

# ODEI Pathways

Division of Academic Affairs  
Office of Diversity, Equity & Inclusion

October 2022 Newsletter

## ¡Buenos dias!

We are happy and proud to present to you our Fall 2022 *ODEI Pathways* newsletter. Much has taken place in our office in the last few months since the departure of former Associate Director, Dr. Edelmira Reynoso, on June 17, 2022, and the subsequent departure of Associate Vice President and Campus Diversity Officer, Dr. Elavie Ndura, on July 29, 2022. Both leaders accepted promotional opportunities at other institutions.

We would like to dedicate this first Fall 2022 *ODEI Pathways* newsletter edition to Dr. Ndura and Dr. Reynoso in recognition of their critical and lasting contributions to the ODEI and our institution at large. Thank you!

Since their departure, we have been in full transition and the entire ODEI leadership team, including myself, Pearl, Isaac, Maxwell and Maya have been working diligently to understand the extent of the projects and initiatives the ODEI has been involved in over the past two years. We have engaged in conversations with multiple on and off-campus leaders, partners, and stakeholders to develop a sense of ODEI commitments and priorities for Academic Year 2022-23. The ODEI leadership team remains committed and engaged as we navigate unique challenges and opportunities as a recently designated Cal Poly University. More than ever, the mission and vision of our office is central to our institution. We are a small office with a mighty task.

This Fall 2022 *ODEI Pathways* will provide you with a glimpse of different projects and initiatives we have in motion. We have an open door culture and we would like to invite you to make contact with us to discuss ideas, challenges you are facing, and any constructive criticism that will help us to better serve the multiple needs of our community.

In solidarity, ¡sí se puede! ¡Avanzar!

Dr. Rosamel S. Benavides-Garb  
Interim Associate Vice-President for Diversity, Equity & Inclusion  
Campus Diversity Officer



## CONTENTS

- BUENOS DIAS - 1
- GLOBAL DIVERISTY AWARENESS MONTH - 2
- NATIONAL LGBTQ+ HISTORY MONTH - 3
- ODEI PROGRAM UPDATES
  - What is Inclusion? - 4
  - The Six Pillars of Inclusive Excellence - 5
  - Faculty Diversity and Equity Fellows - 6
  - Equity Arcata - 9
  - Diversity and Equity Grant Program - 10
  - National Center for Faculty Development & Diversity (NCFDD) - 11
  - Avoiding Unconscious Bias (AUB) in the Hiring Process - 12
  - Serve as an Equity Advocate on a Search Committee - 12
- WAYS TO ENGAGE
  - El Centro Academico Cultural - 13
  - Indigenous People's Week - 14
  - 78th Kieval Lecture - 16
  - 24th Annual Campus Dialogue on Race - 17
  - Student Disability Resource Center - 18
- MEET THE ODEI LEADERSHIP TEAM - 19
- IN CONCLUSION - 21



OCTOBER IS  
**GLOBAL**  
**DIVERSITY**  
**— AWARENESS MONTH —**

This October, we celebrate Global Diversity Awareness month by opening our minds to other ways of being in the world. We do this by appreciating cultural differences and embracing perspectives we may have been without. Collectively, we must recognize that Cal Poly Humboldt is a community of diverse individuals who are making Humboldt their home away from home. There are people from all over the globe here, and each of them hold a wealth of knowledge, experiences, and cultural perspectives. Our task this month and every month is to gift ourselves and each other the space to celebrate our differences.

From the people themselves, to the art, food, music, and ideas that they bring, Global Diversity Month is a chance to highlight how cultural perspectives different from our own enrich our lives and larger community. They bring us all to a new viewpoint through which we come to see things in a different light.

Here are some ways you can take part in Global Diversity Awareness Month:

- Connect with people. Make a friend with someone from another culture. You can go to the cultural centers on Campus or use social media to connect with someone from the other side of the world.
- Learn about another culture by experiencing it. If you cannot travel right now, check out art, music, or movies from another culture. You can use YouTube to acquaint yourself with cultural music from all over the world.
- Educate yourself. Make an effort to stay informed. Keeping up with global happenings can feel heavy at times, but it is a strong way of tapping into the understanding that we are all connected in one way or another.



## October is LGBTQ+ History Month

### **Historic InQUEERies Project:**

#### **Promote visibility in your field during LGBTQ+ History Month!**

To celebrate LGBTQ+ History month this October, the Historic InQUEERies Project is offering curricular assistance to faculty and instructors interested in showcasing the work of a queer scholar in their field. The purpose of the project is to increase queer visibility across campus, and, will for most, take the form of an instructor making a short announcement at the start of class, based on a single slide and a 1-page teaching brief that is customized for you. The materials will showcase a specific queer scholar in your field, and share 1) their contribution to the discipline; 2) their personal history as a queer person; and 3) professional resources for students.

