

ANTIOCH DIVERSITY COUNCIL NEWSLETTER



NOVEMBER 2022

A Note From The Chair Sue Byers

Hello from the Diversity Council! Welcome to fall in Seattle. This month we recognize Native American/Alaska Native Heritage Month, Transgender Day of Remembrance, Veterans Day, World Kindness Day, International Day for the Elimination of Violence Against Women as well as highlight many other efforts and events addressing diversity, equity, anti-racism and social justice. Among our various articles this month we feature one written by AUS Associate Chair, Dr. Cayla Manaiy (Couples and Family Therapy), *Standing in Solidarity with Women In Iran*. We honor the many contributions of those who, in the face of seemingly insurmountable obstacles, stood for justice, equity and liberation. I hope that we all take time to identify how to contribute in our own way to the healing needed and do our part to undo the foundations of injustice.

Diversity Council and Fellows continued their great work throughout the summer and early fall. Shout outs to Diversity Fellows for leading Diversity Dialogues between July and October - Sho Glick, *Therapists Combating Internalized Ableism: A Social Justice Perspective*, Daniele Hunter, *Decolonizing Psychology and Counseling by Elevating Black Voices*, Jack Krizizke/Karen Coppock, *Laying the Groundwork for Decolonization in Psychology & Counseling Dialogue*, and *Counseling Dialogue*, and Rhi Parent, *Intersex Identities in Counseling Dialogue*, and Rhi Parent, *Intersex Identities in Counseling: An Intersectional Perspective*. We also want to welcome Diversity Council members! The Council is looking forward to an outstanding year! Please join us! Our first meeting of the academic year is November 8th at 3:00 p.m.

It is our hope that we all will learn from and enjoy this November edition of the Diversity Council Newsletter. Get involved and take action to support diversity awareness and understanding.

[Join us on Zoom for the next Diversity Council Meeting Nov 8th 3 to 4 PM PST](#)

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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)



NATIVE AMERICAN/NATIVE ALASKA HERITAGE MONTH SUE BYERS



Antioch University Seattle acknowledges that we are on the unceded ancestral lands of the Coastal Salish people, specifically Duwamish Tribe (Dkhw Duw'Absh). A people still here, continuing to honor and bring to light their ancient heritage. Whether you are here on the west coast or other places in the states, please join us in honoring and acknowledging the Coastal Salish people and their land.

As we recognize Native Americans/Native Alaska Heritage Month. We honor Chief siʔaʔ (Chief Seattle or Si'ahl) for whom Seattle is named, who was a leader of the Suquamish and Duwamish people (1786 – 1866). Internationally respected, Chief siʔaʔ's legacy and influence on ethics, spirituality and environmentalism continues to live on today. Seattle resides on the Coast Salish lands.

Please take advantage of the opportunity to hear directly from those who can tell the stories of contributions, history, culture and the journeys from lived experiences

November 9, 4:00 PM, November 10, 8:00 PM
Race & Equity Speaker Series: "Let's Talk About The Missing & Murdered Indigenous Women and People Crisis",
Green River College – Kent, Station

November 6, 2:00 PM
Peter Ali, Songs from the Heart
Everett, Main Library

November 22, Noon – 8:00 PM
Native American Heritage Month Storywalk:
We Are Still Here

Tacoma Public Library,
Burke Museum
Daybreak Star Indian Cultural Center

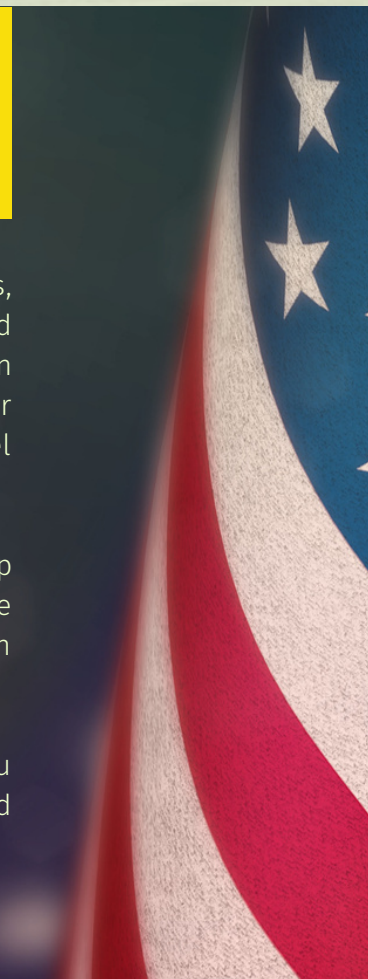
[click to Learn more about how to support the Duwamish Tribe](#)

