Lighting the way for Diversity, Inclusion and Student Culture April 2023 Issue | Insight to Keep You in the Loop at EGCC

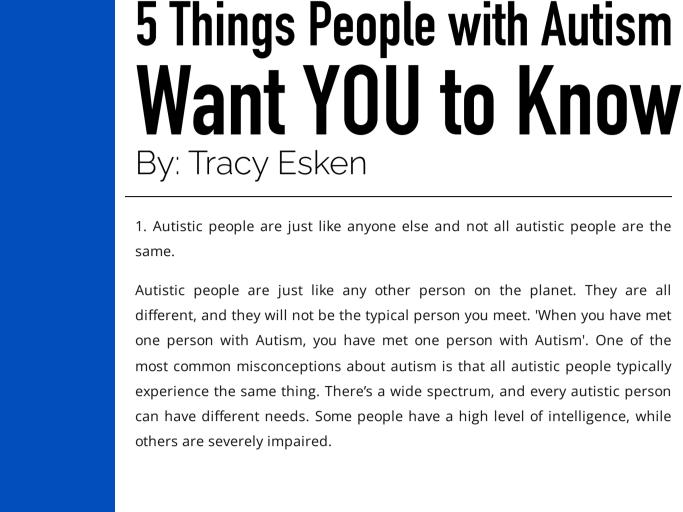




socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests. I think that a month is far too little to ever celebrate or bring attention to inequalities that exist but as April is upon us let's truly celebrate one another's differences that that make us so uniquely wonderful. National Diversity Month started in 2004 to embrace and celebrate the diverse beauty that we each possess. I liken each of us to a fingerprint, we are all human and yet so vastly different and that is what makes this world so special. How boring would it truly be if we all were alike? The culture that we want to vacation to see and partake in would be the norm and nothing authentic would exist. So, this month and every day we should appreciate and have a deeper appreciation for the diversity that surrounds us and the diversity in one another. I implore you to study other cultures and get to know your neighbor. Make a conscience effort to be aware of others' uniqueness and their

authentic self. At EGCC we are striving to create a safe environment that is inclusive and encourages our students, faculty and staff to strengthen the inclusivity for all. This is a place of belonging and cultural acceptance. Being aware and being actively supportive are two different things, take the plunge and join a student group, start a group, participate in a group you are in, peer tutor classmates, just find a way to share yourself with others and in the process appreciate and celebrate others. Always, Karla

If you have a story you would like to share with the Office of Institutional Diversity for us to spotlight, feel free to send it to: diversityoffice@egcc.edu



Autistic people want to be treated with the same level of respect so many other groups of people are giving, but they often don't get it. That's because they often have difficulty expressing themselves verbally and socially, or others'

3. Autistic people want to be treated as individuals and not as a homogeneous

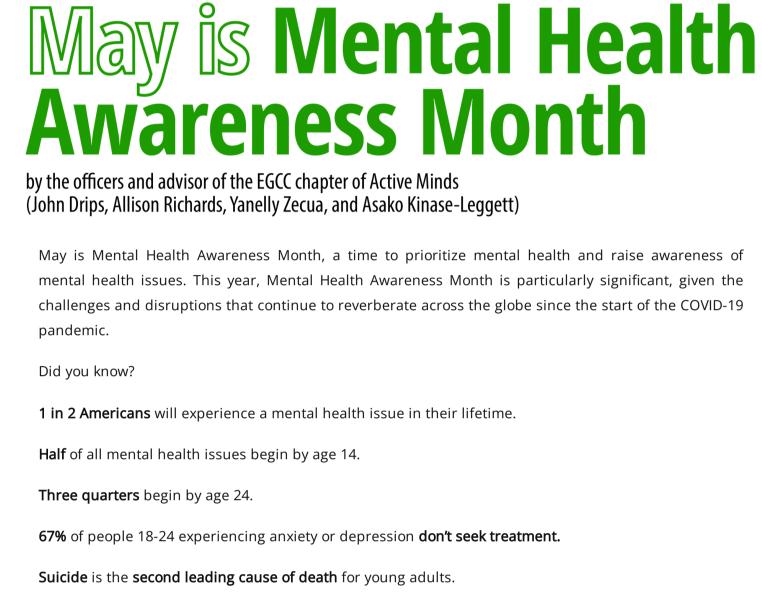
people want to be genuinely accepted, appreciated, and understood.

