

Dr. Elavie Ndura
Associate Vice President
for Diversity, Equity, and Inclusion
and Campus Diversity Officer

Greetings Cal Poly Humboldt Students and Colleagues!

Greetings, Humboldt County Community Partners!

Happy National Asian American and Pacific Islander Heritage Month!

The spring 2022 academic semester is winding down. Hence, Cal Poly Humboldt students and faculty are very busy wrapping up classes, preparing, taking, and grading final exams. Staff, faculty, and students are putting final touches on Commencement preparations. Let's remember to take a minute to enjoy the beautiful spring weather and breathe in the crisp fresh air in the midst of very busy schedules.

The month of May is dedicated to celebrating Asian American and Pacific Islander Heritage. As you read this May 2022 issue of ODEI Pathways, the monthly newsletter of Cal Poly Humboldt's Office of Diversity, Equity, and Inclusion (ODEI), I invite you to learn something new about Asian American and Pacific Islander people, cultures, and their contributions to your communities, the United States of America, and to the world. As you learn more about their lived experiences, resolve to join their struggles in any way that you can. We are a community, and we demonstrate our commitment to and love of community by showing up for one another.

In celebration of National Asian American and Pacific Islander Heritage Month, this issue of ODEI Pathways highlights several related topics including *HAPI Sprang from a Call to Build Community* by Terry Uyeki and Asian Pacific Islander Art from Cal Poly Humboldt's Reese Bullen Gallery Permanent Collection. We proceed to share ODEI program updates including the Institutional Anti-Racism Action Plan, DEI Professional Development, the Welcome to Humboldt initiative, and the impact of Cal Poly Humboldt institutional membership in the National Center for Faculty Development and Diversity. We also share equity arcata updates. We conclude by listing ways in which you can engage with ODEI to advance our shared quest for inclusive excellence and efforts to create safe and welcoming communities on and off-campus. Finally, we share a Tip of the Month, a practice that we inaugurated in the February 2022 newsletter.

Enjoy ODEI Pathways, and feel free to contact us with comments and suggestions through our office email address at diversity@humboldt.edu.

Peace,

Dr. Elavie Ndura
Associate Vice President & Campus Diversity Officer

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ASIAN PACIFIC AMERICAN HERITAGE MONTH

May is National Asian American and Pacific Islander Heritage Month, commemorated "to pay tribute to the generations of Asian and Pacific Islanders who have enriched American's History and are instrumental in its future success."

The demographic group of Asian and Pacific Islanders in the United States represents a broad set of identities from many geographic locations within a large region of the world. "Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island)."

Asian/Pacific Heritage national commemoration first became public law in 1978 as a week-long celebration, and expanded to a month's duration in 1992. "The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants."

For more information, including history, articles, artwork, photographs, and videos, please visit asianpacificheritage.gov and the [Asian/Pacific Islander National Archives](#)

If you are interested in becoming involved with our local Asian/Pacific Islander community, please check out the following organizations and their websites:



Asian, Desi & Pacific Islander Collective (ADPIC) whose purpose "is to bring together the A.D.P.I. community and the Cal Poly Humboldt community. We wish to celebrate cultural identities and to enhance education by sharing cultural knowledge. ADPIC will be a pillar for all students and staff seeking friendship, mentorship, educational opportunities, social understandings, and cultural history."

For more information, visit: adpic.humboldt.edu



Humboldt Asians & Pacific Islanders in Solidarity (HAPI) whose purpose "is to build and empower our community by amplifying, supporting, and encouraging diverse voices and perspectives to foster a more engaged and inclusive community."

Please see the next page for the story of HAPI's manifestation, its achievements, and present efforts.



HAPI Sprang from a Call to Build Community

By Terry Uyeki,
HAPI 'Founding Mother'

From its humble beginnings just 3½ years ago, Humboldt Asians and Pacific Islanders in Solidarity started with a small group of Asian women who responded to a request from local artist Amy Uyeki to help sponsor performances of San Jose Taiko's production of 'Swingposium on the Road' in Humboldt County. The immersive theater performance with big band music, swing dancing, and taiko drumming interspersed throughout the play, told a story in tribute to the young Japanese Americans who found joy in music and dance while imprisoned in a WWII incarceration camp.