VETERANS DAY AND MILITARY FAMILY APPRECIATION MONTH

In conjunction with the Washington State Department of Veterans Affairs and AmeriCorps, the Antioch University Veterans Outreach office would like to join the administration and student life in recognizing service members and their families for Veterans Day on November 11th 2022 and thanking all of those who have and continue to serve in our nation's Armed Forces by organizing a "day of service" event with the Union Gospel Mission Men's Shelter located at 318 2nd Avenue in Seattle.

In reverence of that day and in recognition of military family appreciation month, a group of students will be performing a meal service to give back to homeless veterans in the greater Seattle area and to embrace the service-oriented cultures that embody both Antioch University and our nation's Armed Services communities.

If you would like to get involved please send an email to veteranservice.aus@antioch.edu or call VetCorps Member, George Artem, at 206.492.8772 to get more details for when and where the student group will be meeting.



SEATTLE AREA EVENTS HONORING VETERANS AND MILITARY FAMILIES

[Auburn's 57TH Annual Veterans Parade & Observance](#) | WDVA (wa.gov)
Gig Harbor Veterans Day Celebration
Seattle WA - Nov 11, 2022 - 12:00 PM

[Veterans Day Events & Observances - 2022](#) | WDVA (wa.gov)

[Stories of Us: LIVE Tickets](#), Sat, Nov 12, 2022 at 7:00 PM | Eventbrite

Check out [Seattle Stand Down for Homeless Veterans](#) to see how you can donate or volunteer. Stay tuned for information on a Jan 2023 volunteer opportunity for the Antioch Seattle community.

WRITING STORIES: VETERANS AND MILITARY FAMILIES

Growing up the son of a warrior, AULA Faculty member [Robert Morgan Fisher](#) has special insight into the artistic needs and potential of the military mind. He has created a program which teaches the craft and business of writing. In this free class, Robert will share:

His own personal anecdotes about teaching veterans and dependents

The basics of starting and running a workshop

Why the voices of those associated with the military are so important to our national literary conversation

Helping participants decide which genre (fiction, essay, poetry, scripts) they might want to explore

Recommended readings

FRIDAY NOVEMBER 11
10AM PST ON ZOOM

WORLD KINDNESS DAY AND INTERNATIONAL DAY FOR TOLERANCE

DARCY GREENE

Two of the days we are highlighting this month are World Kindness Day on November 13 and the International Day for Tolerance on November 16. UNESCO's 1995 Declaration of Principles on Tolerance states "Tolerance is respect, acceptance and appreciation of the rich diversity of our world's cultures, our forms of expression and ways of being human." [Click here for more information on International Day for Tolerance.](#)

The purpose of World Kindness Day, as outlined by the World Kindness Movement, is "to highlight good deeds in the community focusing on the positive power and the common thread of kindness which binds us." [Click here for more information: World Kindness Day. What is it exactly? How is it observed?](#) (nationaltoday.com)

As co-chairs, we are curious how the Diversity Council's work on campus and the Fellows' presentations have encouraged or inspired you to take action to increase your appreciation and understanding for individuals and groups whose backgrounds differ from your own. I was sharing with Sue that as I entered Human Sexuality class, my assumption was that everyone's goal was to be in a long term, monogamous relationship. Participating in that class I became aware of the breadth and depth of gender and sexual expression that I had not considered. In Multicultural Perspectives, I completed research on refugees and learned the difference between the terms refugee, immigrant, undocumented immigrants and asylum seekers. I developed an understanding of the circumstances that would cause people to flee, the reality of refugee camps and the difficulty of gaining access to our country. When I took Survey of Addiction, I realized my assumptions about the causes of addiction and treatment were disempowering and limited. These are a few of the many examples from my personal experience.

