

Diversit-



DIVERSITY TEAM NEWSLETTER

FALL 2017

“The Trouble with my Name” discusses lived experiences as a Puerto Rican in Pennsylvania

By Francesca Galarza

On September 26th, 2017, Elizabethtown College held a lecture event with award-winning author and professor, Dr. Javier Avila. Avila is a Puerto Rican-born English professor and activist at Northampton Community College in Bethlehem, Pennsylvania. His lecture titled “The Trouble with my Name”, discussed the difficulties he faced when he moved from Puerto Rico to Central Pennsylvania.

During his lecture, Avila explained the racism he faced before and after moving from the island to the States. Although this is a very difficult and “heavy” topic to talk about, Avila found a way to make the subject comical and relatable. I enjoyed the speech because I am able to relate to it personally, as I have experienced some of the same issues in my life.

Avila believes the “trouble” with his name stems from the fact that in Puerto Rico, people would consider him “white.” However when he moved to the mainland, he was considered “brown”, and was treated very differently.

In addition to discussing

the racism he has faced, Avila discussed a variety of other social injustices, including women’s rights, gender equality, and wage inequalities.

Overall, I thought the event was great because it allowed me to better understand myself as a Puerto Rican woman by being able to connect with someone who has gone through similar experiences.

In my opinion, Hispanics and Latinos often face racism in ways most other groups do not, which is something Avila discussed throughout his dialogue. He discussed how he believed Latinos face racism from both white people and people of color.

For instance, while in Puerto Rico, he was considered a “white” man. In Pennsylvania, he faced discrimination of the “brown person”. I believe the lecture was very enlightening in that it discussed a topic that is often taboo or underrepresented.

He provided an insight into the life of Latin-Americans that most people do not typically know exist. I look forward to attending other similar events on campus soon.

This event is part of an

entire lecture series, where authors and scholars will come to discuss different diversity-related and social justice issues. The lectures will take place twice every semester and are brought to Elizabethtown students by the Office of Diversity.

To learn about these lectures and more, please visit www.etown.edu/offices/diversity, or contact the E-town Director of Diversity, Dr. Monica Smith at smithm@etown.edu.



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Student Spotlight

Name: Yawen Zhang

Major: Actuarial Science

Graduation Date: December 2020

Hometown: Chengdu, China

Favorite Marketplace food: Ice Cream

Best Memory: Working for paint crew last summer

Reason for joining the Diversity Team: My different background makes me come up with ideas from another angle, which I think can help the Diversity Team. In addition, I am really interested in cultural things and enjoy communicating with and working with people.



After an eighteen-hour flight, the plane arrived at Philadelphia international airport at 4:15 pm on Jan 11th, 2017. I knew an amazing adventure had begun and I was ready for experiences ahead of me.

I have been here for nine months, during which I have gone from the honey moon to homesick stage, and I am in a new stage right now. I regard Etown as my second home. I feel I have become stronger after struggling with and fixing many challenges I faced regarding academics and culture.

I love to write about my experiences with culture challenges. The first one is food. The funniest thing is that I found the size of food here was bigger than at home. Sometimes I feel it is a big waste that I cannot finish the whole plate.

In addition, it surprised me when I saw everyone drink ice water even in winter. Chinese people always drink warm water according to a saying that warm water is good for our stomachs. The second one is physical environment. Compared to Etown, my hometown is definitely a big city.

My academic experience here has also been different than in China. My first major was biology, because I wanted to become a nurse or a physician's assistant. But after two-months of studying, I realized I should switch my major from

biology to math because I am not a big reader and I am more interested in math and better with numbers.

After talking with the nice woman in career services and great professors in the math department, I knew I wanted to be a math major. What surprised me is that the professors helped me make a study plan immediately. Since I wanted to move faster, they agreed to give me placement tests. Even though I did not do well on my second test, I appreciated it a lot.

Here professors are nice and care for every student, which is a big reason I love Etown. This semester is going better than last semester, and I enjoy every day.

Now I feel I belong here, and love being here more and more even though I still miss spending time with my sister and parents, and miss Sicuan hot pot. Here I discuss school work, do sports and cook with friends from different places. I have tried Indian curry, French crepes and Vietnamese chicken so far, which were all cooked by my friends!

I worked for Etown paint crew over the summer; I went to the March for Racial Justice with American friends; I joined the Emotion show; I am the president of Chinese club. These are all worthwhile investments in my life. I highly recommend for prospective students to take tours, attend events, and do overnight visits here!