We named ourselves 'Taiko Swing Humboldt', and with the help of many community members, ran a successful fundraising campaign that included a series of cultural, educational, and awareness-raising events and exhibits from Fall 2019 through Winter 2020. The Cal Poly Humboldt Jazz Orchestra and local Asian American dancers performed with San Jose Taiko for five performances of 'Swingposium' for Humboldt high school, college, and public audiences. After the pandemic hit, Taiko Swing Humboldt considered broadening our purpose and having a more permanent presence in sharing and presenting educational events, history, and artistic performances spotlighting Asian and Pacific Islander culture and traditions.

By the spring of 2021, we emerged as the rebranded Humboldt Asians and Pacific Islanders in Solidarity, or HAPI for short, with our stated purpose "...to build and empower our community by amplifying, supporting, and encouraging diverse voices and perspectives to foster a more engaged and inclusive community." Over the past three years, we have hosted and collaborated with many partners a variety of community events and projects, including:

- Education about Japanese American resistance and the WWII Japanese American incarceration camp experience via OLLI Brown Bag Lunch presentation featuring Jack Bareilles and Mitch Higa, and 'Pieces of Our Lives' Pop-Up Museum exhibit of family camp ephemera and memorabilia (collaboration with Cal Poly Humboldt and the Clarke Historical Museum);
- Several community activism gatherings to show solidarity with BIPOC issues – from the 'Ebb and Flow' and 'Lights for Liberty' events co-sponsored with Centro del Pueblo and the Arcata Playhouse to protest the inhumane treatment

of border migrants, to the vigil held to honor the lives of the victims of Asian hate violence in Atlanta, cosponsored with the Humboldt Unitarian Universalist Fellowship;

- Three televised panel discussions focusing on Asian civil and human rights issues in the US in collaboration with KEET-TV and PBS during Asian and Pacific Islander American Month in 2021. The panels moderated by Jennifer Fumiko Cahill featured speakers from the local community and nationally known Asian advocacy organizations.

HAPI's latest 'spin-off' project is the Eureka Chinatown Project (ECP, www.eurekachinatownproject.com) spearheaded by community activist Brieanne Mirjah D'Souza. This initiative by community members and HAPI seeks "to honor the history and culture of the Chinese people in Humboldt County... [and] to raise awareness about the expulsions and other discriminatory policies and practices against Chinese people." In just one year, this collaborative has worked with the City of Eureka to issue proclamations recognizing and celebrating May as Asian American and Pacific Islander Heritage Month and acknowledgement of the expulsions; to produce wayfinding signage to the historic Chinatown in Eureka; to co-create with the Clarke Historical Museum guided walking tours of the former Chinatown; to sponsor the creation of a Chinatown 'Fowl' mural as part of the Eureka Street Art Festival; and to create a monument to commemorate the history and resilience of the Chinese immigrants in Humboldt County.

On Saturday, May 7, ECP and HAPI will celebrate the Year of the Tiger with a ceremony to name an alley in the middle of the historic Chinatown, Charlie Moon Way, to honor the story of Moon and his family's descendants, and other Chinese people who stayed in the area or resisted the Expulsion and help bridge the past to the present. The ribbon-cutting will commence at 3 P.M. on E Street, between 4th and 5th Streets. A street festival will happen in front of the Clarke Museum from 6-9 P.M., with cultural performances, food, art and fun activities for the whole family.

How can YOU get involved or learn more? Check us out on www.hapihumboldt.org and follow us on Facebook and Instagram #hapihumboldt. With pandemic restrictions easing, HAPI intends to host monthly 'HAPI Hours' at various venues this summer, to encourage persons of Asian and Pacific Islander heritage to meet one another and learn about ways to get involved. Watch for our announcements!

Year of the Tiger Celebration

Saturday, May 7th, 2022

3-4pm Eureka Chinatown Project
Ribbon Cutting Ceremony
(E Street, between 4th and 5th St)

6-9pm Street Festival during Arts Alive
in front of the Clarke Museum with
Cultural Performances, Food, Artists,
Kids Crafts and more!