Are there populations with whom you are able to extend kindness based on your learning with us? Are there groups or identities for which kindness and appreciation are lacking? Please share your thoughts with us at dgreene1@antioch.edu or sbyers@antioch.edu. If you would prefer to do a video interview, please email dgreene1@antioch.edu. With your permission, responses will be included in an upcoming newsletter. We reserve the right to edit submissions for length.



Kindness

This November 8th, our nation will again head to the polls to exercise our democratic right to vote regarding our respective local leaders and other legislative initiatives. We collectively hold our breaths in anticipation of the likely divisive outcomes that now accompany election day results. Particularly, my anxiety manifests around the knowledge that this November 2022 will see the highest number of anti-trans legislation while less than a fortnight later, a smaller number of us will take a moment of silence for Transgender Day of Remembrance (TDoR). These events are not disparate, our collective mourning around the trans people we have lost in the last year is tied to the local legal structures and global rhetoric that fail to protect trans and non-binary individuals. When faced with these realities, I am reminded of my friend, colleague and Adjunct Faculty member, Lucie Fielding's sentiment from her revolutionary book, *Trans Sex*:

...There is an essential difference between naming disparities and dynamics of oppression or working to dismantle barriers, and centering narratives of discrimination and disparity to the exclusion of other topics of study.

So as we head into November, I invite our Antioch community to hold both; centering the narratives of discrimination and disparity while also celebrating the inclusion of other narratives, that of resilience, joy, celebration and connection. TDoR is in essence the same practice; holding, naming and honoring those we have lost while coming together in community and connection. Our Sexuality Certificate and adjacent Programs at Antioch are dedicated to the enacting the same concept, we have continually integrated resources and courses that support the transgender community—not only in honoring the experiences of oppression but with the intentional inclusion of other experiences, trans embodiment, community, connection, and celebration.

TRANSGENDER AWARENESS WEEK AND DAY OF REMEMBRANCE

FIONA O'FARRELL

NOVEMBER 20TH IS

TRANSGENDER DAY OF REMEMBRANCE



Register to Vote

Ways to register:

- Online at [VoteWA.gov](https://www.vote.wa.gov)
- By mailing in a paper form.
- At your county elections office.
- At Department of Licensing, getting a driver's license or ID.

#TheVoteStartsWithYou

SOS
Office of the Secretary of State
Elections Division

Phone (360) 902-4180
(800) 448-4881

Website [sos.wa.gov/elections](https://www.sos.wa.gov/elections)

Email elections@sos.wa.gov

ELECTION DAY IS NOVEMBER 8TH!

YOUR VOICE MATTERS!
REMEMBER TO VOTE.
IF YOU AREN'T REGISTERED, CLICK HERE
OR SCAN THE QR CODE

Campus Resources

AUS Queer Club
aus.queerclub@antioch.edu

Safezone Appointed Faculty and Staff have completed queer-affirmative training and have self-appointed as "safezone members". Look for the Pride Flag in their email signature OR email Fiona, the Safezone Coordinator, at fofarrell@antioch.edu for a list of safezone members.

The AUS Clinic is available for students seeking support

Local Resources

[Gender Odyssey](#)
[Lambert House](#)

National Resources

[The Trevor Project](#)
[Brown Boi Project](#)



INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN



UNiTE to End Violence against Women campaign (UNiTE), is a multi-year effort launched by the United Nations aimed at preventing and eliminating violence against women and girls (VAWG) around the world. It is a day to raise awareness and take action toward a future free from violence against women and girls.

Dr. Cayla Manaiy is Associate Chair of the couples and Family therapy program at AUS. She so kindly granted permission for us to republish a recent message to the CFT community on the ongoing protest in Iran after the murder of Mahsa Amini after her arrest for allegedly not covering her hair.

~ Sue Byers

SOLIDARITY WITH WOMEN IN IRAN DR. CAYLA MANAIY

Dear CFT Family,

I write to you today not just as your Associate Chair but as an Iranian American woman and proud daughter and spouse of Iranian immigrants.

