

Office of Inclusion & Diversity Center for Inclusion & Diversity

Annual Report 2021-2022

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Student Engagement

Cultural Heritage Events

DEI Committee

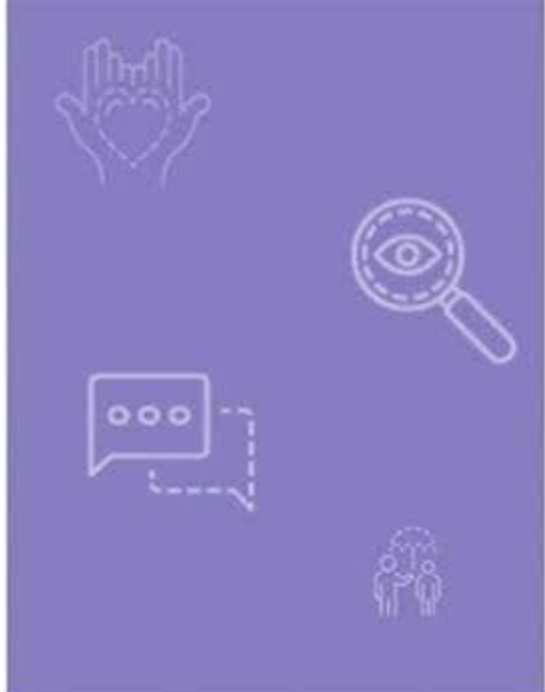
NICSS

Speaking Engagements/Presentations

Student Engagement

Brave & Bold Dialogues™

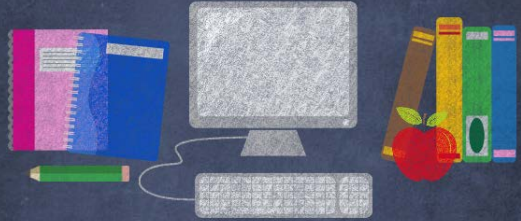
Diversity, Equity
& Inclusion -
College Edition







The Center for Inclusion and Diversity,
International Student Resource Center,
and the Department of Language and
Cultural Studies Presents:

Cultural Connections Welcome Back
Game Night!



Location: Student Union Ballroom
Time: 5:30pm - 7:00pm
When: September 1st, 2021
Scan the QR code to RSVP