LEARN MORE AT

EUREKACHINATOWNPROJECT.COM

**Eureka
Chinatown
Project**



CLARKE MUSEUM

240 E STREET • EUREKA, CA 95501 • (707)443-1947 • FAX (707)443-0290



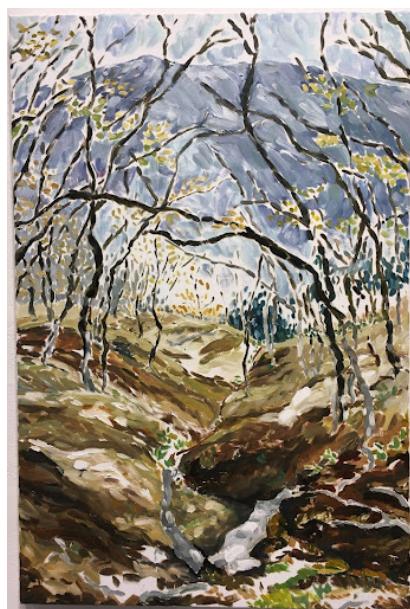
**SUNSHINE
DESIGN
IUCG**



Martin Wong, *Portrait of Bill McWhorter in Convertible with Boy and Dog*, 1975, Acrylic on canvas, Gift of Martin Wong



Rebecca Suen, *If You Still Think MSG is Bad For You, Then...*, 2022, low fire ceramics, lustre glaze, 2022 Winner of Permanent Collection Purchase Prize.



Maya Makino, *Bald Hills, Early Spring*, 2020, Oil on Canvas, 2020 Winner of Permanent Collection Purchase Prize

Asian Pacific Islander Art from Cal Poly Humboldt's Reese Bullen Gallery Permanent Collection

Thank you to Cal Poly Humboldt Gallery Director of the Reese Bullen & Goudi'i ni Native American Arts Galleries, Brittany Britton, who has provided us a glimpse at a few works of Asian American art owned by Cal Poly Humboldt's Reese Bullen Gallery Permanent Collection.

Martin Wong (1946 to 1999) was a Chinese-American painter known for his visual explorations of multi-racial, ethnic, cultural, and queer identities. Wong's background included Mexican heritage from his father and he identified himself as Chino-Latino. Wong graduated from Humboldt State University in 1968 with a bachelor's degree in Ceramics and spent 14 years in Humboldt County contributing to its art scene. Wong furthered his art career in New York City and left a rich legacy of artwork in many esteemed collections world-wide.

Graduating senior **Rebecca Suen's** collection of ceramic fortune cookies titled, *If You Still Think MSG is Bad For You, Then...*, for which she received the 2022 Permanent Collection Purchase Prize, is an appropriate visual depiction of the broad and unique cultural identities of Asian and Pacific Islander peoples. Using colorful and patterned glazes, Suen conveys the beautiful diversity of the Asian and Pacific Islander groups while also using fortune cookies and a Chinese food take-out box as symbols clearly acknowledging stereotyping and marginalization of Asian heritage.

Gallery Director Britton explains, "The Permanent Collection Purchase Prize is funded by the Office of the President and is given annually at our Graduating Student Exhibition. All eligible works in the exhibition are voted on by the Art Department staff/faculty and the Office of the President, the winner receives a purchase prize of \$1,000 and the work is added to the Cal Poly Humboldt Permanent Collection of Art to be displayed throughout campus. This prize is representative of our student body, and excellence of work."

Recipient of the Permanent Collection Purchase Prize in 2020 for her work *Bald Hills, Early Spring*, Cal Poly Humboldt alum, **Maya Makino** (2021), now teaches Art and Ceramics at St. Bernard's Academy in Eureka, CA.

Diversity, Equity, and Inclusion Professional Development

Cal Poly Humboldt is committed to nurturing a safe and welcoming campus environment. ODEI animates this strong commitment by engaging campus community members in relevant and customized professional development. On April 11, 2022, Dr. Elavie Ndura engaged student athletes, athletic support staff, and coaches from the Athletics Department in a workshop titled “Building Community - One Conversation at a Time.” The goal of the two and a half hour long workshop was to enhance participants’ ability to connect with people on a personal level and build rapport across socio-cultural differences. Participants practiced the art of listening, mindful inquiry, and empathetic responses that build rapport. A total of 166 people representing the diversity of our campus participated.