The team is headed up by LGBTQ+ Diversity and Equity Fellow Ben Graham in collaboration with a team of students. Just email Ben at [bcg214@humboldt.edu](mailto:bcg214@humboldt.edu) to begin working with us--we'll discuss your needs and interests, be it finding a queer scholar in your field, building up materials for a scholar you are already familiar with, or brainstorming an approach that works best for you. You can learn more about the process and meet our team in this short [Historic InQUEERies video](#).

If you'd like to take part, please email Ben as soon as possible, and plan to make the short announcement in the second half of October. We look forward to hearing from you!



# What Is Inclusion?

**Inclusion is the act of creating environments in which any individual or group can feel welcomed, supported, and valued.**

**Inclusion accepts the individual lived experiences of people that shape their identities and the ways in which they navigate the world.**

**Inclusion acknowledges our humanity and creates space for people to be their authentic selves.**

The [Six Pillars of Inclusive Excellence](#), developed by former Associate Vice President and Campus Diversity Officer, Dr. Elavie Ndura, is a framework of qualities that defines an inclusive culture.

The Six Pillars have been embedded in the institutional strategic plan, [Future Forward 2021-2026](#) and at the non-academic program objective level. At this time, with guidance from the Office of Institutional Assessment, the majority of non-academic programs have mapped their unit objectives in alignment with the Six Pillars. Departments are identifying where their objectives support inclusive excellence and considering which areas can benefit from inclusive growth.

Because the Six Pillars are integrated into the institutional strategic plan and program objectives, it becomes important that we assess our diversity, equity, and inclusion progress as an integrated whole at the institutional level, not simply as data points separate from the system. As the framework for assessment unfolds, the Office of Diversity, Equity, and Inclusion, Faculty Diversity and Equity Fellows, and the Office of Institutional Assessment will design and implement workshops for department leaders to learn how to further integrate and assess the Six Pillars of Inclusive Excellence into their home units.

Through qualitative, quantitative, and anecdotal data, we will explore the ways in which the Six Pillars can be further integrated into a standardized assessment across departments. An initial report for the Western Association of Schools and Colleges (WASC) will result in 2023, reflecting on our understanding, implementation, and development of the Six Pillars of Inclusive Excellence– how they inform our institutional values and motivations across departments and create a driving force for institutional cultural change.



# The Six Pillars of Inclusive Excellence

## Pillar 1. A Safe and Welcoming Community

Nurture a welcoming and collaborative community that affirms diversity, enhances the well-being and self-actualization of all members, and engages in sustained and transformational courageous conversations around climate, equity, and diversity issues. Enact policies and practices that ensure safety and belonging for all members of the campus community.

## Pillar 2. Equitable Opportunities and Outcomes

Assess equity of access and outcomes across all constituencies and across diverse backgrounds, with particular focus on minoritized populations; develop intentional pathways to broaden the diversity of the student body, as well as, that of faculty, staff and administrators; develop and implement campus-wide strategies to retain students and employees from minoritized groups.

## Pillar 3. Strategic Partnerships

Broaden transdisciplinary collaboration and community partnerships across diverse sectors, this positioning the institution to co-lead in search of solutions to enduring systemic challenges locally, nationally, and globally.

## Pillar 4. Intercultural Humility Development

Collaborate in leading sustained culturally responsive curricular and co-curricular programming, learning opportunities, intergroup dialogue, and community service, which build capacities for effective cross-cultural communication and mutually affirming interpersonal relationships and cultivate cultural humility. Support the understanding of our positionalities to increase our agency to transform systems for social justice.

## Pillar 5. Organizational Resources

Facilitate the coherent implementation of institutional diversity, equity, and inclusion strategic goals, leverage existing resources and create new ones to support the development and implementation of inclusive excellence policies and practices that transform systems, elevate student success, and advance racial equity and social justice.

## Pillar 6. Collaborative Leadership and Shared Accountability

Establish a university culture that affirms shared responsibilities, human interdependence, and unity in diversity, cultivate a collective commitment to challenging oppressive power structures, elevate institutional inclusive-excellence planning and accountability across all levels, units and sectors.

Dr. Elavie Ndura and ODEI Team



# EQUITY FELLOWS

---

**The newest iteration of the Faculty Diversity and Equity Fellowship cohort is underway. ODEI is holding bi-weekly meetings with the Equity Fellows to develop a multi-lane action plan for this Academic Year and beyond, with a goal of implementing sustainable programs and practices across campus in alignment with the purpose and vision of ODEI and Cal Poly Humboldt's Strategic Plan.**

**ODEI is grateful for the service of the following Equity Fellows:**

---



**Dr. Benjamin Graham, Department of Psychology, 2nd year Equity Fellow, representing LGBTQIA+ and the College of Arts, Humanities, and Social Sciences**

This fall, LGBTQ+ Equity Fellow Ben Graham is working in partnership with the Transgender, Gender Nonbinary, and Gender Non-Conforming Task Force to complete the Campus Pride Index for Cal Poly Humboldt. The Campus Pride Index is a nationally recognized assessment tool of LGBTQ+ friendly policies, programs and practices, and can serve as a great tool for campuses looking for ways to sustain and improve LGBTQ+ inclusion on campus. A coordinating team has been assembled as a subcommittee within the Transgender, Gender Nonbinary, and Gender Non-Conforming Task Force and will meet this fall to conduct the assessment. When completed, the updated

Campus Pride Index will replace the university's prior assessment, completed over 5 years ago.