Website: www.fresnostate.edu

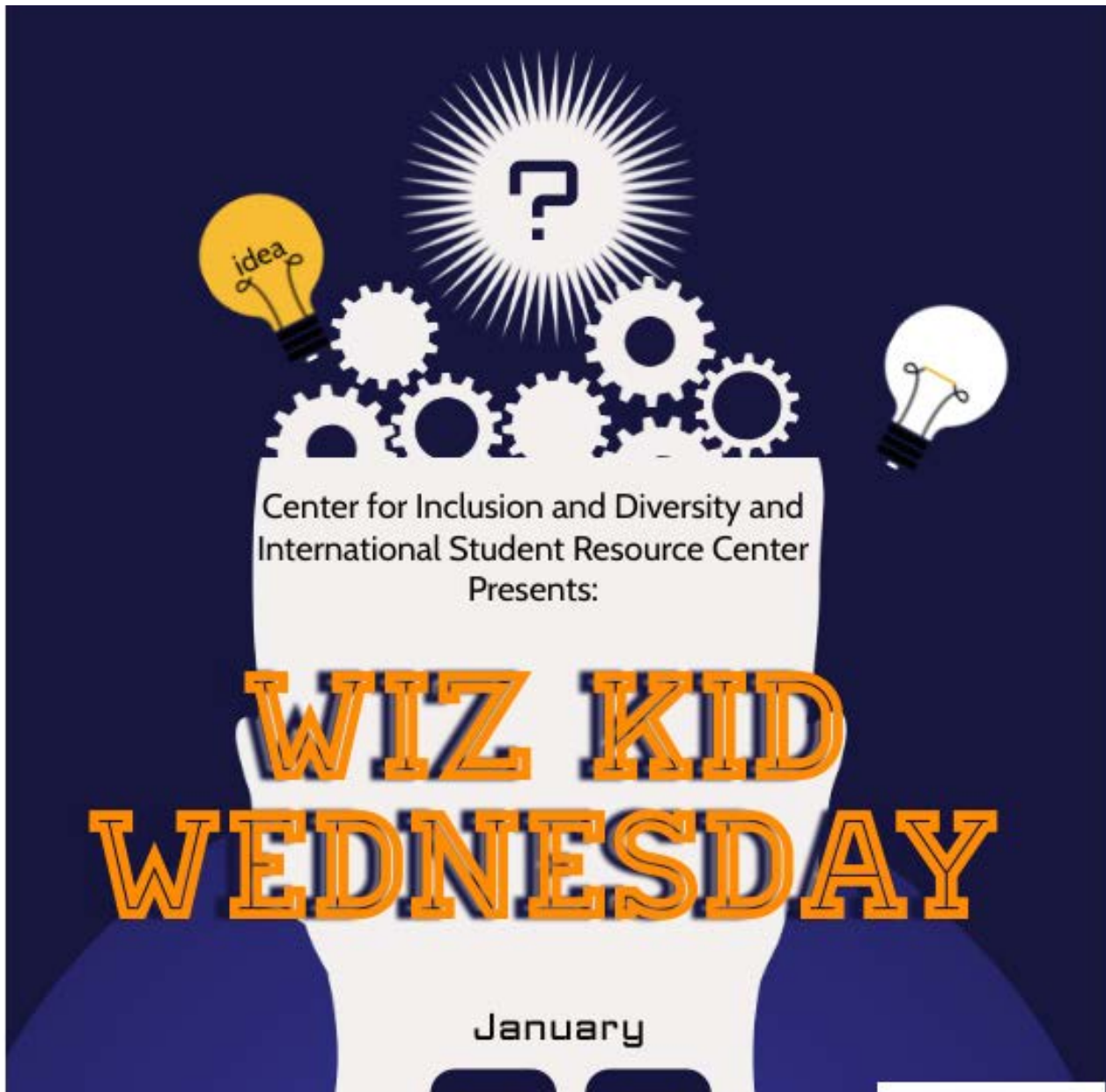
Welcome Back Game Night:

Donuts with Doc





Spooky Scavenger Hunt



Center for Inclusion and Diversity and
International Student Resource Center
Presents:

WIZ KID WEDNESDAY

January

Wiz Kid
Wednesday

Heritage Month Events



Latinx Heritage Month
September 15 – October
15

The Center for Inclusion and Diversity Presents:

"What's In a Name: How I became Latinx"

Dr. Briseño will discuss
history of Latinx people, using
his own family and personal
history to describe the journey
from Spanish, to Mexican, to
Hispanic, to Chicano, to
Latino/a, to Latinx.

Presented by Dr. J. Andrew Briseño,
English professor

TUESDAY
October, 12th
AT 5:30PM

LOCATION: Cane River Room in
the Student Union



Made with PosterMyWall.com

Native American/Indigenous Heritage Month

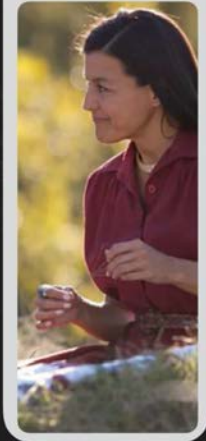


Awake: A Dream from Standing Rock and L'Eau Est La Vie

Nov. 2 @ 5:30
President's Room

The Cherokee Word for Water

Nov. 11 @ 5:30
Hendricks Room



Blood Quantum

Nov. 18 @ 5:30
Hendricks Room
NOT FOR CHILDREN

Native Film Club 3

CELEBRATING NATIVE AMERICAN HERITAGE MONTH
DISCUSSIONS AND PIZZA SERVED



Other Sponsors:
American Indian and Indigenous Studies
School of Social Science and Applied Programs
Pre-Law and Paralegal Studies
Native American Student Association