The Desired Outcomes of the workshop were:

1. Practice the art of listening
2. Understand the intent and impact inherent in all communications
3. Enhance capacity to express empathy
4. Engage in authentic relationship-building.

All participants were encouraged to sit with a colleague they did not typically engage with or had never interacted with and were provided prompts on how to engage in a vulnerable conversation with each other regarding a specific topic. Participants learned how to engage each other with depth, compassion for themselves and their colleagues, and how to give and receive meaningful, mindful, and empathetic responses and feedback.



166 Students, staff and faculty from the Cal Poly Athletic Department participated in the April 11th DEI professional development workshop.

"Building Community - One Conversation at a Time"

Participant Feedback

Below is a sample of responses from participants when asked to write down two things they learned from the workshop upon its completion:

1. "1. The key to facilitating an emotionally poignant conversation is to empathize with someone and fully show them that you care. 2. The most important part of a conversation is the stuff not said - it's the silences, the nods, the caring glances."

2. "1. I learned the importance of listening and the potential impact from a single conversation as well as the impact you can have on someone else. 2. I also learned how similar and different our experiences can be based on our race/ ethnicity and the importance of being mindful/aware of that."

3. "Listening is more than just paying attention. All it takes is a simple question to check in with someone"

4. "I learned how to listen with empathy and soak in what the speaker has to say. I also learned that we all have different experiences based on who we are and where we come from, and that we need to use these listening skills to make injustices noticed."

5. "Everyone has a story that is unique that we can all learn from. Compassion and understanding are often one conversation away from fruition."

6. "I learned that empathy in and of itself is vulnerability and will allow for the building of trust between listener and speaker. It takes intent and desire to be an active and engaging listener."

7. "I learned that just because someone says they're okay doesn't mean they are 100% okay. I learned to not give others the power to determine who I am."

8. "I learned how to be a better listener; not to just pay attention and listen non-verbally, but how to respond in a way that helps further the conversation and listening to understand. I learned more about my community and the power of storytelling within communities to help form community by being vulnerable with a stranger."

9. "The 2 most important things I learned today was that our campus needs more of this sort of education + conversations. I also learned how to be a better listener."

Other workshop participants provided heartfelt responses to their experience of the workshop:

"The SEA (Social Equity and Accountability) Committee was created to foster an equitable and inclusive environment in Cal Poly Humboldt Athletics. Dr. Elavie Ndura's lived experiences along with her many years of dedication in studying diversity, equity and inclusion provided for an amazing workshop for not only our student-athletes but our coaching and administrative staff within Cal Poly Humboldt Intercollegiate Athletics. We look forward to continue working with Dr. Ndura in the future to provide meaningful and transformative educational sessions for our students and staff." – Shannon Childs, Chair of Social, Equity, and Accountability Committee, Head Athletic Trainer

Continued on Page 8

(Responses to workshop con't.)

"As a transgender athlete, participating in the social, equity and accountability workshop made me feel seen and empowered. Dr. Ndura emphasized the importance of empathetic thinking and helped to break down the barriers and stigmas around minority groups in the department. I feel that after attending the workshop, student-athletes are better equipped to be an ally to marginalized peers."

– Asher Kolden, Student-Athlete

"The workshop opened a line of communication for myself and most of the student-athletes that we didn't have before. Diversity, equity, and inclusion are all incredibly important things to talk about and learn and having a workshop planned out for us to be able to talk to each other and share our experiences was super beneficial. It's important to learn you're not on your own and have people by your side, and having access to the rest of the athletics department was eye opening to similar experiences that were shared and we wouldn't have learned about otherwise. Our strength is in the trusting and knowing each other and we took a big step in growing those skills here." – Kaela Dennert, Student-Athlete

"This workshop helped me realize that having a conversation can spark a long term change whether you're of color or not."