There is no 'one size fits all' definition of autism, so treating the condition as a homogeneous group isn't right. You can't speak to all people with autism as though they are the same; everyone is different. Autism is a spectrum disorder, so it can affect people in varying degrees. They have different levels and types of functioning, personality types, strengths, weaknesses, likes, and dislikes. Likewise, autistic people have different gifts and talents — some excel at math, some are talented artists — and they can have other conditions as well. 4. People with Autism are not geniuses or savants and not all are computer programmers.

It's not true that autistic people are freaks of nature, or all geniuses, or all savants, or all computer programmers. Just like anyone else, they can have jobs in a variety of fields, and they can also have success in a variety of industries. There's a wide range of personality types and capabilities among autistic people, just like there are among neurotypical people. Autistic people are not

People with Autism are often misunderstood. They want to make friends but don't always know how to. They may struggle to communicate, and this can make it difficult for them to make friends. Autistic people may feel anxious

5. Autistic people struggle socially. However, Autistic people want to make



People diagnosed with COVID-19 are 8 times more likely to develop PTSD. **3 in 5** report being **overwhelmed** by the number of issues America faces. Active Minds is a national organization that empowers students to speak openly about mental health, support their peers, and advocate for mental health resources on their campuses. The local EGCC chapter of Active Minds launched in January 2022.

Diversity and inclusivity are core values of Active Minds. Mental health issues can affect anyone, regardless of their race, ethnicity, gender, sexual orientation, or socioeconomic status. Active Minds

encourages students to acknowledge and respect the diversity of experiences that people may have with mental health issues. Historical trauma is another important factor to consider when addressing mental health issues. Historical trauma refers to the collective trauma experienced by a group of people over generations. Marginalized communities, such as Indigenous and Black communities, have experienced centuries of

difference in the lives of college students across the country and at EGCC.

If you would like to be part of the solution, consider becoming an Active Minds member:

encourages students to learn about the unique challenges that different communities face. The COVID-19 pandemic has added an additional layer of stress to the already challenging experience of being a college student. Many students have had to cope with isolation, uncertainty, and the loss of social connections. Besides this, many students had to overcome the loss of loved ones due to the virus,

Mental Health Awareness Month is an important time to think about mental health, particularly in the context of the COVID-19 pandemic. By promoting diversity and inclusivity, recognizing the impact of historical trauma, and responding to the unique challenges of the pandemic, Active Minds is making a

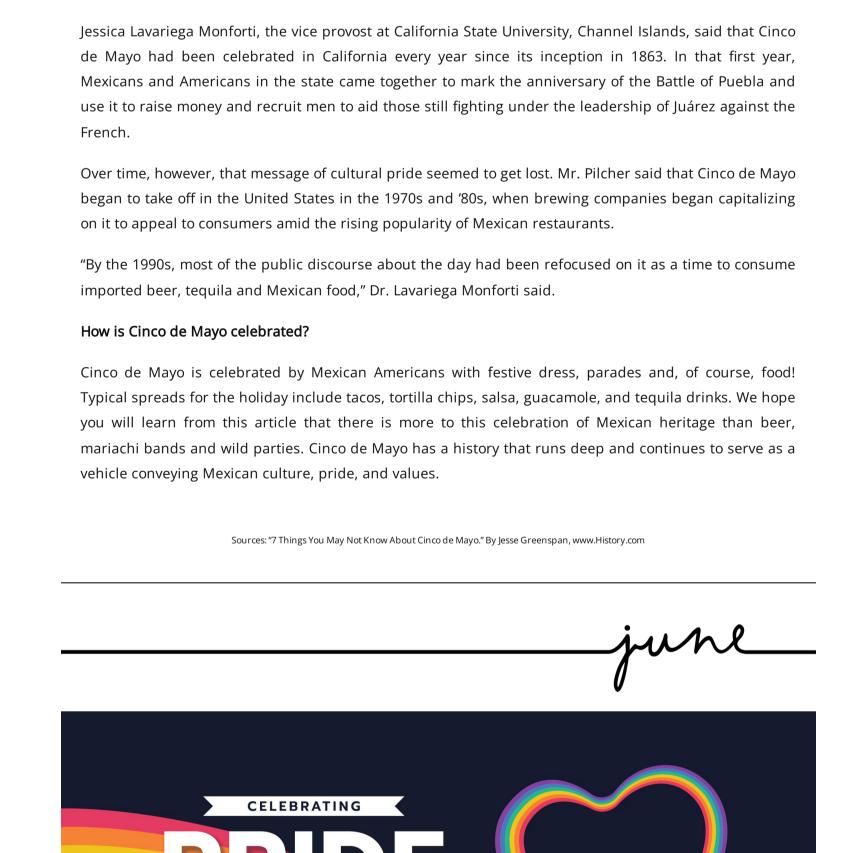
Join Active Minds!

