

# AUS DIVERSITY COUNCIL NEWSLETTER

October 2023  
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## *A Letter From The Chair, Sue Byers*

Welcome to Fall Quarter! We hope that you are settling into classes, studying, meeting new people, and looking for ways to contribute as a part of the greater Antioch University Community. At this time the war in Israel and Gaza regions is devastating and our hearts go out to those experiencing such utter destruction, fear and loss of life and to their loved ones. The war has had a tragic impact on all in the region, young and old. There are many in our own community who have been impacted and that have personal connections there that include family, friends, and home. As a university community, we must remain vigilant in our learning, listening, and action to advance just and equitable change. We have pledged to act on our values of becoming an anti-racist, intersectional, inclusive 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 month the Diversity Council is pleased to celebrate National Hispanic Heritage Month, September 15 – October 15; Filipino American History Month, October 1 – 31; and, Indigenous Peoples Day, October 9 as well as many other notable days.

As we look back, the Diversity Council and Fellows continued their work throughout the summer. Three Diversity Dialogues were held, Quiet but Not Quite Yet, Rong Huang (July), Diverse Minds, Inclusive Designs, Jesse Farr (August), and, Constructing & Deconstructing Professionalism, Annabelle Falloria (September). In June and July, Diversity Council members met to review the AUS Diversity goals and progress as well as identified the 2023-26 AUS Diversity Goals found on page 2. In July, antiracism and social justice training was held with Student Group Leaders, led by Alina Santillan, Solidarity is An Action.

This month we launched the [AUS Race and Equity Center](#) website where you can learn more about AUS' commitment to Anti Racism, Social Justice, Inclusion and Belonging and the work of the Diversity Council. Yay!! Also, in this Fall Edition of the Diversity Council Newsletter we have highlights written by Dr. Syntia Santos Diez, Co-Founder/Director, of the Latinx Mental Health and Social Justice Symposium that was held, September 28 and 29 on page 3.

We take time to honor the contributions of those who, in the face of what may seem insurmountable odds, stand for justice, equity and freedom, as well as celebrate their amazing contributions to the world. We encourage you to reach out to each other, talk, learn, share and put our values and commitments to work. And let's continue to stand for peace and understanding and a swift end to violence and war everywhere.

## 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)



# AUS Diversity Goals 2023-26

## Presented by the AUS Diversity Council



### INCREASE AND IMPROVE DIVERSITY RELATED COMMUNICATION

We will display signage on campus that speaks to our beliefs. The Diversity Council will host diversity-related trainings and bi-monthly student forums in-person and via Zoom. We will continue to distribute the DC newsletter (Monthly or Quarterly).



### PROVIDE SAFE & EFFECTIVE WAYS FOR STUDENTS TO ADDRESS GRIEVANCES, INJUSTICES, AND INEQUITIES

We will facilitate conversations that support openness, inclusiveness and opportunities to disclose problems or concerns on an ongoing basis. We will increase awareness of institutional policies & safe zones. We will facilitate conversations that support openness, and identify advocates and confidants that are a safe point for communication



### EVALUATE AND IMPROVE STUDENT SUCCESS & STUDENT RETENTION

We will track employee and student retention and include exit interviews with questions about diversity and campus climate. We will evaluate & improve faculty, staff and student orientation, create an early alert system for students in all programs, and provide retention related professional development opportunities for faculty, staff and administration.



### CREATE MENTORING PROGRAM FOR STUDENTS

We will maintain a mentoring program that encompasses academic, social and personal tools for success, strengthen connections to affinity groups, local communities and alumni, and we will offer peer-to-peer mentoring opportunities.



### IMPROVE CULTURAL COMPETENCY ACROSS THE CAMPUS

We will encourage students to pursue practicums and internships with communities and populations that they otherwise have not engaged with. We will incorporate social justice and cultural competencies into courses, and increase disability culture competencies and awareness.



### ENHANCE SUPPORT SERVICES FOR WORKING WITH PERSONS WITH DISABILITIES

We will educate campus community on standards and cultures of varying disabilities.



### INCREASE DIVERSITY AMONG STUDENTS, FACULTY, STAFF, AND ADMINISTRATION

We will institute unique and direct marketing to students, faculty, staff, and administrators of varying races and ethnicities. We will admit increased number of qualified students from groups that have been underrepresented in higher education.



### INCREASE STUDENT SUPPORT SERVICES FOR INTERNATIONAL STUDENTS

We will admit an increased number of qualified students from groups that have been underrepresented in higher education.