– Delaena Montes, Student-Athlete

"The workshop was a great way for student-athletes and coaches alike to interact and share our unique experiences and perspectives with each other. In doing so, we were able to gain valuable interpersonal skills that help promote a more diverse and inclusive environment for everyone. It also encouraged us to be more self-aware of how our own interactions and implicit biases can affect others around us. Furthermore, workshops like this are essential in order to develop cultural competency that foster more productive conversations around diversity and acceptance." – Travis Allen, Student-Athlete



I may not remember what you said or did, but I will always remember how you made me feel.

~ Maya Angelou



Institutional Anti-Racism Action Plan

Cal Poly Humboldt is committed to adequately reflect the diversity of the state and address the needs and aspirations of the BIPOC community. The university's Strategic Plan 2021-2026, *Future Forward* is a strong road-map to these ends in its commitment to social justice, diversity, equity, and inclusion. With the engagement of the University Senate, executive administration, the Department of Critical Race, Gender and Sexuality Studies, many campus constituencies, and community partners, the Institutional Anti-Racism Action Plan (IARAP) will emphasize a campus-wide practice of anti-racism through which our community is "actively identifying, challenging, and confronting racism," reshaping the system from within with qualitative and quantitative impact-oriented outcomes which assert Cal Poly Humboldt's Core Values and the Six Pillars of Inclusive Excellence.

Six desired outcomes will guide the implementation of the IARAP:

- (1) Diversity of administration, faculty, and staff mirrors undergraduate student demographics;
- (2) All administrators, faculty, staff, and students engage in ongoing anti-racism professional development;
- (3) Resource allocation and institutionalization of support for the well-being and success of BIPOC students, faculty, and staff;
- (4) Institutional policies and practices are aligned with racial equity goals;
- (5) Academic programs, course syllabi, and pedagogy reflect strong racial equity competencies;
- (6) The campus community is safe and welcoming for all students and employees across racial and ethnic backgrounds.

ODEI has begun the process of sharing and discussing the IARAP with Cal Poly Humboldt constituents and community partners seeking contributions, buy-in, and inviting active participation in its implementation. Thus far, ODEI has discussed the IARAP with the Senate Executive Committee, the University Senate, the Academic Affairs leadership Team, Academic Programs Coordinators, President's Administrative Team, Student Affairs and Associate Students representatives, All Library Council, and the Department of Critical Race, Gender, and Sexuality Studies.

Consultation and feedback gathering on the IARAP continues and will continue throughout the implementation process. The IARAP is a living document that will be updated regularly to integrate ongoing feedback into the documents. This process of continuous improvement will enhance the quality and impact of the university's anti-racism work.

For questions about and contributions to the IARAP, please contact Dr. Elavie Ndura, Associate Vice President & Campus Diversity Officer at diversity@humboldt.edu.



Welcome to Humboldt Initiative

The Welcome to Humboldt initiative and working group is a cohort of volunteers from Cal Poly Humboldt and community partners who are dedicated to implementing intentional mechanisms for making Humboldt County a home away from home for all new faculty and staff who answer the call to serve Cal Poly Humboldt and neighboring communities.

In anticipation of the emerging opportunities that come with the designation as California's third polytechnic university, and its intention to add up to 100 new faculty and staff, we recognize the importance of helping newcomers make Humboldt their home. In addition to implementing a Faculty Cluster Hire to meet the demands of the polytechnic programs being created while increasing faculty and staff diversity, we are also identifying local resources and community groups who are willing to facilitate the smooth introduction of a diverse new faculty and staff to the Humboldt County Family over the coming months.

While we have been able to identify a solid pool of businesses, services, and programs that will be of great use and benefit to Humboldt County newcomers, we are seeking your assistance in helping us plan for their arrival. Will you please share with us any advice, information, and referrals that you feel will help newcomers get to know our community?

Humboldt County has long been lauded as the most beautiful county in the state; with your help, we can continue to be so, in both the spirit of our kind community and our environment. Please share your thoughts, suggestions, and ideas with us.

We, at the Welcome to Humboldt Working Group, thank you for your consideration and contributions to this effort. Please send your thoughts to us using this link: [Suggestion Box](#). We look forward to your input!

For questions about, contributions to, or if you'd like to become involved in the Welcome to Humboldt initiative, please contact Dr. Elavie Ndura, Associate Vice President & Campus Diversity Officer at diversity@humboldt.edu.