Black History Month February

NORTHWESTERN STATE UNIVERSITY SGA PRESENTS

BERT & DET TUES. JANUARY 18TH, 2022 AT 6PM CST

EPIC RAP BATTLES OF BLACK HISTORY



LOCATION:
STUDENT UNION BALLROOM

@BERT_AND_DET

Women's
Herstory
Month



THE CENTER FOR INCLUSION AND DIVERSITY
PRESENTS:

WOMEN IN JAZZ

WORLD RENOWNED FLAUTIST/LECTURER GALEN ABDUR-RAZZAQ WILL PERFORM AND LECTURE ON THE HISTORY OF JAZZ CHRONICLING THE MUSIC FROM THE TURN OF THE CENTURY TO PRESENT DAY; WOMEN IN JAZZ HIGHLIGHTING THE INFLUENCE THEY HAD ON THE EVOLUTION OF JAZZ AND THEIR SIGNIFICANT CONTRIBUTIONS TO THE ART FORM.

MARCH 15TH

LOCATION: STUDENT UNION BALLROOM

TIME: 6:00PM



The Center For Inclusion and Diversity
Presents:



PITIONARY

Pictionary: Womens History Edition

March 29, 2022

Time: 7:30PM

Location: Student Union Presidents Room

**Free Fun for all! There will be opportunities
to win prizes and snacks.**



Pictionary: Women's Edition



Sponsored Webinars



PRESENTED BY THE OFFICE OF
INCLUSION AND DIVERSITY

MANAGING DIFFICULT CONVERSATIONS AND DYNAMICS IN THE CLASSROOM: AN INTERACTIVE WORKSHOP

Wednesday, October 20, 2021

3:00-4:30 PM

Student Union | Cane River Room

PRESENTER

ABIGAIL LEEDER

Managing difficult
conversations and
dynamics in the
classroom:
Presented by OI&D

DEI Committee

Reports to: VP of Inclusion and Diversity



Responsibilities

- Support the Office of Inclusion and Diversity, the Center for Inclusion and Diversity, and the Office of Accessibility and Disability Support. Assess admissions, recruiting, hiring, and retention policies and practices with attention to significant discrepancies between the University campuses' demographic representation. Assess and monitor the campus climate and environment as it relates to diversity and inclusion. Review issues or concerns submitted by the members of the University community concerning diversity. Recommend necessary and appropriate policy changes to the administration using the Higher Education Excellence in Diversity (HEED) application as a framework.

Purpose

- This committee is tasked with embodying the principles of the DEI strategic plan which includes diversifying the students, faculty, and staff; creating equitable campus curriculum, reviewing policies and procedures to ensure they are nondiscriminatory, and providing a meaningful campus environment that emphasizes safety, and allows campus constituents to amplify their authenticity.

Composition

Committee Chairperson (nonvoting), selected by voting members of committee, is responsible for calling and presiding over meetings, appointing a recorder of meeting, and ensuring that minutes are distributed to all voting members.

- One staff member from Athletics
- Two staff members from Student Affairs
- One staff member from EEO/HR
- One staff member from Admission/Enrollment Management
- One staff member from University Police
- One staff member from Office of Accessibility and Disability Support
- One staff member from Library Services
- One staff member from Financial Aid
- One staff or Faculty member from Off Campus Site
- Three faculty members
- Three student members, appointed by the Student Government Association

Ex-Officio – The Vice President of Inclusion and Diversity (VPID) and the Coordinator of the Center for Inclusion and Diversity (CCID) will serve as non-voting member advisors and will be responsible for the charge and work of the committee.