The Campus Pride Index will help promote inclusion across ODEI's Six Pillars of Inclusive Excellence, and is reflected across its eight domains of assessment: 1. LGBTQ Policy Inclusion, 2. LGBTQ Support & Institutional Commitment, 3. LGBTQ Academic Life, 4. LGBTQ Student Life, 5. LGBTQ Housing, 6. LGBTQ Campus Safety, 7. LGBTQ Counseling & Health and 8. LGBTQ Recruitment and Retention Efforts. The measure contains 50+ items and is reviewed and updated by an advisory committee consisting of Campus Pride researchers and members of the National Consortium of Directors of LGBTQ Resources in Higher Education.

This is an opportunity to showcase the many efforts happening across campus and will help to chart our future activities. In the process, the coordinating subcommittee will use the process to build community and foster communication campuswide.

For more information: Contact LGBTQ+ Faculty Fellow Ben Graham at [bcg214@humboldt.edu](mailto:bcg214@humboldt.edu). More information on the Campus Pride Index can be found here: [campusprideindex.org](https://campusprideindex.org)



**Dr. Lisa Bond-Maupin, Department of Sociology, 1st year Equity Fellow, representing equity arcata, a shared initiative between Cal Poly Humboldt and the City of Arcata**

As a retired faculty member participating in the FERP program, Dr. Bond-Maupin is grateful for the opportunity to serve ODEI and equity arcata as an Equity Fellow. Her role involves the bigger picture, overarching aspects of living up to the purpose and supporting the network of volunteers that is equity arcata. She is part of a team with Joseph Pang, Ria Espinoza, and Maxwell Hawk. Together, they form the backbone support for the network.

Dr. Bond-Maupin is thinking hard about where equity arcata is as an organization and what is ahead. Things have changed nationally and in our community since equity arcata was formed. As we honor what has been created and sustained since then, Dr. Bond-Maupin believes we have a terrific opportunity to also explore together what equity work means today (and tomorrow) and how to grow to engage change in a manner that is BIPOC-centric (Black Indigenous and Persons of Color) and student-centric. equity arcata is reinforcing the collective impact model and what it means to work under a shared agenda and with accountability for impact. She states, “I am surrounded by amazing people as part of this organization and I am learning a great deal about how to serve effectively.”

---



**Dr. Jianmin Zhong, Department of Biological Sciences, 1st year Equity Fellow, representing the College of Natural Resources and Sciences**

Dr. Zhong is a Professor of Microbiology and Cellular and Molecular Biology in the Department of Biological Sciences. Dr. Zhong grew up in Shanghai China and received his Ph.D. from University of Tennessee Health Science Center.

As an immigrant, Dr. Zhong is sensitive to the challenges that underrepresented and first-generation college students face in academia. His role as an Equity Fellow positions him to explore how to utilize institutional data to recognize and address academic achievement gaps. Dr. Zhong is gaining expertise in how available data can be disaggregated to account for the achievement gaps experienced by underrepresented groups, Pell Grant recipients, and first-generation students. By assessing this disaggregated data, Dr. Zhong will develop a framework for how our institution collaborates to ask the relevant questions that seek to address inequities in the classroom, create equity in learning outcomes and pedagogical practices, and decrease the number of Cal Poly Humboldt students on academic probation.





**Dr. Humnath Panta, School of Business, 1st year Equity Fellow, representing the College of Professional Studies**

Humnath Panta, Ph.D., is an Associate Professor of Finance at Cal Poly Humboldt. He is an active scholar, dedicated teacher, and effective mentor for students with diverse backgrounds and career goals. His primary objective is to serve the community by promoting a positive learning environment and to help students in their self-development through quality financial education.

Dr. Panta loves a beautiful garden where there are many different types of flowers. He often asks a question to others: What do you do if you see a flower struggling in your garden? Many people respond to the question –I provide the flower extra support, which could be water, fertilizer, or treatment for a disease. Everyone likes a diversified and inclusive garden

where a gardener treats every plant equitably. What a beautiful world!

However, Dr. Panta has experienced very different behavior from those in a community, such as your neighborhood, workplace, or classroom. The same person who wants a diversified, equitable, and inclusive garden treats another human being completely differently. That happens over and over, but the person who is involved in this behavior often does not realize it because of inherent bias. Dr. Panta believes that diversity, equity, and inclusion (DEI) efforts are necessary because all of us, including our students, deserve a beautiful garden where we feel like higher education is equitable and inclusive to us. It is important that we see others like us in higher education and in the workplace, that we all are treated inclusively and equitably, and provided support when and where needed.