EQUITY FELLOWS

Drs. Brandilynn Villarreal, Kim White, Benjamin Graham

This will be Dr. Brandilynn Villarreal's and Dr. Kimberly White's last semester as Faculty and Diversity Equity Fellows. Dr. Villarreal served as the Equity Fellow for the College of Professional Studies and Dr. White for the College of Natural Resources and Sciences for three years since the program's inception at Cal Poly Humboldt. The following remarks have been offered by Drs. Villarreal and White:

I am grateful for the myriad learning and professional development opportunities afforded us as Equity Fellows including ESCALA, Cultural Humility Training, and Moving Beyond Bias. Trainings such as these allowed us to craft tailored and relevant equity-based learning sessions for Cal Poly Humboldt faculty. With support from Dr. Elavie Ndura, Dr. Edelmira Reynoso, Dr. Kimberly Vincent-Layton, Dr. Enoch Hale, Dr. Jenn Capps, and others, the Equity Fellows contributed to a presence on campus that reinforces the importance of DEI work, and continues to push for meaningful culture change at Cal Poly Humboldt. We have reached faculty from all academic departments and programs with a focus on promoting equitable and inclusive learning environments. I look forward to continued equity work at Cal Poly Humboldt that demonstrates a campus-wide commitment to truly serving our students.

~Dr. Villarreal

I am so proud of the work that the equity fellows have accomplished these last three years. Whether we were visiting every department to deliver peer-to-peer education on improving equitable outcomes at Humboldt, presenting at professional development days, new faculty orientations and learning communities, or offering individualized mentoring, the highlight of this work for me has been getting to know so many amazing and impactful people across our campus. Although I will no longer be an equity fellow, my commitment to equity and inclusivity is unwavering. Together we can shift our community values to celebrate our differences and support and retain all students, faculty, and staff at Cal Poly Humboldt. I look forward to working with you in the future to make positive and impactful changes on our campus.

~Kim



equity arcata



equity arcata is a partnership between the City of Arcata, Cal Poly Humboldt, local businesses and members of the community working to make arcata a more inclusive and welcoming environment for people of color. **equity arcata** works continuously to celebrate diversity and uplift marginalized individuals through purposeful collaboration.

Announcements

equity arcata is close to finding its new Network Manager!

Interviews are being held, and the Backbone Support Team hopes to have the position filled in early to mid May. This month we are also saying a fond farewell to our Lead for America Fellow, Sergio Berrueta, as he departs from his role at the city. We know he's going to continue to do great things going forward! The main working members of the Backbone Support Team will now be Maxwell Hawk and Ria Espinoza, who will be led by the Network Manager in the near future.

An **equity arcata orientation** was held on April 6th to debrief potential new co-chairs on the organization's network structure. We are in the process of getting them integrated into the working groups.

JustArts will be screening their latest Call & Response project in the Circus Tent on 8th Street, behind the Arcata Playhouse, on Tuesday, May 10th. Artists & art-enjoyers are encouraged to attend!

Ria and Max will be presenting a learning module that they created to the **Ongoing Learning** group at the end of the month. Afterwards, they will present it to the Design Team and it will become the official learning module for the month of June.

Home Away from Home held a successful distribution on Sunday, March 27th, where 150 prepackaged bags and 150 sandwiches were handed out to students.

The next distribution will be held on May 8th, 2022 at the D Street Neighborhood Center, located at 1301 D Street in Arcata, rain or shine!

If you want to get involved as a volunteer or make a donation for the subsequent distribution, please call (707) 825-2174 or email equityarcata@gmail.com.