Northwestern Inclusive Coaching Seminar Series

NICSS



Seminar: Mental and Emotional Health

- Presenter: Nancy Alexander
- November 1, 2021
- Shreveport Campus
- Noon – 1 PM
- LB 2221

PRESENTED BY THE OFFICE OF
INCLUSION AND DIVERSITY

NORTHWESTERN INCLUSIVE COACHING SEMINAR SERIES

Please join Ms. Randi Washington and
Dr. Keicia Hawkins as they provide
information about Ability and
Accessibility

The purpose of this NICSS session will
be to equip faculty and staff with the
tools to be effective allies and
advocates for students with
disabilities.

NOV 18, 2021 | 12:30 PM - 1:30 PM

HENDRICKS ROOM- STUDENT UNION

Box lunch will be provided
Please RSVP by Nov 16th



Seminar: Ability V Accessibility

Seminar: Equity VS. Equality

THE OFFICE OF INCLUSION AND
DIVERSITY PRESENTS:

EQUITY V. EQUALITY

Please join Kathryn Gentry or Jack Atherton as they provide knowledge on the difference between Equity and Equality.

Kathryn Gentry
January 20th
12pm-1pm

Located in the Friedman Student Union Presidents
Room

Jack Atherton
January 25th
12pm-1pm

Located in the Friedman Student Union Presidents
Room



Scan the QR code to RSVP. There will be lunch provided to those who RSVP 3 days in advance.






PRESENTED BY THE OFFICE OF
INCLUSION AND DIVERSITY:

Combatting Implicit Bias

The NICSS session on Implicit Bias will empower participants to recognize bias, develop a responsive nomenclature and discover ways to decrease the effect of bias on your decision making.

FEBRUARY 17, 2022 | 12:30 PM
LOCATED IN THE STUDENT
UNION PRESIDENTS ROOM

Box lunches will be served to those who have RSVP. Please RSVP by February 15th, 2022.



Seminar: Combatting Implicit Bias



Seminar: Implicit Bias

- Presenter Jacqueline Blakes
- Shreveport Campus
- January 24, 2022
- Noon – 1:00 PM
- LB 212



ED BY THE OFFICE OF
SION AND DIVERSITY:

Dynamics of Racial Identity

The goal of this session is to provide tools NSU faculty and staff can use to better understand their own racial identity and how it might impact privilege and oppression.

FEBRUARY 24, 2022 | 12:30PM
HOLDING ROOM
LOCATED IN THE STUDENT
CENTRAL RESIDENTS ROOM



Seminar: Dynamics of Racial Identity

Seminar:
Mental and
Emotional
Health

THE OFFICE OF INCLUSION &
DIVERSITY PRESENTS
NORTHWESTERN INCLUSIVE
COACHING SEMINAR SERIES

MENTAL AND EMOTIONAL HEALTH

by Rebecca Boone

Light refreshments provided

MARCH 14, 2022 | 3:30 PM - 4:30 PM
**FRIEDMAN STUDENT UNION - HENDRICK MINI
BALLROOM**

The state of our mental and emotional health impacts everything else in our lives. Whether you're a student, campus leader, administrator, faculty member, or a combination of several of these, your mental well-being and that of people around you is a crucial factor affecting your quality of life as well as your academic and professional performance.





COMPETENCE
 PRESENTED BY DR. RUTH WEINZETTLE & MRS. LISA HARRIS

Cultural competence is being aware of one's own cultural identity and views about difference and learning and building on the varying cultural and community norms.

MARCH 15, 2022
 11:30 AM - 12:30 PM



Seminar: Cultural Competence



NICSS session presented by The Office of Inclusion and Diversity


LGBTQIA+

Issues

LGBTQIA + students need acceptance, support, and safety. This session will outline guidance to faculty and staff to serve as allies to this community.

FACILITATORS: DR. DAVID FULLER, DR. KECIA HAWKINS, AND MR. TREVOR O'BANNON

TIME: 11:30 AM - 12:30 PM
DATE: APRIL 21ST
FRIEDMAN STUDENT UNION
THE CONFERENCE ROOM-ROOM 221.