### DEMONSTRATE LEADERSHIP IN DIVERSITY & SOCIAL JUSTICE CAUSES IN THE LARGER COMMUNITY BEYOND OUR CAMPUS

We will open campus events to the community, and heavily advertise these opportunities for members of the broader community to engage with us on issues of diversity and inclusion.



## WE ARE COMMITTED TO OUR AUS 2023-2026 DIVERSITY COUNCIL GOALS!



# LATINX MENTAL HEALTH & SOCIAL JUSTICE SYMPOSIUM 2023: Voices of Power Through Resiliency and Strength

## Dr. Syntia Santos Dietz, Co-founder/Director

The Latinx Mental Health & Social Justice Institute was launched in 2021 by co-founders/directors Dr. Mariameé Gonzalez and Dr. Syntia Santos Dietz, with our first annual Latinx Mental Health And Social Justice Symposium. The event is intentionally virtual, free, and open to the public to provide more opportunities and access to a population that has been historically marginalized, underserved, and silenced, despite the fact of being the largest minoritized population in the US.

The Latinx Mental Health Institute provides leadership for community-engaged research and service through capacity building and authentic partnerships with community stakeholders to promote impactful improvements in the health and well-being of Latinx communities. The goal is to bring about sustainable changes in health through innovative community-engaged research, service, mentorship, and training opportunities for students and faculty, drawing upon the multidisciplinary scholarship from the Antioch University campuses nationwide.

This year's Symposium, **Voices of Power Through Resiliency and Strength**, was held, September 28th and 29th. Dr. Carlos Hipolito Delgado was the Keynote Speaker and his topic was **Sociopolitical Development for LatinX Communities**. Dr. Delgado and all of the previous keynote speakers, Dr. Edil Torres Rivera in 2021, Dr. Patricia Arredondo and Dr. Roberto Swazo in 2022, are well known professionals with great expertise, years of experience and service, active leaders in the counseling profession, and members of our community. In addition, the symposium has presenters and attendees from US and Honduras Mexico, Puerto Rico, and Colombia.

The number of presenters at the symposium has also grown from about 10 in the first symposium to 38 and from 80 to 432 registrants this year. In addition, we had 37 professionals that had the space to share their voice, expertise, and work. They also had the option to do so in the native language. In an effort to continue to build relationships throughout Latin America we offer a novice opportunity to showcase their work and expertise too, making it possible by intentionally having a virtual, free, and open to the public event, and creating space for presentations and interactions in Spanish.

New this year was the use of the virtual EXPO feature in zoom events to create more spaces for interactions, networking, and information sharing. Moving forward we want to continue our efforts of collaboration with other professionals, institutions, and organizations, create more opportunities and projects in the institute's foundational areas: cultural/social justice, education, global engagement, research, training, service, and mentorship. The Latinx Mental Health Symposium was supported through a grant provided by the Guskin Center Grant.

## FILIPINO AMERICAN HISTORY MONTH: Heritage Change and Continuity October 1 – 31, 2023

During Filipino American History Month we celebrate with our Filipino community members a love and respect for the contributions and legacy within the nation's cultural history. Of special note, the month of October is important because it also marks the first documented landing of Filipinos in what is now known as the continental U.S. on Oct. 18, 1587.

### Resources and Events:

[2023 Filipino American History Month: Preserving Your Family Stories](#)  
[Wing Luke Museum, October 28, 11 AM to 1 PM](#)





# HISPANIC HERITAGE MONTH: Driving Prosperity, Power, and Progress in America September 15 – October 15, 2023

This year we observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. The observation began as Hispanic Heritage Week by President Lyndon Johnson until President Ronald Reagan expanded it to a month in 1988. ([National Hispanic American Heritage Month 2023](#))

Hispanic Heritage Month started on September 15 each year because El Salvador, Honduras, Costa Rica, Guatemala, and Nicaragua all observe their Independence Day on that date. Mexico (September 16) and Chile (September 18) also celebrate their Independence Day during Hispanic Heritage Month.

In the United States, Mexican Americans make up the largest Hispanic population. More than 62 million people in the United States, or one in five people, identify as Hispanic.