Students Take D.C. with March for Racial Justice

By Jalil Pines-Elliott

I march for myself. I march for all my brothers and sisters, whether they are black, hispanic, disabled, LGBTQ, and everyone in between. I march because I want to help change the racism society has continued to ignore. If you live in today's America, you may or may not understand how divided this country is. You can try to ignore it, avoid it, or disregard it, but it's right here: this is a divided country. Recently, racial justice protests have been on the rise in professional sports. Most notably has been athletes kneeling during the national anthem.

Unfortunately, many do not understand what these individuals are protesting or fighting against, which is one of the main reasons why the March for Racial Justice and so many other protests have had the need to happen. We, as human beings, must march "because as long as U.S. laws, policies, and practices remain steeped in white supremacy, basic human rights and civil rights for all-our universal and constitutional rights-will never be fully realized."

On that chilly September morning, approximately 45 students and staff took the 2-hour bus ride to our nation's capital to voice their opinions and protest not only the racial justice, but justice for black women as well. The march moved down the National Mall,

including taking a knee in front of the Trump International Hotel, left many students feeling inspired and "eager to do more", said Jamil Pines-Elliott, a junior business student at Elizabethtown College.

Pines-Elliott, like many other Elizabethtown students, helped make bags and signs the night before the march at the Mosaic House. With these signs, students were able to peacefully voice their thoughts. Chants of "Black Women Matter" and "No Justice, No Peace" could be heard from the streets as marchers embraced each other with peace and positivity. Signs, posters and flags were plentiful and showed the emotion of everyone involved, whether that felt affected by it or not. Marches like these are happening all over the country, especially considering the political climate that we're in, and it is our duty to try and influence the way that others think.

The march's official vision was "to create a just & equitable future for communities of color... [and to] mobilize organizations, groups and individuals, to stand together for racial justice in Washington, DC." The march's official mission "is to harness the national unrest and dissatisfaction with racial injustice into a national mobilization that strengthens local and nationwide efforts for

racial equity and justice." This, however, was not just a march for racial justice.

The March for Racial Justice combined with the March for Black Women to create a dynamic march, pursuing equality and justice for all people. There were no known counter protests to either of the marches. The march itself demonstrated peaceful protesting to the injustices that marginalized groups continue to face each and every day. We, as people, cannot truly be considered

equal if groups of people are still marginalized and targeted. Racism may not be as gruesome as it was 50 years ago. However, it is still alive today. Marginalized people are still being unfairly treated by law enforcement and discriminated against. America has ignored these incidents since they first began to happen, yet not a lot has happened to change that. We will not stop fighting, marching and protesting until change occurs!



“Not Your Negro” shares unheard Civil Rights stories

By Jamil Pines-Elliott

On October 3rd in the Gibble Auditorium, students and faculty had the opportunity to watch I Am Not Your Negro, the 2016 documentary film based on James Baldwin's unfinished manuscript, Remember This House.

Baldwin was one of the most inspirational and influential writers of African-American literature. He was well known for his brute honesty and ability to explore the unspoken complexity of racial distinctions in American culture. Although he rejected the label “civil rights activist,” he was a direct participant in the Civil Rights Movement. He was so heavily involved that Time magazine put him on the cover in 1963.

Narrated by award-

winning actor Samuel L. Jackson, the documentary finishes what Baldwin started. It touches on the topic of race and examines the history of racism in the United States through Baldwin's reminiscences of three prominent civil rights leaders: Medgar Evers, Malcolm X and Martin Luther King Jr. It also offers a rather unique and personal observation of American history from Baldwin's perspective.

