

# Diversit-E



Diversity Team Newsletter

Spring 2016

## Diversity Leadership Conferences Welcome Elizabethtown Students

By David Stewart  
Associate Director of Admissions,  
Coordinator of Multicultural Recruitment

The spring of 2016 presented several opportunities for the Mosaic Scholars and Diversity Team members to develop and enhance their leadership skills beyond the campus of Elizabethtown College. Partnered with the Office of Diversity, two vans headed east to the Non-Profit Organization, Campus Philly's Inclusive Leadership Conference, held at Temple University. This annual conference welcomed student leaders from a variety of colleges and universities throughout the region and Elizabethtown College was one of the top participating schools. Our students took part in interactive sessions, team building exercises, and explored the power of networking with other student leaders. All of the topics

focused on contemporary social justice and equity issues.

The latter part of the Spring semester, once again, presented an opportunity for Elizabethtown College Mosaic Scholars and Diversity Team members to engage other student leaders on the campus of Penn State-Berks, "Leadership in Education Conference". This student run conference provided workshops and opportunities for Elizabethtown students exchange ideas with other students who were mostly from the PSU-Berks campus.

The Elizabethtown College Mosaic Scholars and Diversity Team will continue to cultivate and develop strong leadership initiatives that will expose members to intercollegiate communication and collaborate in the areas of diversity, equity, and social justice.



Images Courtesy of David Stewart

**Image to Left:**

Mosaic scholars—students who have been awarded partial scholarships due to their potential to be deeply involved in diversity initiatives on campus—attended a Leadership Conference hosted at Temple University. Students were able to learn and discuss issues related to social justice and equity among a variety of problem areas.

**Image below:**

Mosaic Scholars and Diversity Team members were given the opportunity to attend a leadership conference hosted at Penn State—Berks. This Conference focused on the different applications of diversity in a wide range of academic and professional fields.

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## Allyship Training

By Aileen Ida  
Diversity Team Member

Throughout the year, the Elizabethtown College Office of Multicultural Affairs hosted six different Safe Zone training workshops. Safe Zone training is a national program meant to create physical spaces on college campuses that are safe areas for students of the LGBTQ+ community to spend time. These spaces are meant to be highly visible to students throughout the campus.

The final training of the year titled LGBTQ+ Allyship 101 was held Wednesday, April 13. This training centered on the idea of being an ally (someone who works to support another person or a cause that may

not directly affect them) and the controversy within the LGBTQ+ community regarding allies.

All students and faculty interested in learning about allyship in the LGBTQ+ community were welcome. Brandon Jackson, Coordinator of Multicultural Programs and Residential Communities, presented the information and facilitated discussion among the attendees.

“Being an ally for the LGBTQ+ community comes with unique challenges,” Jackson stated. One of these challenges has been the increasing controversy within the community regarding allies and their role. Many people who identify with the community feel as though the attention and praise given to allies is taking away from the issues they are supposed to be



Image Credit: Delaware ADA

fighting against.

Events such as The Ally Awards highlight those who are helping the community but aren't a part of it rather than giving attention to the actual struggles of those within the LGBTQ+ community. Awards and other events recognizing allies over members of the actual communities have left many members with a sour

taste and general dislike for the idea of someone calling themselves an ally.

The lecture discussed the general consensus by the LGBTQ+ community (and others) that an ally is not something someone can self-identify as but is a term someone must have bestowed upon them. In

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By Chanté Bailey  
Diversity Team Member

## Japanese Table

Elizabethtown College has one of the best language departments in Pennsylvania, which is what initially drew me to this school. As a Japanese

language skills.

*Nihongo Table*, or Japanese Language Table, is a weekly club run by Dr. Nobuaki Takahashi on Thursdays. It is a time and place where Japanese majors and minors—or anyone interested in the language and culture—can meet and practice their skills.

Not only that, but some of our international students stop by, too! Language practice is a lot more interesting when you can work with a

many Etown students, especially language majors, take into consideration. Living and learning in a foreign country may seem daunting, but interacting with international students can help ease the tension.

It's fun getting to know the various students who come from all over the world to study at Etown. Not only is this a way to get them accustomed to the United States, but it is also a way for us to learn more about their backgrounds and upbringing. It is also a way to get more connections. I've already made three close friends from Japan who I very much will look forward to meeting up with when I eventually study abroad.

*Nihongo Table* is definitely a highlight of diversity on campus. It's a very welcoming place where students of all levels can get together with Dr. Takahashi and the Japanese internationals. We practice our speaking and writing skills, play various games, learn more about the Japanese culture, and occasionally have outside events (movie nights with subsequent discussions, curry parties, karaoke, calligraphy, etc.). I definitely believe that going to *Nihongo Table* is also a great way to form new bonds with international friends, and have some connections overseas for when I study abroad.



major, I was always looking for ways to get involved and strengthen my

native speaker.