systemic oppression, which can contribute to mental health issues and prevent equal access to mental health resources. Active Minds recognizes the impact of historical trauma on mental health and

EGCC collaborates with COMPASS as well as provides a variety of resources regarding counseling services to help ensure the psychological well-being of its students. If you or another student are interested in mental health counseling, you can find more resources https://egcc.edu/students/student-support-services/counseling-service/

TRIO Scholars offers counseling services as well as assistance with accommodations regarding a variety of disabilities. If you would like to learn more about TRIO Scholars, check out the following link:

Cinco de Mayo, or the fifth of May, is a holiday that celebrates the date of the Mexican army's May 5, 1862 victory over France at the Battle of Puebla



Always remember to be kind! Sources: $\textbf{Library of Congress} \ \underline{\text{https://www.census.gov/newsroom/stories/lgbt-pride-month.html}}$ $\label{prop:com_def} \textbf{History.com_Editors} \\ \underline{\text{https://www.history.com/topics/gay-rights/the-stonewall-riots\%23:}} \\ -\text{text=The\%20raid\%20sparked\%20a\%20riot,} \\ \underline{\text{and\%20riot,}} \\$ What's in a Name By: Abbie Twyford Wilson

"What's in a name? That which we call a rose by any other name would smell as sweet."

"She, who we call 'Abbie,' by any other name would still have curly hair and cheer for the Steelers." Even with a different name, it would not change the characteristics that are so intrinsically "me." Getting someone's name right, whether saying it properly, or spelling it correctly, is a simple gesture and a sign of respect. And for a lot of people, that would be enough. For children, their name is often the first thing they learn how to write. There is a sense of pride around this identifier; it's personal, and it's important.

June is LGBTQ+ Pride Month!

By: Brittany Stevens

LGBT Pride is celebrated each year in June to honor the Stonewall Uprising in Manhattan. The 1969 Stonewall Uprising sparked a riot among bar patrons and neighborhood residents due to a police raid at the Stonewall Inn, a gay club where police roughly hauled patrons out of the bar. This led to six days protests and violence with law enforcement outside of the bar and in neighboring streets. The Stonewall

Celebrations include parades, parties, concerts, Gay Pride events, educational activities, and memorials for those who lost their lives due to hate crimes. The celebration of this month is the recognize the

Uprising was the tipping point for the Gay Liberation Movement in the United States.