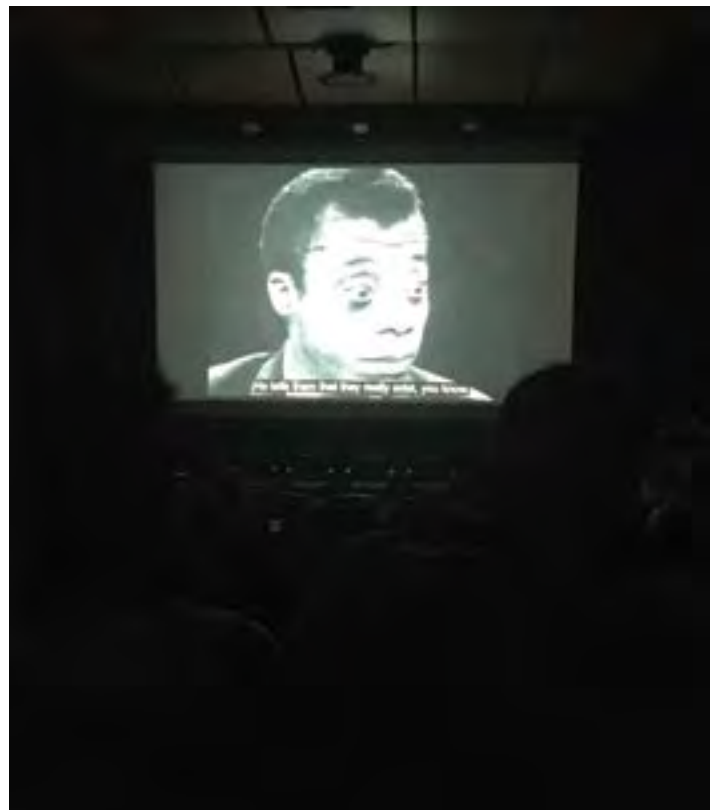
The film, which has been nominated for 42 awards, including Best Documentary Feature at the 89th Academy Awards, was followed by a deep panel discussion that featured faculty member Stephanie Diaz, Dr. Richard Newton, Dr. John Rohrkemper, and Professor Alexandria Poole, along with support from Dr. Monica

Smith. The conversation discussed a variety of topics, similar to those that Baldwin touched on. Many of the panel members agreed that there was, and still is, a “lack of accountability that Baldwin talks about” and people are “not willing to put responsibility where it's supposed to lie.” This relates to the police brutality that has existed for centuries. There was also a lot of conversation in terms of the similarities between the present and 40 years ago. There were several points during the film that made me realize that things are not much different at all, which is pretty scary. There were images and a video of a group of white people holding up pieces of cloth that said “White Power”, accompanied with a swastika. There were other images of white people holding up Confederate flags. One picture, taken in 1963, showed Malcolm X holding up a newspaper, with the headline reading “Seven Unarmed Negroes Shot in Cold Blood by Police Brutality.”

These images and examples stood out to me because, unsurprisingly, they do not look much different from what we have seen in our country today. From Charlottesville to Ferguson, the only difference between what is happening now and what happened then is that we actually know about it. Having the world at our fingertips allows us to access news in only a matter of seconds. This can be good

and bad, but it most certainly allows for immediate updates on what is happening in the world. During the 1960's, information did not reach users as it does today. I Am Not Your Negro compares and contrasts what is happening today and what was going on in the 60's. Connecting the past to the present establishes similarities and differences in the two movements that dominated and impacted each respective era, the Civil Rights Movement and Black Lives Matter.

At a time like this, where the nation is more divided racially than it has been in some time, it is extremely important to have these conversations about race in America. For one, educating ourselves on issues regarding race allows us to be better prepared for discussions. This film not only gave people the inspiration to speak and share their opinions on racial tensions, but it also allows us to hear from others who have different perspectives on the issue. Professors from different departments and backgrounds offered their professional and personal insight on their experiences with race from when they were younger. For some, it did not affect them, however, for others, it did and still does. “I have to do a moral calculus,” said Dr. Richard Newton, referring to how he has to think about whether or not he can run at 4 AM in Etown. “A lot has changed and nothing has changed at all.”



Don't Caca on my DACA

By Guadalupe Carnero

The word “immigration” holds a negative connotation today. Politicians and mainstream media use this verbiage daily. The Trump administration has demonstrated its horrendous intentions to degrade and deport immigrants just within its first 280 days in the White House. The administration's anti-immigration intentions can be clearly seen through Trump's proposed border wall, the travel ban implemented and now DACA. The president has recently shifted his political agenda to the Deferred Action for Childhood Arrivals program (DACA).

DACA was created in 2012 by the Obama administration as a temporary approach and acknowledgement of the situation of this affected group of people. DACA gives undocumented immigrants the protection from deportation, a protection that is still only given under strict guidelines. Immigrants who pass the guidelines are granted a legal working permit which must be renewed every two years.