Dr. Panta does not think it is possible to have a solid and effective educational system without prioritizing diversity, equity, and inclusion efforts. The actual application of DEI is the need of our society. Making a meaningful contribution to strengthening diversity, equity, and inclusion on our campus is why Dr. Panta now serves as an Equity Fellow at Cal Poly Humboldt.





# 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.

The equity arcata network is in the process of regrouping with the addition of new leadership in the form of Network Coordinator, Joseph Pang, and Network Manager & Equity Fellow, Dr. Lisa Bond-Maupin. **The Design Team**, composed of the leaders of equity arcata's community volunteer working groups, has resumed its regularly scheduled monthly meetings; the first meeting of the fall semester took place on September 6th.

During the Design Team meeting, the **Ongoing Learning Working Group** facilitated a review of the concept of Collective Impact for Systems Change, which is a learning module that is revisited from time to time in order to inform or refresh equity arcata members on the foundation behind the network structure.

The **Home Away From Home Working Group** held its first 'free food & free stuff' distribution for the 2022-2023 academic year on September 11th, providing a total of 160 free, prepackaged bags of everyday items and food to students, along with a slightly higher number of hot meals. The date for the next distribution has not yet been determined, but *if you want to get involved as a volunteer or make a donation for the next event, please email [equityarcata@humboldt.edu](mailto:equityarcata@humboldt.edu) or call (707) 825-2174.*

**equity arcata** has also been increasing its presence at events both on and off campus, so be sure to stop by our table if you see us around! Check out the new website at [equityarcata.com](http://equityarcata.com)



**Joseph Pang** (he/him) is the new **Network Coordinator** for equity arcata as of Summer 2022. He is currently a master's student in the Academic Research Psychology program. He also works as a graduate fellow for Cal Poly Humboldt's Diverse Male Scholar Initiative, working to create spaces where self-identified Men of Color feel welcome and supported. Joseph is excited to be contributing to DEI efforts and hopes to support existing communities of color in Humboldt through his work at equity arcata.

Contact Joseph at [jpang@cityofarcata.org](mailto:jpang@cityofarcata.org)

# Diversity and Equity Grant Program

The week of October 10th, the Office of Diversity, Equity, and Inclusion is excited to announce an all-campus Request for Proposals (RFP) to kick off this academic year's Diversity and Equity Grant Program. If you have an idea for a project or program centered around the concept of diversity, equity, and inclusion, now is a great time to start preparing your proposal.

The Diversity & Equity Grant Committee invites Cal Poly Humboldt students, student organizations, staff, faculty, and underrepresented faculty to submit proposals for programs offered on campus to the university community that raise awareness, deepen understanding, and/or engage the campus community in dialogue about one or more of the multiple dimensions of diversity and equity.

Diversity is the range of human differences. Such dimensions of diversity may include – but are not limited to – culture, race/ethnicity, sexual orientation, ability, gender, gender identity, gender expression, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. Proposals intended to increase the participation and retention of historically minoritized students, staff, and faculty in the campus community are prioritized.

Allocations for Humboldt Diversity & Equity Grant Program awards are typically awarded as follows:

Faculty: up to 5 awards each at \$5,000 (Programs and/or Research)

Staff: up 3 awards each at \$5,000

Students: up to 5 awards each at \$1,000

Program expenses typically funded include speaker fees, travel for visiting speakers, event publicity and marketing, various expenses associated with individual activities/programs (from facility rental to printing event handouts), and many, many more. There are some expenses that can not be funded that will be outlined in the official RFP.

Keep posted to your MyHumboldt messages for the official announcement and RFP portal next week!



## 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 Black, Indigenous, and Persons of Color (BIPOC) thrive. To realize this vision and the strategic goals that anchor this commitment, Humboldt works hard to support the success, advancement, and retention of all faculty and staff.

As part of Humboldt's continued commitment to support the wellbeing and success of BIPOC students and faculty, we would like to take the opportunity to remind you of our Institutional Membership with the National Center for Faculty Development & Diversity (NCFDD). 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.

We encourage all faculty and graduate students to sign up for their own sub account at [facultydiversity.org/calpolyhumboldt](https://facultydiversity.org/calpolyhumboldt) at no cost to you. Through your account you can access a library of on demand webinars, blogs, and live courses that will benefit your development as an academic. Below are listed some of the many offerings by NCFDD:

- Weekly Monday Motivator
- Monthly Core Curriculum Webinars
- Monthly Guest Expert Webinars
- Access to Multi-Week Courses
- Access to Dissertation Success Curriculum for graduate students
- Private Discussion Forum for peer-mentoring, problem-solving, & moderated writing challenges
- Monthly accountability buddy matches
- Access to 14-Day Writing Challenges
- Access to the Member Library that includes past webinar materials, referrals, and readings

Instructions to claim your free membership can be found here: [NCFDD Membership](#).