pronouns on our registration forms for events. We include this link so those who are just beginning to learn about why that question is asked can understand its importance. Additionally, as my staff and I introduce ourselves in events or workshops with students, we include our preferred pronouns so that others may feel comfortable to do the same if they so choose. Students should have every opportunity to be both addressed and identified by the pronouns and names that reflect their authentic selves. As mentioned, it is important to avoid making assumptions about an individual's gender identity. To avoid

the risk of <u>outing</u> someone who is transgender or nonbinary, and does not want that information disclosed, pay attention to the setting and situation of your interaction, and how a person is referring to themselves. Just because someone is comfortable sharing this important detail about themselves with you does not mean that they have shared it with others or at home. As well-intentioned as you may be, mistakes are bound to happen. If you make a mistake in using the wrong name or pronoun, quickly selfcorrect and move on. Or in a group setting, if another person uses an incorrect name or pronoun, make the correction and continue the conversation. It may make the student feel uneasy about the situation if you dwell on the misstep. If you are struggling with a name pronunciation, it is best to ask a student how to say their name, repeat it once or twice, and perhaps even write down a phonetic spelling to help

No one tends to blink an eye when a woman gets married and changes their name from Miss Jane Doe to Mrs. Jane Smith, unless, of course, she decides to keep her last name and/or add her partner's last name, which seems to be too complicated for some people and systems to grasp. (Not that I would know anything about that...) She is still the same person on the inside, deserving of the same respect and dignity given before that change in identifier. Why should it be different for any other person simply

remind you.

wanting to be acknowledged as their real self?

Use the following resources to learn more about...

Using Correct

Sexual Orientation &

Using correct names and pronouns shows respect, acceptance and support to all students (and anyone, really), especially those who are transgender, gender non-conforming, and non-binary. It tells the person with whom we are interacting that we see them and value them for who they are. It is not always possible to know what someone's gender pronoun is by looking at them. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or hurt. One practice that the Office of Student Activities has put in place is including an optional question about

CELEBRATE FREEDOM June 19th

While many Americans may not be familiar with the holiday of Juneteenth, it's important to recognize that Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to June 19th, 1865, Juneteenth commemorates when major General Gordon Granger landed at Galveston Texas with the news that the Civil War had ended. This date, over two months after the surrender of General Lee in April 1865 marking the end of the war and two (2) years and six (6) months after the Emancipation meant that enslaved persons living in Texas continued to exist and function under the horrors of slavery, despite having legally received their freedom. The year following 1865, freedmen in Texas organized the first annual celebration of what was then called, "Jubilee Day" on June 19th. In the following decades Juneteenth commemorations featured music, barbecues, prayer services and other activities, and as Black Americans migrated from Texas to other

In 1979 Texas became the first state to make Juneteenth an official holiday; several other states followed

suit over the years. However, it wasn't until June 2021, that Congress passed a resolution establishing Juneteenth as a national holiday; President Biden signed it into law on June 17th, 2021. This was 256 years

EASTERN GATEWAY.

explain diversity. I found this explanation by The University of North Carolina in Chapel Hill which says that Diversity means having a range of people with various racial, ethnic,

NATIONAL

2. Autistic people want to be treated with respect.

outdated notions of autism. It's our responsibility to change that. We need to engage in meaningful interaction with autistic people and show them that we care. Treat them with respect and understanding. More broadly, autistic

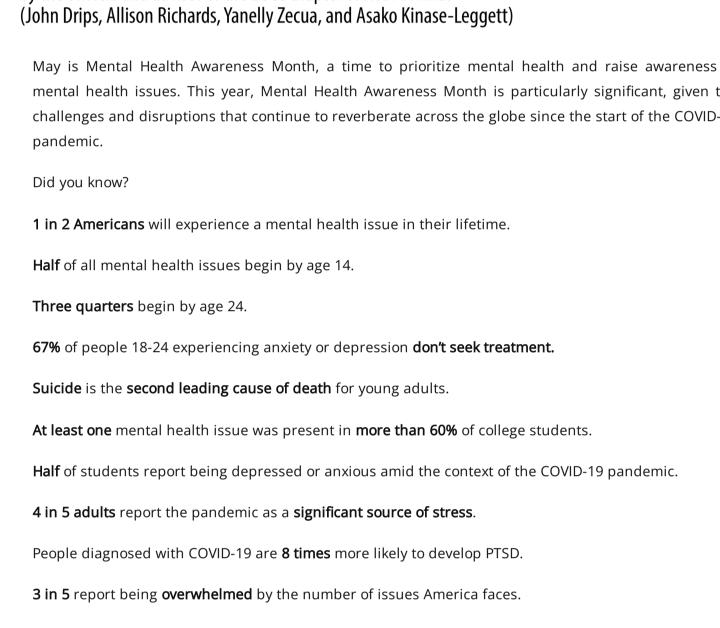
group.