Seminar: LGBTQIA+ Issues

Special Events

Please join us for the dedication of the

SEVEN OAKS STAGE

OCTOBER 21, 2021 • 6:00 P.M.



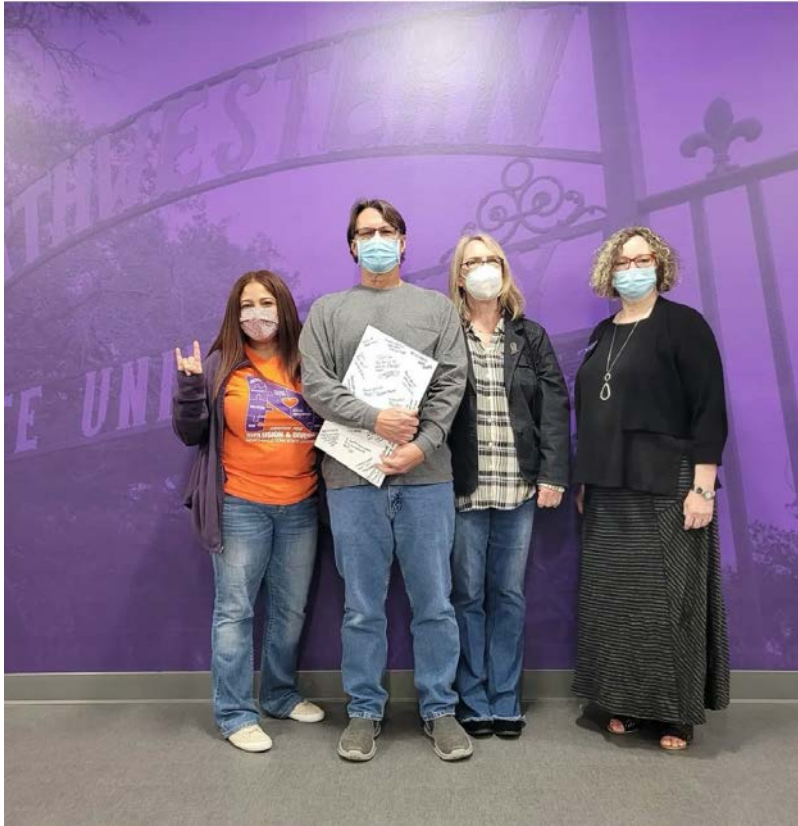
CDC guidelines in place for masks and social distancing



Bring those students and civil rights pioneers who integrated our university.

III | NORTHWESTERN STATE

Dedication of
the Seven
Oaks Stage



EMPOWER VOICES

FILM PRESENTATION
*Community First:
A Home for the Homeless*

The producer, Layton Blaylock, will introduce the film and hold a Q & A session afterward.