If you have any questions about the membership, please contact: [pearlpodgorniak@humboldt.edu](mailto:pearlpodgorniak@humboldt.edu).





## 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.

**Unconscious bias, also known as Implicit Bias, is a characteristic of our human brains to create automatic associations between what are learned portrayals or perceptions of cultural or racial norms and which lead to the unconscious acceptance of stereotypes. Implicit bias allows subjective assumptions to influence decision-making by subconsciously favoring applicants whose experience, affiliations, and personalities match the search committee member's own.**

Any faculty or staff member serving on a search committee must complete Avoiding Unconscious Bias training, and they must retake the training every two years before they serve on a committee again. Former Associate Director of the ODEI, Dr. Edelmira Reynoso, provided frequent live workshops to train faculty and staff serving on search committees. ODEI continues to rebuild its capacity to provide these live trainings, and in the meantime, search committee members can complete the required training from an online CSU Learn module provided by the office of Human Resources.

---

## Serve as an Equity Advocate

**An Equity Advocate is a volunteer faculty or staff member who serves on a department's search committee to be a presence and resource that encourages equitable consideration of all candidates across identity markers. The Equity Advocate adds a layer of awareness and consistency to the search and deliberative process that allows the search committee to focus on content expertise while minimizing the cognitive and structural impact of implicit bias.**

We are happy to report that the Equity Advocate initiative is a high-priority for continuation as ODEI collaborates with Human Resources and Academic Personnel Services to provide Equity Advocates to faculty search committees, and staff search committees by request. We are abundantly grateful for the willingness and ability of our Equity Advocates to provide this service to our institution.

As we have reviewed the Equity Advocate initiative, we have found several ways in which to make the process more efficient and less time-consuming for our volunteer Equity Advocates. We have also centered the need for continuity across faculty search committees, as we believe the Equity Advocate to be a crucial element contributing to the work we are doing to promote diversity, equity, inclusion at Cal Poly Humboldt.

As ODEI further refines the process of training and orientation of the Equity Advocate, we plan to initiate a Call for New Equity Advocates during the Spring 2023 semester. Those who answer the call will be trained and ready to serve on next Academic Year's faculty and staff search committees.

**If you are interested in becoming an Equity Advocate, please reach out to [pearlpodgorniak@humboldt.edu](mailto:pearlpodgorniak@humboldt.edu) to schedule an orientation.**



# El Centro Académico Cultural de Humboldt

Hopefully, you have been able to enjoy several events sponsored by the [El Centro Académico Cultural de Humboldt](#) (aka El Centro) during September, which is celebrated as Latinx Heritage Month. If not, there are many more upcoming opportunities to engage with our Latinx-campus community through special and ongoing events. Below you will find several events hosted by El Centro during October.

## What is El Centro?

El Centro Académico Cultural de Humboldt is committed to student development through academic, personal, and professional skills.

The purpose of El Centro Académico Cultural de Humboldt is to work primarily with students of Latin American descent in navigating pathways to success that honors and respects their cultural and historical trajectory. El Centro is committed to student success with a responsive approach, which seeks the development of academic, intellectual, personal, and professional growth, by functioning as a resource where students can explore and express shared values, differing experiences, distinct histories, and multi-dimensional identities to foster powerful individuals and communities. El Centro strives to provide hospitality and genuine love and support.

---



## El Centro Presents:

**Latinx Heritage Month Keynote Speaker: Felipe Esparza**  
**FRIDAY, OCTOBER 7, 2022, 8 pm**  
**John Van Duzer Theatre**

A product of the streets of East Los Angeles, comedian and actor Felipe Esparza is best known for his raw, real-life, and universally relatable comedy. Felipe won NBC's Last Comic Standing in 2010, and soon after, starred in and produced his first Showtime special, *They're Not Gonna Laugh at You*. Now he's selling out comedy clubs and theaters worldwide.

**Cafe con Chisme:** A space for conversation and coffee with sweet bread, every other week, coming up again on Tuesday, October 18th, and November 1st, 5 – 6 pm, Nelson Hall East 205



# INDIGENOUS PEOPLES WEEK

## 2022

### MONDAY, OCTOBER 10TH

- 7-8 AM-KMUD MORNING SHOW WITH NAS FACULTY ON IPW  
[HTTPS://KMUD.ORG/](https://kmud.org/)
- 12-1 PM-KICK OFF ON THE QUAD
- 3-5PM-GATHER FILM & STUDENT-LED DISCUSSION BSS 162