On September 16th, 2022 news confirmed that 22 year old Mahsa Amini was murdered by the “morality” police in Tehran. Her crime? Her hair was allegedly not covered to the extent that the “morality” police saw fit. They beat Mahsa until she lost consciousness, fell into a coma, and died two days later. Her murder has sparked national and global protests against the Iranian dictatorship, which enforces extremist protocols, including, but not limited to, forcing women to wear a hijab despite their practice of faith. On September 20th, Nika Shahkarami attended the protests and went missing for 10 days. Her family was contacted that her body was in a detention facility but her family was not allowed to see her body and told to not hold a funeral. Since the protests began, women in Iran have been cutting their hair as an act of defiance against the dictatorship, signaling the demand of freedom.

Since September 16th, we have watched in horror as the dictatorship cut internet access (yes, they can do that), murdered more women and protesters, detained athletes and singers, and shot at students, and set fire to Evin prison. I’ve watched my spouse go from avoiding social media as flashbacks of being tear gassed during his involvement in the Green Movement came rushing back, to going on a posting rampage to get the word out that people are fighting for freedom and are dying in Iran. I’ve tried to be a lending ear as I hear of the extent to all that he has witnessed. I try to be encouraging in the moments where he thinks change will happen, and maybe his niece, who is 8 years old– just 1 year away from being forced to wear a hijab– will be free. I’ve seen him try to navigate how to post without the Iranian government identifying him, as it would result in detention, torture, imprisonment, or death when he goes back to Iran to visit.

I’ve watched my mom become a shell of her normal personality as she has flashbacks to being 18 years old, newly immigrating to America, and hearing how a revolution was taking over her home country. I’ve seen her persistently try to get a hold of her mom, sisters, and nieces to make sure they are alive with little success. I’ve watched my dad have an immense amount of hope that the dictatorship will end, that after 35 years, he will finally be able to go back to his home country and hug his siblings. I’ve also seen him be heartbroken that this is not getting the coverage it should and the immense loneliness and pain that comes with that. That feeling of your original home being taken by a dictatorship and the place you have called home for 46 years seeing you as an enemy.

SOLIDARITY WITH WOMEN IN IRAN

DR. CAYLA MANAIY (CONT.)

Meanwhile, for over a month, I've been your associate chair, a therapist to those fighting their own battles, a dual citizen of Iran and USA struggling with identity and where my place is, and a completely helpless person not knowing how to support my family or the people of Iran- all while having survivor's guilt. I keep thinking how Mahsa could have easily been anyone else and what privilege I have. I then quickly remind myself that it's not privilege- I have basic human rights, which is exactly what these courageous women are fighting for. Let me

be very clear that these protests are not Islamophobic and it is not about fighting Islam. It's not even about wearing a hijab. What is Islamophobic is that this is not being covered as it should be in the media and that non-Iranian leaders are not speaking up. This movement is about fighting a dictatorship which governs women's bodies and lives. It's about women being able read, watch, write, wear whatever they want, be able to express an opinion, check into a hotel or travel even if they are not married, practicing their religion how they choose to, date who they want to, study what they want to, and be whoever they want to be. It's about freedom. This is a pivotal moment for the Iranian women and for Iran.

Check on an Iranian if you know any. We are not okay.

CFT stands by our mission of anti-racism and social justice. Please join us in lifting Iranian women's voices.

*Zan. Zendegi. Azadi.
Woman. Life. Freedom.*

Dr. Cayla Manaiy

NOVEMBER 25TH INTERNATIONAL DAY OF ELIMINATION OF VIOLENCE AGAINST WOMEN

HELPFUL RESOURCES FOR STAYING IN THE KNOW ON THIS TOPIC



WANT TO GET INVOLVED?

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.

SIGN UP TODAY TO 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.

The AUS Diversity Council's internal communications e-newsletter is filled with up-to-date diversity announcements and events occurring in the university as well as in the community-at-large. The purpose is to bring awareness to diversity and equity issues to encourage growth, support and opportunities to be actively engaged. The Diversity Council Newsletter is distributed monthly to all faculty, staff and students.

Please note: Not all submissions will appear in the newsletter. Inclusion is at the editor's discretion and may be subject to editing for brevity and clarity. The audience of the newsletter is first and foremost an internal audience. As such, it is also a broad audience, reaching faculty, staff and students across all departments and schools.