## Upcoming Events:

[Seattle Public Schools, Hispanic Heritage Month Family Day: Celebrating Hispanic Heritage Month](#)  
[Museum of Glass, Tacoma, October 14, 10AM to 4PM](#)

## Learn more about Hispanic Heritage Month and our community

- [A Proclamation on National Hispanic Heritage Month, 2023 – The White House](#)
- [National Hispanic Heritage Month](#)
- [Hispanic Heritage Month 2023 - NPR](#)
- [National Museum of the American Latino](#)
- [Unidos US](#) – learn about national advocacy efforts
- [White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics](#)  
U.S. Department of Education
- <https://latinxinstitute.antioch.edu/>

# INDIGENOUS PEOPLES DAY October 9, 2023

We honored Indigenous Peoples Day on October 9 and continue to celebrate Indigenous American people, their sovereignty, histories, cultures and contributions made to the world. The day began as a counter-celebration to Columbus Day which recognizes the Italian explorer Christopher Columbus. Columbus's legacy is argued to represent violence and colonization particularly against the indigenous peoples of the Americas. In 2021, President Joe Biden issued a presidential proclamation formally commemorating the holiday and was the first president to do so. The day is celebrated across the US and it is an official city and state holiday in certain parts of the country.

## LEARN MORE:

[Daybreak Star Indian Cultural Center](#)  
[Seattle Public Schools, Indigenous Peoples Day, Islandwood, Bainbridge Island, Indigenous Peoples Day Celebration](#)



# ANTIOCH UNIVERSITY STUDENT SUCCESS PRESENTATION SERIES

Please join us for two presentations of the Student Success Presentation Series this November. A PDF of the flier is attached to this email; details are also in the body of the email.

These events are open to all students, faculty, and staff at Antioch University and guests from Otterbein. Attendees must register.

## [REGISTER HERE](#)

### Understanding Neurodiversity: Executive Functioning

Most neurodivergent people experience some impairment in executive functioning. Understanding this in learning environments, focused on the student experience, helps make them safe and inclusive. We'll conclude with a discussion on applying that knowledge to individual experiences.

Saturday,  
November 4  
9AM (Pacific)  
12PM (Eastern)  
Duration: 90 min

#### **Understanding Neurodiversity: Executive Functioning**

Saturday, NOV 4th, 9AM PST / Noon EST. (90 minutes)

Join Johnny Spangler and Denielle Rose

Most neurodivergent people experience some impairment in executive functioning. Understanding this in learning environments, focused on the student experience, helps make them safe and inclusive. We'll conclude with a discussion on applying that knowledge to individual experiences.

Thursday,  
November 16  
9AM (Pacific)  
12PM (Eastern)  
Duration: 90 min

### Antiracism @Antioch

Proposing a Truth, Racial Healing, and  
Transformation Center

Join the Truth, Racial Healing, and Transformation Center Planning Committee to hear what we've proposed for Antioch's movement towards incorporating racial justice and antiracist pedagogies in Antioch's ethos.

#### **Antiracism At Antioch: Proposing a Truth, Racial Healing, and Transformation Center**

Thursday, NOV 16th, 9AM PST / Noon EST. (90 minutes)

Presented by Members of the Antioch THRT Planning Team

Join the Truth, Racial Healing, and Transformation Center Planning Committee to hear what we've proposed for Antioch's movement towards incorporating racial justice and antiracist pedagogies in Antioch's ethos.

## [Browse the AU Student Success Sakai Site](#)

Browse the [AU Student Success Sakai Site](#)  
to access archived event materials from past events.

Brought to you by the Office of Academic Affairs

**AU** | **STUDENT SUCCESS**



## DO YOU NEED A MENTOR?

The AUS peer mentoring program is now accepting MENTEE applications. This program aims to promote academic, social and personal success by establishing peer-to-peer mentorship opportunities and strengthening connections to the Antioch community.

Click [HERE](#) to learn more, and apply by Oct 20th



## 2024 DIVERSITY FELLOWSHIPS

If you're passionate about cultivating an inclusive and culturally vibrant campus community The AUS Diversity Council invites you to apply for the 2024 Diversity Fellowship! Diversity Fellows work together to support an inclusive campus community and enhance cultural diversity experiences. Fellows receive a \$1000 scholarship to serve as members of the Diversity Council and lead Diversity Dialogues events. This opportunity is a great way to meet new people, develop skills, and expand your cultural knowledge. If you have any questions, please contact [studentsuccess.aus@antioch.edu](mailto:studentsuccess.aus@antioch.edu)

Click [HERE](#) to learn more, and apply by Oct 15th



Get more info



# Vote

**ELECTION DAY IS TUES, NOVEMBER 7th**  
Your voice matters. Don't forget to exercise your right to vote. If you aren't registered, click [HERE](#), or scan the QR code.

Get more info



## INTERESTED IN GETTING INVOLVED WITH THE ANTIOCH SEATTLE 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.

### 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.