Spring 2022 ODEI

Student Assistant Reflections

We deeply appreciate our ODEI Student Assistants and are grateful for their work with the ODEI team this semester. Maya and Maxwell have been instrumental collaborators with their creative, critical, and energetic contributions. We are so pleased to have the opportunity to continue to work with Maya and Maxwell over the summer break and next academic year, which will provide seamless continuity for the ODEI. Maya and Maxwell graciously reflect on their experiences in the office, below:

*M*y time as a student assistant for ODEI has been relatively short, having joined the team in late January of 2022. However, I quickly felt like a valuable and included member of the office. My position focuses on the relationship between Cal Poly Humboldt and equity arcata, so I work to make sure that ODEI is updated on the happenings at the working group and design team meetings as best I can. This means that I am frequently out of the office, whether it be at equity arcata meetings, collaborating with my coworkers at City Hall, or helping to staff events. These experiences have been amazing for me in that I get to connect with many community members that I otherwise would not have had the opportunity to meet and get to know. Equity work can be difficult and tiring, but building strong relationships is helpful to both achieve the goals of the work and to fuel the passion to show up as the best version of myself.

Diversity, equity, and inclusion are crucial to making Arcata into the place I want it to be. Everyone should be valued and heard, and I do not think that is too big of an ask or a utopian ideal. While equity arcata is just one piece of the equity work going on in Humboldt County, it has given me a place to tackle challenging issues with people in my community who really do care and want to make a difference however they can. I have learned the practical importance of collaboration; it is easier for me to understand now how crucial it is to have many people working closely together to make progress on as complex of a problem as inequity.

~Maxwell Hawk
equity arcata Fellow and ODEI Student Assistant

I joined the ODEI in early November, and have been so grateful for the instruction and support from my fellow staff members. My position primarily involves assisting with tasks around the main office, reviewing diversity plans, and facilitating graphic design projects. We have recently redone our message board in Seiman's Hall, along with many of the flyers, and we hope to present the students of Cal Poly Humboldt with new events in the upcoming semester.

I have felt very grateful for the opportunity to work with the Office of Diversity, Equity and Inclusion as it has broadened my horizons and allowed me to channel my energy into work that is productive and beneficial to my community. The opportunity to uplift and support those around me and the opportunity to create strong ties of diversity and inclusion within our community is something that I am incredibly grateful for, and I can not wait to continue the collaborative efforts of the ODEI, Cal Poly Humboldt students, and the City of Arcata. I feel that we have been presented with an opportunity to create a community where we are able to listen to, communicate with, and uplift one another. I have learned so much in my short time working with the ODEI and I look forward to continuing my efforts in the coming months.

~Maya Montes de Oca
ODEI Student Assistant

**GRATITUDE
ABOUND!**

National Center for Faculty Development & Diversity

As a designated Hispanic-Serving Institution (HSI) and as a Minority-Serving Institution (MSI), Cal Poly Humboldt is committed to becoming an institution where students and employees who identify in whole or in part as Black, Indigenous, and/or Persons of Color (BIPOC) thrive. To realize this vision and the strategic goals that anchor this commitment, Cal Poly Humboldt works hard to support the success, advancement, and retention of all faculty and staff.

As part of Cal Poly Humboldt's continued commitment to support the wellbeing and success of BIPOC students and faculty, the University joined the National Center for Faculty Development & Diversity (NCFDD) as an Institutional Member in November 2021. The NCFDD is a nationally-recognized, independent organization that provides online career development and mentoring resources for faculty (both tenure-line and non tenure-line), post-docs, and graduate students.

To date, 88 subaccounts have been created by faculty members across tenure-line and rank classifications. The 88 subaccounts are distributed across diverse gender, racial, and ethnic backgrounds. Subaccount subscribers have participated in 187 active sessions.

We invite all faculty and graduate students to join our 88 colleagues who have already created subaccounts to take advantage of this opportunity by creating their own free institutional account.

To claim your **free Institutional Membership**, complete the following steps:

1. Go to facultydiversity.org/institutions/cal-poly-humboldt
2. Choose your institution from the drop-down menu.
3. Select "Activate my Membership"
4. Complete the registration form using your Cal Poly Humboldt email address (i.e.@humboldt.edu)
5. Go to your institution email to find a confirmation/welcome email. Click "Activate Account" in the email.

If you have any questions about the membership, please contact: Dr. Elavie Ndura, Associate Vice President & Campus Diversity Officer via email to elavie.ndura@humboldt.edu.

Please include Jeanne Riecke at jmr870@humboldt.edu in all communications.

If you have any technical questions, please email NCFDD at Membership@FacultyDiversity.org.