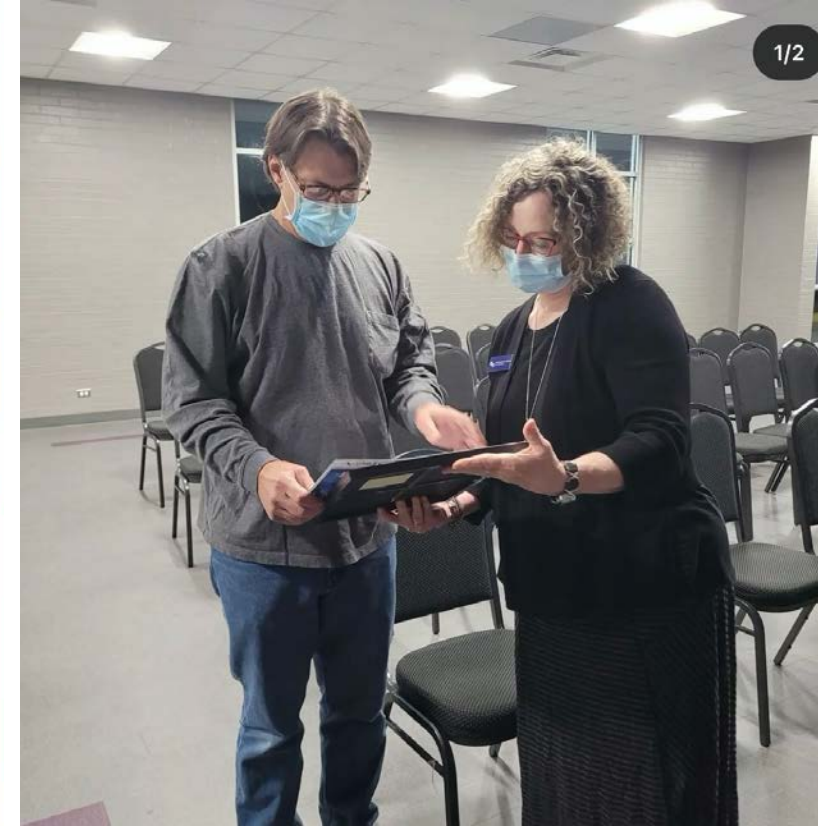
**Tuesday
November 9
6:30 p.m.**

**Lucile M. Hendrick Room
Student Union**

RSVP to attend in-person
nsu.la/voices

Sponsored by

The poster features a colorful, mosaic-style illustration of a city skyline with houses and trees. It includes several award logos and a 'as seen on PBS' banner.



Empowered Voices

Multicultural Christmas Concert

Tuesday, December 7, 2021

6:00 - 8:00 PM

Treen Auditorium

715 University Parkway

Free and Open to the Public

Sponsored by the Louisiana Folklife Center, the NSU Center for Inclusion and Diversity, and the Louisiana School for Math, Science, and the Arts.

FOR MORE INFORMATION
(318) 357-4200

Multicultural Christmas Concert

MLK Day Celebration January 17, 2022

Prayer Breakfast

MLK Recreation Center – 9 a.m.

Guest Speaker: Pastor John Williams
Antioch Baptist Church #2, Pleasant Hill

March for Justice & Peace

Lineup @ 10 a.m. – Ben Johnson Parking Lot
March begins at 11 a.m.

MLK Monument Dedication Ceremony

Presentations by: Theta Chi Chapter of Alpha Phi
Alpha Fraternity Inc. & NSU Lifted Voices Gospel Choir
Guest Speaker: Darrin Nixon, NSU NAACP President
NSU NPHC President

Presented By: **NATCHITOCHES**
WHERE HISTORY LIVES



Dr. King Day of Service 2022

Saturday, Jan. 15, 2022

In honor of Dr. King's service to humanity, we are asking the Natchitoches community and NSU organizations to select one of the activities we've coordinated for a Day of Service. Please select the activity of your choice by visiting the Signup Link below:
<https://www.signupgenius.com/go/8050A4BA4A429A4F94-drking>

The group with the most participants will earn lunch with Mayor Ronnie Williams, Jr.

A team leader will reach out to you provide time and location of service activity prior to Service Day. For more details: Contact one of the organizers listed here.

Darrin Nixon: dnixon244917@nsula.edu
Brittany Broussard: broussardb@nsula.edu
Nicole Gray: nsgray@bcglobal.net



MLK Day Celebration



THE CENTER FOR INCLUSION AND DIVERSITY PRESENTS:

CHRIS MOLINA

Code Switching: Bringing Your True Self to Every Conversation



This signature program is designed to equip students of color and white classmates, staff, and faculty with the tools to understand Code Switching, it's inherent benefits and harms.

February 16, 2022

Location: Student Union Hendricks Room (Mini Ballroom)

Time: 6:00PM



Code
Switching:
Why you
talking
Black?

WELCOME TO CHECHNYA

INSIDE THE RUSSIAN REPUBLIC'S DEADLY WAR ON GAYS

FILM + Q&A

WHEN THE WORLD LOOKS AWAY WHO WILL STAND UP?