Studying abroad is a huge event that

## Francesca Galarza speaks on impact of Sojourner Truth

**Q:** How has Sojourner Truth impacted you specifically?

**A:** Sojourner has impacted me by inspiring me to get involved with social issues. I think it's amazing that she fought for women's and black's rights in a time that these groups had no voice because it just shows how strong she was.

**Q:** Was there a certain moment or situation in your life that really drew you to Sojourner Truth?

**A:** Within the last year I've had a couple of personal events occur that have made me a better and stronger individual and [she] has led me to that in many ways. She has really inspired me to be a better and stronger woman and person in general.

**Q:** How do you represent Sojourner Truth in your daily life?

**A:** Sojourner has really taught me to challenge people's logic. Throughout her life, she challenged people to think about things they said and did and I try to



Image Credit: Biography.com

## History Moment: Sojourner Truth, the Great American Feminist, Has an Impact on Etown

By Francesca Galarza  
Diversity Team Member

When it comes to civil and women's rights, there are many women who have left a great impact on the United States. Many people recognize the influence of Harriet Tubman, Rosa Parks, Jane Addams, and Susan B. Anthony. Each of these women have fought for civil rights, equality, peace, and justice in the United States. They all made an impact that is often praised and celebrated by many people. Arguably, the most influential woman in American history is not any of the women listed above, in fact, it is none other than, Sojourner Truth. Sojourner Truth was an abolitionist and women's rights activist who

traveled the country speaking on these issues during the mid-1800s. One of her most memorable speeches is titled "Ain't I a Woman?" where Truth addresses the issue of women being the "weaker sex". Sojourner Truth has had a lasting effect on the way race, sex, and gender is addressed today, which has even impacted Elizabethtown College today.

Isabella Baumfree (later Sojourner Truth) was born circa 1797 in Ulster County, New York. She was one of thirteen children born from slave parents, James and Elizabeth Baumfree. Her true birthdate remains unknown by historians, because children born into slavery were often not documented. Her family was

owned by a man named Colonel Hardenbergh, who owned an estate 95 miles outside of New York City. As a child, Isabella spoke Dutch and never learned how to read or write. At the age of nine, Isabella was separated from her family and sold to another slave owner for 100 dollars. Isabella, also known as Belle, remembers her owner as being very "harsh and violent." Her master agreed to let her free if she was well behaved, because he no longer needed her. For Belle, this agreement was not satisfying enough, so in 1826 she escaped with her infant daughter. When questioned on why she ran away, Isabella stated, "I did not run away, I walked away by

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## Off-Campus Connection

By Aileen Ida  
Diversity Team Member

Every year, groups and offices across the Elizabethtown College campus offer alternative Spring Break options. This year there were a few, one of which was a Civil Rights and Interfaith Service Trip to Atlanta, GA, Selma, AL and Montgomery, AL. This trip was sponsored by the Office of the Chaplain. Students were able to apply for a chance to go on this all-expenses paid trip and five were chosen by a panel of staff and faculty.

This was the first year of this specific trip, but is planned to continue for many more years. The students who participated in the trip, along with the Assistant Chaplain Rev. Amy Shorner-Johnson and Assistant Professor of Sociology Dr. Rita Shah, traveled to Atlanta on the first day of Spring Break. Once there, the group was able to serve at a transitional shelter called the Nicholas House.

This shelter was open to whole families that were suffering from homelessness – many of which were fleeing domestic violence situations. Shelters that will accept whole families are rare, as many shelters are only for women and children – for many shelters though, the definition of children ends at age 13, so many boys are forced to live on the streets or find a men's shelter.

At the Nicholas students were able to make and serve lunch to the residents, as well as sit down and talk with different families. Many families came to the shelter with nothing, but were working their way up to being able to stand on their feet once more.

Following the Nicholas House, students were able to visit the Martin Luther King, Jr. Historical Site. This site included a museum with information about the Civil Rights movements and King's life, as well as a memorial to King that included an eternally burning flame meant to represent the constant struggle for equality. Students could also see the childhood home of King – the place where King's strive for equality and justice began.

The next day, students traveled to Selma, AL and were able to explore the area and meet local people. Following a historical tour of the town, the group was able to walk across the Edmund Pettus Bridge – the site of Bloody Sunday, one of the most monumental days in Civil Rights history.

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Also while in Selma, the group was able to visit the hotel once owned by Benjamin Turner, the first African American man to serve the U.S. Congress from Alabama. This hotel was also home to the notorious Jesse James for a while and the group was able to see the room where he stayed while in Selma.