### TUESDAY, OCTOBER 11TH

- 12-2 PM-RESERVATION DOGS IN BSS 162
- 3-5 PM- VICTORIA CARLSON, YUROK LANGUAGE REVITALIZATION IN BSS 162

### WEDNESDAY, OCTOBER 12TH

- WELLNESS WEDNESDAY ALL DAY IN ITEPP
- 2-4 PM-RESERVATION DOGS IN BSS 162

### THURSDAY, OCTOBER 13TH

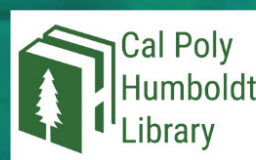
- 12-2 PM- RESERVATION DOGS IN BSS 162
- 3-5 PM- DR. PENNELYS DROZ, INDIGENOUS DESIGN
- 5:30-7 PM- OPENING RECEPTION GOUDI'NI GALLERY BSS 104

### FRIDAY, OCTOBER 14TH

- 12-2 PM-RESERVATION DOGS IN BSS 162

### MONDAY, OCTOBER 17TH

- 11:30-12:30-JESSICA HERNANDEZ AUTHOR LUNCH IN BSS 162
- 4-5:30 PM- BOOK TALK: FRESH BANANA LEAVES: HEALING INDIGENOUS LANDSCAPES THROUGH INDIGENOUS SCIENCE IN BSS 162





# GATHER

JOIN

ITEPP & THE LIBRARY

MONDAY, OCTOBER 10TH, 3-5 PM

NATIVE FORUM BSS 162

FILM SCREENING & STUDENT-LED

DISCUSSION





FALL 2022

# 78TH KIEVAL LECTURE



Pamela E. Harris  
Twitter: @DPEHarris

**Friday, October 14th**  
7:30 to 8:30 pm in SCI B 135

Each semester the Humboldt Department of Mathematics hosts a special evening lecture for the general public called the Kieval Lecture, delivered by a well-known and highly regarded mathematician addressing broad aspects of the discipline. The speaker will be Dr. Pamela Harris, Associate Professor of Mathematics at University of Wisconsin, Milwaukee.

Dr. Harris is Mexican-American and is the President and co-founder of Lathisms: Latinxs and Hispanics in the Mathematical Sciences, co hosts the podcast Mathematically Uncensored and is a coauthor of the books *Asked And Answered: Dialogues On Advocating For Students of Color in Mathematics*, *Practices and Policies: Advocating for Students of Color in Mathematics*, and *Read and Rectify: Advocacy Stories from Student of Color in Mathematics*.

---

## HOW TO CHOOSE YOUR OWN MATHEMATICAL ADVENTURES

Dr Harris asks: What is mathematical research? How does a mathematician find problems to work on? How does one build mathematical collaborations? In this talk, I will share my journey to research mathematics, what it entails, how I have developed new research ideas, and how I have found my place within the mathematical community. Mathematical topics of discussion will include lattice point visibility, parking functions, and a connection between vector partition functions and juggling. No prior mathematical background on these topics is expected nor assumed as we will introduce all of the needed concepts from first principles. All that is needed is the willingness to wonder and ask the question: “what happens if...?”



# 24th Annual

## Campus & Community Dialogue on Race:

### *Truth Telling for Liberation*

Oct. 24 (Mon) - Oct. 28 (Fri)

CDOR kicks-off its week of speakers, events, and presentations on October 24th on the upper and lower Quad from 11 am to 1 pm.

Stay tuned for a special edition of ODEI Pathways featuring the 24th Annual CDOR, its keynote speakers, presentation calendar, interviews from CDOR's planning members, and a look back at CDOR ten years ago.

Here is a sneak peak at this year's Keynote Speakers:



**Saul Flores** - Keynote Speaker (at College of the Redwoods & Zoom)

<https://campuspeak.com/speaker/saul-flores/>

Oct. 24 (Mon) 1:30 - 3pm

Title: The Walk of the Immigrants

Format: In-person at the College of the Redwoods Theatre & Zoom

The Walk of the Immigrants brings students through a riveting journey where participants learn about advocacy, social good, and complex Latin American issues. Student leaders will walk away learning about the intersections of the Hispanic/Latinx community with DEI work and how to be champions of inclusion in the world.



**Udodiri Okwandu** - Feature Speaker (Zoom)

<https://histsci.fas.harvard.edu/people/udodiri-r-okwandu>

Oct. 25 (Tue) 1 - 2:30pm (45 min talk by 45min Q & A)

Title: "Racism and Medicine: Reconciling the Past and Present"

Udodiri Okwandu is a doctoral candidate in the History of Science Department and Presidential Scholar at Harvard University. Her work critically examines science and medicine's relationship to power and their ability to enact subjection. Her current work examines the intersection and constructions of race, reproduction, and psychiatric health in the United States and how they undermine the concept of "citizenship" for Black Americans.



**Jiggy Yoon** - Keynote Speaker (at College of the Redwoods & Zoom)

<https://www.jiggyyoon.com/main>

Oct. 26 (Wed) 1:30 - 3pm

Na Eun "Jiggy" Yoon is a Youth Motivational Speaker, High-Performance Coach, & creator of WITHIN Academy.