03/07/2022 7:15 PM
VARNADO BALLROOM

After the film, NSU Professor Melody Gilbert will moderate a Q&A with producer Igor Myokotin. Arrive early (at 7:00) for pizza.

The Documentary Screening Series is organized monthly by Professor Melody Gilbert in the department of New Media, Journalism, and Communication Arts.

FILMS, FILMMAKERS, & PIZZA

DOCUMENTARY SCREENING SERIES & THE HISTORY WE STAND ON SERIES PRESENT

MARCH 7, 2022 • VARNADO BALLROOM • 5:30

5:30-7:00

STORIES I DIDN'T KNOW

FILM + Q&A WITH FILMMAKERS PROF. MELODY GILBERT (NSU), RITA, & RAMONA (SANTEE SIOUX)

A search for her Irish ancestors leads Rita down an unexpected path to a family secret about a stolen piece of sacred land and the Dakota people it was taken from. What will she do with this knowledge?

7:00-7:15 PIZZA BREAK

7:15-9:00

WELCOME TO CHECHNYA

FILM + Q&A WITH FILMMAKER IGOR MYAKOTIN

Activists risk unimaginable peril to confront the ongoing anti-LGBTQ pogrom raging in the repressive and closed Russian republic of Chechnya.

The Documentary Screening Series is organized monthly by Professor Melody Gilbert in the department of New Media, Journalism, and Communication Arts. The History We Stand On Series is an ongoing project of Black Studies, American Indian Studies, Gender & Sexuality Studies, and the Center for Inclusion and Diversity.

DOCUMENTARY SCREENING SERIES & THE HISTORY WE STAND ON SERIES

FACING A FAMILY HISTORY BUILT ON STOLEN LAND

STORIES I DIDN'T KNOW

MARCH 7, 2022 @ VARNADO HALL

5:30-6:30

FILM SCREENING

A search for her ancestors leads Rita down an unexpected path to a family secret about a sacred piece of land and the Dakota people it was taken from. What will she do with this knowledge?

6:30-7:00 LIVE Q&A WITH RAMONA (SANTEE SIOUX) AND RITA

NSU Professor Melody Gilbert, Producer/Writer of this film, will moderate a discussion with the Dakota educator and the Irish-American filmmaker at the heart of the film.

7:00-7:15

PIZZA BREAK

THE DOCUMENTARY SCREENING SERIES CONTINUES WITH WELCOME TO CHECHNYA AT 7:15.

THE DOCUMENTARY SCREENING SERIES IS ORGANIZED MONTHLY BY PROFESSOR MELODY GILBERT IN THE DEPARTMENT OF NEW MEDIA, JOURNALISM, AND COMMUNICATION ARTS. THE HISTORY WE STAND ON SERIES IS AN ONGOING PROJECT OF BLACK STUDIES, AMERICAN INDIAN STUDIES, GENDER & SEXUALITY STUDIES, AND THE CENTER FOR INCLUSION AND DIVERSITY.

Documentary screening series

Speaking Engagements/Presentations

10 Sep. 2021

- RSO Workshop September 10, 2021

23 Sep. 2021

- Guest Speaker for Resident Assistant on LGBTQIA+ Allyship September 23, 2021

28 Sep. 2021

- Guest Lecture Capstone Class – Comm 4700 September 28, 2021

1 Oct. 2021

- NICSS Facilitators Training Workshop October 1, 2021

11 Oct. 2021

- BOM Bank Annual Training for our Staff

11 Nov. 2021

- President's Leadership Program talk

12 Mar. 2022

- Tabling Event at PFLAG Alexandria Second Annual Health Fair

8 Apr. 2022

- Freshman Connector Presentation

23 Apr. 2022

- Leadership Training Session Krewe of Excellence April 23, 2022

16 Jun. 2022

- How to Be an Overnight Success

18 Jun. 2022

- Juneteenth: The Beginning of a New Freedom

Leadership and Service

Reginald F. Lewis Scholar
Campus Facilitator

Call Me Mister Site
Coordinator

American Association
for Access Equity and
Diversity (AAAED)
Nominating and
Elections Chair