The group then traveled to Montgomery, AL. On the third day of the trip, the students were able to work with the Equal Justice Initiative (EJI) – a group that helps those who have been wrongly imprisoned or wrongly sentenced, as well as juveniles who are sentenced to long terms in prison.

While at EJI, students were able to work with a project the organization is currently working on a project to memorialize victims of lynching. The project collects soil from the spots where victims were lynched – the place where the soil and blood mixed – and put into jars. Some of this soil will be mixed with concrete to form a memorial in Montgomery, AL which will hopefully become a national monument.

The final day of the trip, students travelled back to Atlanta. At that time they were able to speak to Trey Lyon, Pastor of Communication and Engagement at Park Avenue Baptist Church in Atlanta, about Race and Reconciliation, specifically in Atlanta where race and racism has been a major issue throughout the last few centuries.

After speaking with Lyon, students finished off the trip by visiting the Center for Civil and Human Rights. This museum included many exhibits surrounding the Civil Rights movement as well as a global human rights section. While at this museum, students were able to take part in a simulation that gave the participant the experience of what it would be like to take part in a sit in. This simulation left

the group feeling shaken, but also in complete and utter reverence for those who took part in sit-ins and other protests during the Civil Rights movement and other social justice movements both in the U.S. and around the world.

This trip is one is meant to help the students who participated bring back what they learned on the trip and spread that knowledge to those across the Etown campus. The group will be working to spread this inspiration both through programming and possibly through added curriculum across academic areas if possible. Programming and curriculum such as this will work to increase the diversity knowledge and atmosphere throughout the College and, hopefully, will inspire many students to take part in social justice initiatives and to stand up for what they believe in – no matter the struggle.



*Photos Courtesy of Amy Shorner-Johnson*  
Above: Group members stand in front of Edmund Pettus Bridge, the historic scene of Bloody Sunday  
Below: Group members prepare lunch for families living at the Nicholas House, a transitional shelter for poverty-stricken families



addition, there has been a move to stop the use of the word “ally” as a noun, instead, the concept should be seen as an action. “You’re not an ally based on past or future actions, you’re only an ally based on what you’re actively doing in that moment,” Jackson stated. “You’ve got to do something and you’ve got to do something often.”

The importance of allies though was evident throughout the presentation. “No social justice movement can be successful without members of the dominant group,” Jackson said.

Benefits of a movement or marginalized community having allies who are of the dominant group were discussed. These positive additions to the movements included the fact that allies have access to places marginalized communities do not (“working from the inside”), allies can provide social and interpersonal support and allies can enrich competency of marginalized communities by providing insight.

If someone strives to be an ally, they must be willing to constantly advocate for the rights of those they for whom they are advocating. “If you are going to participate

in ally actions, you really have four things you have to do,” Jackson stated.

These four things include gaining awareness of the issues within the community – through creating genuine relationships with those in the community, gaining knowledge on the subject – through research of the policies, laws and practices related to the issues, gaining skills that can be used to help those of the community and through action – usually by being a part of different actions meant to help the community.

At Etown specifically students can carry out ally actions by creating genuine relationships with members of the LGBTQ+ community, attending Safe Zone trainings and other LGBTQ+ programs, work to apply the knowledge gained from Safe Zone trainings or other research to their academic study or future career and by raising awareness and participating in activities

that support those of the LGBTQ+ community.



daylight.” She was then sold off to Isaac and Maria Van Wagener, where she learned English, and converted to Christianity. After moving into the Van Wagener’s home, she discovered her son was illegally sold to a slave owner in Alabama. The Van Wagener’s assisted her in getting a lawyer to get the rights to her son back. This court case was very historical, because it became the first in which a black woman successfully won against a white man in court.

On June 1, 1843, Isabella changed her name to Sojourner Truth, which means traveler. At the age of 52 she began “traveling” around the United States, to spread the words of Jesus. Sojourner headed west in order to, “exhort the people to embrace Jesus, and refrain from sin”. The changing of her name had the biggest impact on Isabella, because this symbolized her search for truth, equality, and justice. She began preaching at meetings, after she joined the Northampton Association of Education and Industry. Here, she often spoke on the importance of pacifism and women’s rights. Unfortunately, Northampton disbanded five years after its opening, however, Sojourner did not stop preaching on social justice issues. She published a memoir titled, *The Narrative of Sojourner Truth: A Northern Slave*, which discusses her transition from a runaway slave to a civil rights activist. It is because of her work as a preacher of civil rights, that she has been recognized as a great American leader. As her rise to prominence continued, her speeches became increasingly well-known, especially one titled “Ain’t I a Woman?”