DACA applicants, known as Dreamers, have lived in U.S. for most or if not all their lives. They serve in our military, are teachers or local business owners. They are essential to the infrastructure of the United States economy. Most of these Dreamers are not familiar with any other country other than America simply because they have

been raised the American way since they were young. By ending this program, the Trump administration will have the information and names of over 800,000 immigrants that will be made illegal once the program is terminated. According to the U.S. Citizenship and Immigration Services, there are 1,267,834 approved applicants as of the end of June 2016. This potential end to the program, causes the population of Dreamers to fear the nation that has always been their home. The Trump administration publicly announced the end of Deferred Action for Childhood Arrivals, on September 5, 2017, and over 800,000 Dreamers' and their families will be affected by the decision to end DACA.

Our friends, classmates and family are being unfairly ostracized by society. Often called “entitled brats” and “freeloaders”, Dreamers are bashed daily on social media outlets. DACA students are not eligible for federal financial aid, so, they pay their tuition out-of-pocket. Many colleges around the nation allowed DACA recipients to enroll under international status, taking away the opportunity to obtain institution scholarships, as well as, scholarships from outside sources that required its applicants to be American citizens. What some people don't seem to understand is that DACA recipients must work harder just to be in the

same position as the person next to them. It is completely unfair to treat these students as though they are taking away opportunities from American citizens when they must go above and beyond to even be considered for those same opportunities. These are young people that worry everyday about having to live a hidden life in a place they call home. A lot of good people are going to be hurt because of this irrational, inhumane, misunderstanding of law.

That is why it is up to us, as fellow Jays, friends, and neighbors to support one another, especially towards DACA recipients who struggle and face backlash

daily. While these events are extremely concerning, President Strikwerda released a statement to all Elizabethtown students, giving words of encouragement, and providing the college support on its stand against the termination of DACA. He also gave his consolation to all the hardworking DACA students. We must show our support during this tough and confusing time. By giving inspiring and uplifting words, we must be there for one another. We must as classmates and fellow colleagues make ourselves aware of policies that not only affect us but the person next to us.



Global Institute for Diversity and Change founder speaks

By Yawen Zhang

September 20, Elizabethtown College students attended a workshop titled “Diversity is Our Greatest Asset.” The lecture was presented by Yewande Austin who is from the Global Institute for Diversity and Change. She is a confident woman and loves teaching young people about diversity and culture.

The lecture was designed to help students recognize that their differences are an asset and to use those assets to build our collective strength. Culture is something that can connect people and that can be learned by all. Using what we learned, not only can we deal with some issues personally and socially about our differences, but we can also have more productive communication with and educate different people, and recognize situations where we should not be involved.

Ms. Austin told us that our differences including sizes, and ethnicities are just our limitations instead of disabilities. Then she asked us to share some words which people use to describe us but make us feel down.

I was the first person to share. I am an international student from China. The differences between the two culture can lead some misunderstanding.

For example, when people say I am too thin, I would want them to say it is because my different life style; when people say I am too serious, I’d want them to say I am the kind of person who cares about my future and career; when people reference some stereotype about Asian women like all Asian women are poor drivers, I would want them to say the stereotype does not define a person.

The next person who shared, shared her experience with beauty standards. Once a person said she was pretty for black girl, and she felt uncomfortable.

American, Asian and European

beauty standards are all different. We should not judge people by that. The last person who shared said he had a bad feeling when someone said he was not black enough, and he emphasized that he is really proud of being an African American.

Austin showed us some negative effects of intolerance and the two unconscious ways that these negative effects happen. The negative effects include emotional distress, rejection of culture, chronic illness, lower test scores, low school participation and social conflict.

One thing that can lead to negative effects is implicit bias. Implicit bias is an attitude towards a person, thing or group that a person holds at an unconscious level. Another issue is micro-aggressions, negative messages that target persons based solely upon their marginalized group membership.

For instance, “You speak English really well,” “You are not like other blacks I have met,” “Asking an Asian person to help with math,” even though some of these sounds like saying good things about the person, these are all micro-aggressions.

Discriminations are fueled by many things like history, media, home

environment, families and peers. However, we can help to interrupt micro-aggression by inquiring, revisiting, intervening, or just walking away. The last and also the most interesting part of the lecture was the role play. Students practiced how to interrupt micro-aggressions in different situations. This helped us to remember how to deal with issues in our daily lives.

To learn more about Austin, her articles and her ideas about diversity education you can visit www.globalinstituteforchange.com/about.



Diversit-E, DiversiTea, Diversity

By Savannah Martinez

What does diversity look like on campus?