**Cornelius Minor** - Keynote Speaker (Zoom)

Oct. 27 (Thu) 5 - 6:30pm

Teaching in the Age of Impossible

Cornelius Minor's latest book, *We Got This*, explores how the work of creating more equitable school spaces is embedded in our everyday choices—specifically in the choice to really listen to kids.





# Student Disability Resource Center

SDRC is really pleased to share our information and resources with the ODEI community. It feels especially appropriate right now, as President Biden has issued an

[Executive Order on Diversity, Equity, Inclusion, and ACCESSIBILITY in the Federal Workforce.](#)

We are thrilled that **Accessibility** is increasingly being recognized as an aspect of diversity and equity, and very happy to join this community.

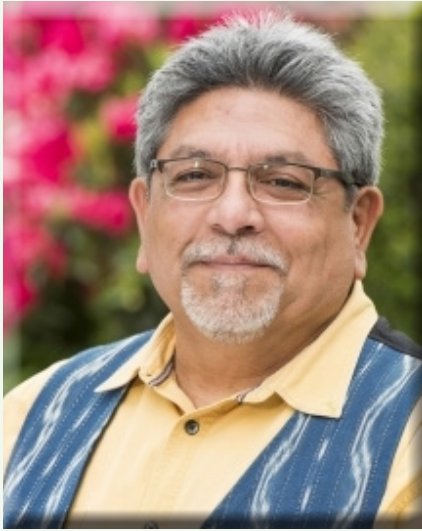
We look forward to introducing our staff and including more about our services in a future issue, but here are some quick facts and resources:

- **There are currently nearly 800 students registered with SDRC at CalPoly Humboldt.** This is one of the highest percentages in the CSU system, and includes both visible and non-apparent disabilities.
- Our mission at SDRC is to provide service, support, and resources for students with disabilities, and to create an inclusive and accessible environment by educating the campus community on disability-related issues.
- SDRC is located in the lower level of the library and we can be reached at 707-826-4678.
- Here's the link to our website with more information on our services and how to access them: [disability.humboldt.edu](https://disability.humboldt.edu)



# Meet the ODEI Leadership Team

---



**Dr. Rosamel Benavides-Garb** has been recently appointed the **Interim Associate Vice President for Diversity, Equity & Inclusion and Campus Diversity Officer** for Cal Poly Humboldt. He began in this new role on August 1, 2022.

He has served Cal Poly Humboldt in various faculty and leadership roles since beginning his time here in 1991. Lately, he served as the Associate Dean and Interim Dean for the College of Arts Humanities & Social Sciences.

Dr. Benavides-Garb is an immigrant like many Humboldt students, faculty, staff, and their families, and he learned English as a second language as an adult. He humbly sees himself in the eyes of Humboldt Latinx students, their parents, and families. He has a shared experience of hard work and commitment to advancement and success.

He has been an active leader in all matters related to diversity, equity and inclusion in all he does. He has a sound institutional memory of the history and role of the Office of Diversity, Equity & Inclusion (ODEI) since before its creation. He has historically been engaged with the ODEI leadership, serving on a number of committees as advisor and consultant in critical matters. He also has significant experience building new programs at Humboldt and abroad. His solid international experience has also been guided by his deep understanding of issues of diversity, equity, and inclusion in a global context. He brings exceptional perspectives to the role of ODEI at a historic moment for our institution.

Dr. Benavides-Garb believes that ODEI has played, and will continue to play, a strategic and crucial University-wide role by providing support, organization, and education to foster and promote a campus culture that minimizes bias and recognizes and addresses systemic inequities.



**Pearl Podgorniak** (pronounced Pod-gor-ni-ak) is the **Confidential Administrative Support** coordinator for Cal Poly Humboldt's Office of Diversity, Equity, & Inclusion, and is the executive assistant to the Associate Vice President of the ODEI and Campus Diversity Officer. She graduated from Cal Poly Humboldt with her B.A. in Art History, Women's Studies, and earned a certificate in Museum and Gallery Practices.

Pearl makes it a priority to always maintain diplomacy and is a strong ambassador for accurately communicating the needs of individuals and groups in order to function in balance. She enjoys performing dynamic work dedicated to serving the needs of her community, emphasizes compassionate communication and respect for the dynamic experiences of all people, and provides assistance wherever assistance can be provided.

When not working, Pearl enjoys gardening, hiking, hunting agates, and making art with her young daughter.



**Isaac Torres** is the **Administrative Support Coordinator** for Cal Poly Humboldt’s Office of Diversity, Equity, and Inclusion. He received his B.A. in Sociology from the University of California Santa Barbara in 2015 and his M.A. in Sociology from Humboldt State University in 2019.

