WITH DIVERSITY COUNCIL

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.

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.



JOIN THE COUNCIL!

**NEXT DIVERSITY COUNCIL
MEETING IS JAN 17TH 3PM
TO 4 PM ON ZOOM >>> HERE!**