- Diversity very simply is defined as “the condition of being composed of different things.” Elizabethtown College works diligently and consistently to be diverse and inclusive. When we speak of diversity on campus, we encompass more than just race and culture. We are also actively thinking about diversity in ability status, gender, geographical location, interests, intellect, national origin, political viewpoints, religion, socioeconomic status, sexual orientation, and everything else that makes us unique individuals. We strive to make every student, staff member, and visitor feel comfortable and welcome on our campus.

What is the RA Diversity Committee?

- Resident Assistants (RAs) are employed through the Office of Residence Life to help promote learning and cultivate a sense of belonging within the residential communities on campus. Within this role, we each belong to a committee. These committees include: Learning Curriculum Steering Committee, Selection Committee, RA Development and Recognition Committee, and the Diversity and Inclusion Committee. The Diversity and Inclusion Committee is unique in that we, as RAs, get to collaborate with each other outside of our respective buildings, as well as with the Mosaic House, to plan events for the entire campus. We are not limited in what topics we cover, nor are we confined to planning programs that specifically relate to our current learning goals or that pertain to the residence hall we live in. While all RAs are responsible for and committed to diversity and inclusion on campus, the Diversity Committee puts forth the extra effort into making sure we are creating events that pique everybody’s interests and are helping people learn about new things that are different from our norms. When asked

why being on the Diversity Committee was important to her, RA Caitlin Olivas of Founders B1 and B2 (also known as the Gender Inclusive Hall and Stonewall, respectively) movingly responded with:

“...the amount of diversity on my floor is huge. It’s important to me that the community on campus is able to learn more about the diversity in different countries, in different cultures, and especially in the United States. I want to help foster a community of understanding, of tolerance, and of connections. It’s important that we are involved because Elizabethtown is our home for a greater part of the year. It’s important that we make that home everyone’s home and that everyone feels supported and welcomed here.”

Diversity Committee in Action

- On Tuesday, September 19th, 2017 the DiversiTEA event, was held in the BSC concourse from 4-6 pm. This was the first event of the year hosted by the Diversity and Inclusion Committee. Although I was not involved in the planning or execution of this event, I did attend and had a great time. Each RA that was involved conducted research on Morocco, India, Great Britain, and Argentina, focused on a tea that was popular in each of those country, and talked to students passing by about the traditions surrounding each tea. The purpose of this event was to highlight

how, “...the different levels of diversity in the world we live in can be as small as different tea traditions,” and as large as cultural norms. As the RAs discussed their country’s tea of choice, students also had the option of receiving a cup of tea in order to wholly experience the culture they were learning about.

How to Get Involved

- The best way to get involved is to show up to events and give us your support. Have a conversation with us. No matter which role we are in, we want to hear your voice because we want to make sure there is something engaging for everyone. Tell us about that exciting fact you learned, or that you wished we would have covered something more in depth. Let us know what is on your mind. It’s that simple. We hope to see you around!



The Diversity Team

Contact Us

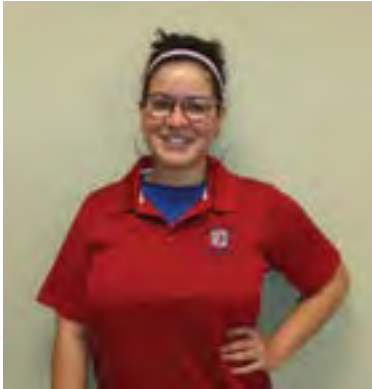
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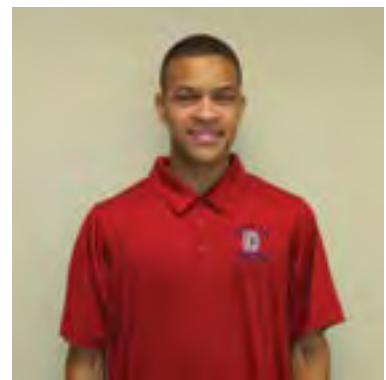
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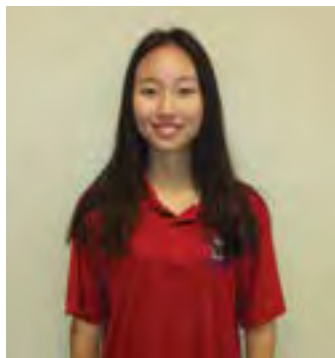
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