Isaac has an array of skills and experiences from teaching sociology, case management for families experiencing chronic homelessness, to organic farming at an indigenous community food garden. He now turns his focus back to academia with the goal of building community and increasing institutional capacity for nurturing historically marginalized groups and individuals.

Isaac enjoys connecting genuinely and compassionately with others as a way of creating a more inclusive and just world where we can all feel a deep sense of belonging. He believes that we are always teaching each other and learning from each other simultaneously.

When not working, Isaac enjoys staying active, running, spending time with family, cooking, and hanging out with his house plants.

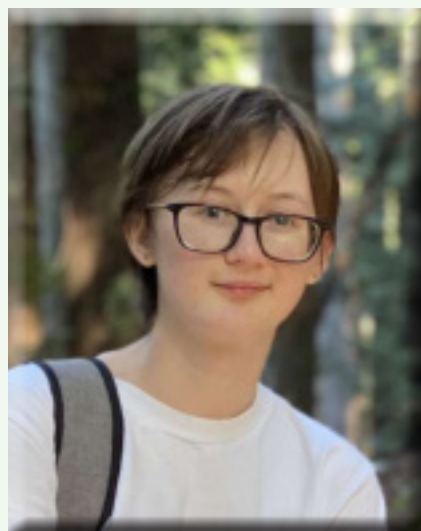


**Maya Montes de Oca** is a second-year Political Science and Journalism student from Southern California and serves the Office of Diversity, Equity, and Inclusion as an **ODEI Student Fellow**. Back home, she was part of Planned Parenthood Generation with the goal of de-signifying Planned Parenthood’s services and other safety-net healthcare providers, and has organized and participated in equity and healthcare rights activism.

Maya adores Humboldt County. She is grateful for the time she gets to spend wandering in the redwoods, the community forest being one of her favorite places. Something that she has learned, and has served her well, is that there isn’t any harm in wearing your heart on your sleeve from time to time. Empathy is a powerful tool, and she believes that the world would be much better off if we took a second to walk in someone else’s shoes. She is a self-described “bleeding heart,” and that is something that she takes pride in.

She is grateful for the opportunity that being part of the ODEI has presented her and she hopes to continue to learn how she can best serve our campus and community. Maya hopes to continue

engaging in work to promote equity and social justice, and believes that, working together, we can solve community problems and build a stronger, more equitable Arcata.



**Maxwell Hawk** is a final-year Political Science major who transferred from Golden West College in Southern California to Cal Poly Humboldt in the fall of 2020. He now serves the Office of Diversity, Equity, and Inclusion as an **ODEI Student Fellow, and equity arcata Fellow**, for the equity arcata network, a community racial-equity collaboration between the Cal Poly Humboldt and the City of Arcata.

Maxwell greatly enjoys the Arcata Community Forest and Redwood Park, whether watching all of the dogs running around, or practicing circus arts, like juggling, as well as more traditional forms of art, like painting. One of the best things that he has learned by being in this community is that, regardless of ability, anybody and everybody is an artist.

The sense of community that he has felt in this area has fueled his passion for the work of ODEI and equity arcata as a whole. By taking the Community Leadership in Action service-learning course (PSCI 381S), he was able to learn about the equity arcata’s goal of

promoting equity, particularly racial equity, in order to build a closer and stronger sense of belonging and community. This, along with Arcata’s locally-minded businesses and connection to nature, has made him wonder if he’ll ever be able to enjoy living in another area in the same way again!



## In Conclusion

To be a part, And not stand apart  
To belong, And not be isolated  
To have friends, And not just companions  
To feel needed, And not just be a person with needs  
To be a participant, And not just a spectator  
To have responsibilities, and not just enjoy rights  
To have opportunities, And not just favours

Is to be included.

~Dipti Bhatia

## Contributors

### ODEI Staff

Dr. Rosamel Benavides-Garb,  
Interim Vice President of ODEI, and  
Campus Diversity Officer

Pearl Podgorniak,  
Confidential Administrative Support

Isaac Torres,  
Administrative Support Coordinator

Maxwell Hawk, equity arcata fellow &  
ODEI Student Fellow

Maya Montes de Oca,  
ODEI Student Fellow

### Faculty Equity Fellows

Dr. Benjamin Graham, Associate. Professor

Dr. Lisa Bond-Maupin, Professor

Dr. Humnath Panta, Associate. Professor

Dr. Jianmin Zhong, Professor

Mary Smith, SDRC Coordinator

## Call for Newsletter Submissions

Are you interested in submitting a column about your diversity, equity, and inclusion program or project?

Are you a member of a diversity, equity, and inclusion-related club or organization and would like to share about your organization?

Do you have a poem or work of art that you would like to share with our community?

If you answered Yes to any of the above questions, please consider contacting our office at [diversity@humboldt.edu](mailto:diversity@humboldt.edu) to let us know of your idea and which newsletter month you would like to participate in between October and May.

