

Office of Diversity, Equity & Inclusion

NEWSLETTER

Updates

November 2022



Dear SMC Community,

We are aware that the many changes happening on the campus have been challenging; we want to make sure that the community is aware of the concrete actions we have taken and will continue to take during our time as co-SDO's in our efforts at providing a sense of stability and progress. We believe that DEI must also be embedded in our organizational infrastructure, should drive who we hire and retain, how we develop relationships and inform the ways we invest in the success and advancement of diverse populations that are at the center of our community.

What we are doing...

We have participated in a series of meetings and listening sessions related to issues around climate, workload, student expectations and staff concerns. We have also received many emails and have had various impromptu meetings with members of the SMC community around other matters related to diversity, equity, inclusion and belonging. The Climate Survey and the listening sessions have informed deeply the initiatives and work we have engaged in and that we will continue to work on during the academic year.

The Office of DEI is collaborating with Julie Scaff on a faculty training on supporting neurodiverse students. Carrie Mitran, a professor in the Counseling Department, will lead a zoom workshop called " Top 10 tips (do's & don'ts) for Faculty Working with Neurodiverse Students" on **Thursday, December 8 from 10-11:30** over zoom. Here is the [zoom link](#) for the meeting.

GUIDE—*Gaels Uniting for Inclusion and Diversity through Education* “ represents our conviction that **shared intention** combined with **collective action** will guide our College on the journey toward a respectful, inclusive, and safe environment for all members of our campus community.”

At least two GUIDE Tier I workshops will be held in the spring semester. This workshop is required for all faculty and staff at least once every three years. See the Inclusive Excellence Website for additional information. If you are interested in organizing a [Tier II workshop](#) or being a Tier I facilitator, please reach out.

Associate Vice President and Senior Diversity Officer Search

Organizing a search committee, rethinking the job description and the role of the SDO with intention has been one of our highest priorities. We have been engaged in conversations with different constituencies on campus, professional networks and colleagues at our comparison schools, among others. We are happy to report that a committee has been formed. Next steps, including meetings and discussions on the job description and building out an office of Diversity, Equity, and Inclusion, are forthcoming. Be on the lookout for more specific announcements related to the search committee and a timeline for the search.

Faculty and Staff Meet & Greet



The Office of Diversity, Equity and Inclusion would like to cordially invite you to a Faculty and Staff Meet & Greet on campus at 1928 Pub **November 29th from 4-5:30.**

Drop in and say hello. Let's build community over hors d'oeuvres and refreshments.

National Events

Native American Heritage Month: celebrates the culture and heritage of individuals who deeply enrich the United States

Movember- month-long fundraiser for men's issues, including prostate cancer, testicular cancer, and men's suicide

10/31-11/2 – All Saints Day/All Souls Day/Día de los Muertos: commemorates those who have passed away in the Christian faith and Mexican and Aztec communities

11/16 – International Day for Tolerance (United Nations): founded by the UN to promote respect for various religions, languages, ethnicities, and cultures

11/16 – Dutch American Heritage Day: established to celebrate the longstanding friendship between the U.S. and the Netherlands

11/20 – Transgender Day of Remembrance (LGBTQ+): seeks to remember those who were murdered due to transphobia

Remember that the SDOs hold weekly office hours. The SDO office is located in Korth Tower #123.

Office Hours for James Johnson:

Wednesdays 12-1, in person or over [Zoom](#)

jhj2@stmarys-ca.edu

X8003 & x4447

Office Hours for María Luisa Ruiz:

Tuesdays 1-2, in person or over [zoom](#) (passcode:127624)

mlruiz@stmarys-ca.edu

X4568 & x4447

Sincerely,

María Luisa Ruiz, Ph.D. [[she/her\(s\)](#); yo, ella(s)]
Senior Diversity Officer, Office of Diversity, Equity and Inclusion
Professor of [Spanish and Latin American Studies \(SaLAS\)](#)

James H. Johnson Jr., PhD [[he/ him / his](#)]
Senior Diversity Officer, Office of Diversity, Equity and Inclusion
Director, Educational Technology

Black Lives Matter | **PRIDE** | **Dreamers Welcomed** | **AAPI Ally**

Please send us your [resources](#) for future newsletters. All resources will be submitted anonymously (unless you prefer to self identify).