Avoiding Unconscious Bias (AUB) in the Hiring Process.

If you anticipate serving on a search committee in the coming months, please verify if you are due to take or retake AUB and sign up as early as you can.

Avoiding Unconscious Bias in the Hiring Process 1.0

Friday, May 20th - 9:30am to 11:30am

ZOOM Virtual Session, Register [HERE](#)

Instructors: Dr. Edelmira Reynoso & Dr. Kim White

Avoiding Unconscious Bias in the Hiring Process 2.0

Thursday, May 19th - 9:00am to 10:15am

ZOOM Virtual Session, Register [HERE](#)

Instructors: Dr. Edelmira Reynoso & Dr. Brandilynn Villarreal

Serve as an Equity Advocate

If you will be on a faculty or staff search committee, we encourage you to help the committee create a more equitable process by serving as an Equity Advocate (EA). An EA is a faculty, staff or administration member who works to ensure that diversity and equity are infused and considered in all aspects of the hiring process. The EA facilitates a close working relationship with the search committee chair and its members to help them identify equity issues and goals within their department, unit, or discipline.

The role of the EA is to observe and participate in the search process in the following ways:

- Consult and review the job vacancy announcement and job description for equity-minded language,
- Help identify appropriate venues for advertising to reach a diverse audience,
- Review and infuse interview questions with a diversity, equity, and inclusion lens, and,
- Serve as a process observer in committee deliberations to mitigate power dynamics and group think.

If you are interested in providing this service to your unit or department, please contact Dr. Reynoso at er218@humboldt.edu and we will provide you with an orientation and resources on how to become an effective EA on a search committee.



CAL POLY HUMBOLDT

Graduation Celebrations!

Queer Graduation Celebration

Thursday, May 5th from 5 – 7 pm
Nelson Hall East, Goodwin Forum (Rm 102)

Black Graduation Celebration

Friday, May 13, 1 – 3 pm
Founders Hall Courtyard

Native Graduation Celebration

Thursday, May 12, 6 – 8 pm
Van Duzer Theatre & Balabanis Art Quad

Latinx Graduation Celebration

Friday, May 13, 3 – 5 pm
Kinesiology & Athletics, Lumberjack Arena

Asian, Desi, Pacific Islander, Middle Eastern, and North African (ADPI+MENA) Graduation Celebration

Friday, May 13, 5:30 – 7 pm
Nelson Hall East, Goodwin Forum (Rm 102)





Join the Eureka Chinatown Walking Tour

Walking tours are scheduled for May 14 and June through October on the first Saturday of the month, coinciding with Arts Alive.

Ticket orders will be on a first come, first serve basis. Attendance is limited to 20 people and RSVP is required.

Email eurekachinatownproject@gmail.com to schedule a private group tour. Visit hapihumboldt.org for more information.



The McKinleyville Family Resource Center Presents: Racial Equity Roundtable

The Spring series of the Racial Equity Roundtable will continue a thread of conversation about our identities: how do we identify and how might that be impacted based on context?

[Register for May 5, June 2](#)



BIPOC Caucus

If you are Black, Indigenous, and/or identify, in whole or in part, as a Person of Color (BIPOC), please join us on the third Thursday of each month from 5:30-7:30 on Zoom. The BIPOC Caucus is a space to build relationships by processing what is happening in our lives while also building on strengths to grow our community.

[Register for May 19, Jun 16](#)

Please Contact the MFRC at info@mckfrc.org for more information or visit mckfrc.org

Crow's Side of the Tale: Life and Art of Rick Bartow

An Exhibition of the
Goudi'ni Native American Arts Gallery

March 24, 2022 - to May 28, 2022

Rick Bartow (December 16, 1946 – April 2, 2016) was a Native American artist and member of the Mad River band of the Wiyot Tribe of Humboldt County.



Tip of the Month

This month, take a moment each day to reflect on this question:

What can I do today to elevate someone else's sense of belonging at Cal Poly Humboldt?

Then, do it.

~Dr. Elavie Ndura

Contributors

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Additional Contributors

Terry Uyeki and the HAPI organization

Brittany Britton, Gallery Director of the
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Arts Galleries