superheroes. They're just people.

friends too. when they're in a social situation. They may not know what's expected of them in this type of environment and this can make them feel awkward. They may need an introduction or some other help to build their confidence and to settle in. It's important to find a social group they feel comfortable with, and it may even be a good idea to take them to a place where the environment helps. Source: "Magic and Meltdowns", The Rollercoaster ride of Autism through the eyes of a caregiver- Written by Amelia Knight

Tental Health

AWARENESS MONTH-



which could also contribute to the fear of losing more loved ones or even themselves. These additional stressors increase the overall risk of developing psychiatric disorders or related symptoms. Active Minds has advocated for policies that support mental health on campuses, such as increasing access to mental health services and providing accommodations for students with mental health conditions.

https://egcc.edu/students/student-support-services/trio/sss/ https://www.apa.org/monitor/2022/10/mental-health-campus-care Fan, C., Fu, P., Li, X., Li, M., & Zhu, M. (2021). Trauma exposure and the PTSD symptoms of college teachers during the peak of the COVID-19 outbreak. Stress and Health, 37(5), 914-927. https://doi.org/10.1002/smi.3049

during the Franco-Mexican War. In the United States, Cinco de Mayo has evolved into a commemoration of Mexican culture and heritage. EASTERN GATEWAY A few things to know about

People in the U.S. often mistake Cinco de Mayo for Mexico's Independence Day, which is Sept. 16. Cinco de Mayo celebrates Mexico's underdog victory over France at the Battle of Puebla on May 5, 1862. The triumph inspired the Mexican people and, six years later, the French were finally driven out of Mexico for

Cinco de Mayo, which directly translates from Spanish to the "fifth of May," will take place Friday, May 5,

What is Cinco de Mayo and what does it celebrate?

When is Cinco de Mayo?

2023

good. Today, the holiday more broadly celebrates Mexican culture.

How did the holiday come to be celebrated in the United States?

WE STAND WITH OUR LGBTQ+

What is LGBT Pride Month?

How is Gay Pride Month Celebrated?

impacts the LGBT community has had on history.

By: Tracy Esken

When we know better, we should do better. A few summers ago, a student reached out to me about a program, and without thinking, I began my response using the name that autogenerated with their email address. It wasn't until after I hit send that I saw they had signed off with a different name, and "(they/them)" underneath that I saw my error - I had deadnamed them. In the moment, I felt awful, and then thought about how the student may have felt: not respected, and not welcome, which is the last thing I ever want a student to feel. I replied again to that student with my apologies, letting them know that going forward, I would be more careful with my responses – and I have been. They appreciated that I took the time to acknowledge my mistake and to own up to it.

But what if the name given to you, or the gender identity listed for you at birth was not who you are?

Gendered Pronouns, Gender Identity Pronouns & Names & Definitions Names Pronouns and Singular "They" Learn More Learn More Learn More Learn More

Supporting Preferred

Writing, Grammar,

By: Julian Walker

parts of the country the Juneteenth tradition spread.

Today, many communities celebrate Juneteenth with important and impactful actions such as supporting black-owned business and organizations. Additionally, we can all celebrate Juneteenth by decorating a conference room, lobby or workspace with a Juneteenth theme to acknowledge the day's celebration. You can then bring a group of coworkers together for refreshments and an explanation of Juneteenth. Perhaps and individuals, we could challenge co-workers to present African American facts, de-bunk myths and stereotypes or simply discuss company diversity initiatives and ensure employees that race, and gender will not be barriers to their progress within the company. Or bring in a guest speaker, make this an important date on the corporate calendar. Most of all, get involved and support Juneteenth celebrations and create new bonds of friendship and understanding among all Americans. This alone indeed and spirit brightens our future – and that is the Spirit of Juneteenth!

after the first celebration.