CUPA/HR Louisiana
Mississippi Gulf Coast
Chapter Past President

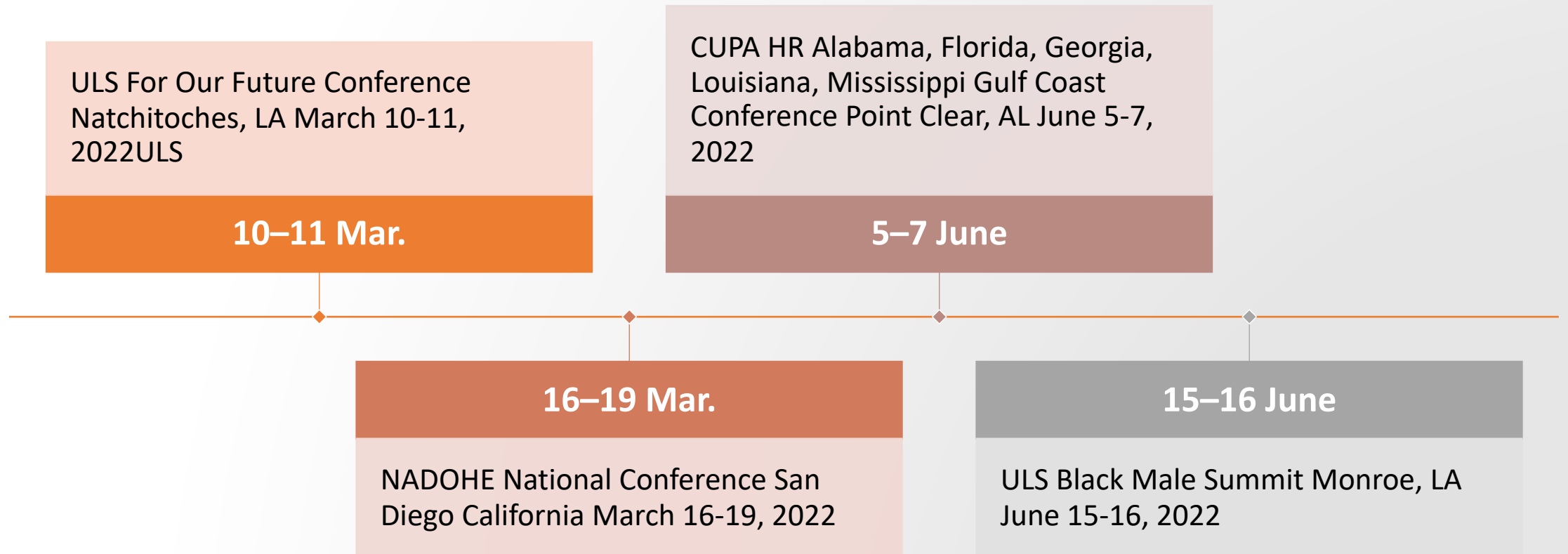
Louisiana Association of
Diversity Officers in
Higher Education
(LADOHE) Member At
Large

NSU Facilities Naming
Committee

NSU Diversity, Equity,
and Inclusion
Committee Ex Officio

City of Natchitoches
Task Force
Accommodating
Residents with
Exceptionalities

Professional Development



ULS For Our Future Conference
Natchitoches, LA March 10-11,
2022
ULS

10–11 Mar.

CUPA HR Alabama, Florida, Georgia,
Louisiana, Mississippi Gulf Coast
Conference Point Clear, AL June 5-7,
2022

5–7 June

16–19 Mar.

NADOHE National Conference San
Diego California March 16-19, 2022

15–16 June

ULS Black Male Summit Monroe, LA
June 15-16, 2022