Between May 28 and 29 of 1851, a women’s rights convention was being held in

Akron, Ohio. The topics discussed at this convention surrounded women’s suffrage, the abolition of slavery, and equality for all. On the second day of the convention, Sojourner delivered one of the most renowned speeches of all time. “Ain’t I a Woman” discussed the equal rights of women and slaves, and asked white men to reconsider their logic when it came to these issues. The speech was given to a room of men, women, and members of Ohio’s legislature, who all thought the speech was fantastic. On June 6, 1851 the speech was first reported in the *New York Daily Tribune* stating, “Sojourner delighted her audience with some of the shrewdest remarks made during the session.” Although this speech was given to a large group of men, Truth stood her ground and proved women are capable of much more than what many people thought. She believed white men made too many excuses about why women and blacks did not deserve equal rights. Her speech had a lasting impact on everyone that attended the convention, as it was presented by many political activists, even twelve years later.

Elizabethtown College challenges its students every day to express their beliefs in impact others. Having an impact is exactly what Sojourner did her entire life. The motto of this school is “Educate for Service”, Sojourner dedicated her life to this very motto. She

educated the public on various social justice issues ranging from prison reform to property rights to equality for all. Etown asks faculty, staff, and students to look at the “bigger picture” and to look beyond the scope of Lancaster County in order to bring about a change. Anybody who was in attendance at the “Ain’t I a Woman?” speech was challenged by Truth to look at how social injustices have impacted our society. Sojourner has also taught people to be strong and resilient, going from escaped slave to civil rights leader. Elizabethtown College is always discussing ways for students to be involved in different causes and be leaders. Sojourner Truth is considered one of the earliest feminists and leader in the abolition and women’s suffrage movements. She was a leader who questioned the ethics, morality, and decision-making of many people. Elizabethtown Colleges uses many of her core values to form a holistic and understanding student. The college itself is working towards a inclusive campus, something Sojourner would be very proud of.

*“Etown asks faculty, staff, and students to look at the “bigger picture” and to look beyond the scope of Lancaster County in order to bring about a*



*Images Courtesy of David Stewart*

*(Clockwise from top left): Ragina Lashley and David Stewart; Brandon Jackson acts as Master of Ceremonies, Katherine Maldonado and her mother.*

## The 6<sup>th</sup> Annual Kente Ceremony Says Farewell to Graduating Seniors

By David Stewart  
Associate Director of Admissions,  
Coordinator of Multicultural Recruitment

The Elizabethtown College Office of Diversity and Residence Life sponsored the 6<sup>th</sup> Annual Kente Ceremony May 13, 2016. The Kente Ceremony honors the achievement of graduating ALANA students and others that are committed to diversity in the presence of family and friends.

Participants included all graduating seniors from the many different multicultural/diversity organizations (NOIR, International Club, Kinesis

Leaders, Allies, Queer Student Union, Diversity Recruitment Team, Hillel and RA Diversity & Inclusion Committee).

The Master of Ceremonies was Mr. Brandon Jackson, the Coordinator of Multicultural Programs and Residential Communities. Marked by great food, family, and the presenting of the Kente stole to each honoree by the person of their choice, makes this a much anticipated event each year.

Ragina Lashley, graduating professional writing major says, "I first learned about the Kente Ceremony when I arrived to campus as a freshman from members of Noir student club" and "I recall them saying how special it was

and that it can be very emotional".

Lashley, who received the Legacy Leadership Award and was presented with her stole by her mother, said that she enjoyed hearing the different family members and instructors share stories about their personal relationships, experiences, and growth of each Kente graduating senior.

"I felt that it was very special," Lashley said.

The history of the Kente cloth, the stole, given to the graduates comes from African culture of the Ashanti people representing royalty and worn in times of high importance.

# About the Diversity Team

The Diversity Team is made up of Elizabethtown students who are working to expand diversity on the campus of Elizabethtown College. The team is made up of students from a variety of ethnic, cultural, sexual orientation, religious, and socio-economic backgrounds.

## Goals of the Diversity Team

To increase diversity on the campus of Elizabethtown College through a variety of initiatives:

- Create programs and activities on campus that encourage diverse learning experiences.
- Create connections with community organizations which work with diverse populations.
- Work to increase campus diversity of underrepresented students at Elizabethtown College.

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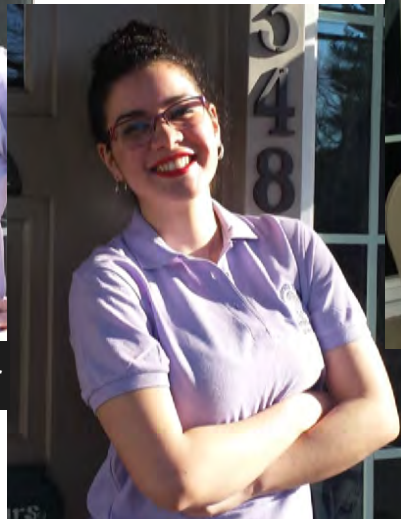
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