

# WELCOME

February 15, 2022

EDI @ SOU

Volume #1 | Issue #1

## In This Issue | Features

Meet the Staff, read the news, partner with us!

A Fuller History,  
A More Perfect Union  
Black History Month 2022

Ain't I a Woman?

Partnering with EDI

## In Every Issue | Updates

*Did you know that . . .*

New multicultural senator  
joins ASSOU

Environmental Education  
develops an EDI graduate  
assistantship program

Online EDI education still  
available?

## Upcoming Events

CATL sponsored Anti Racism  
& Decolonization Lecture  
Series continues

TRUth & Visibility  
Black voices in Oregon

"Good Trouble"  
Film Discussion

Many more happening!

Contact us with to share  
your EDI related news!



# MEET THE TEAM

# 1

Vice President Cooper joins the  
EDI Leadership Team

Page 2



# A FULLER HISTORY

# 2

Contributions to a civilization

Page 3

# AIN'T I A WOMAN?

# 3

Recognize the contributions that  
Women have made to American  
history and culture

Page 4

# PARTNERING

# 4

OLLI partners with EDI to talk  
"Aging, Ageism and the future of  
Elderhood"

Page 5



# Meet the Staff

## Read the news & partner with us!

### Vice President Cooper joins EDI Leadership

The Office for Equity Diversity and Inclusion (OEDI) is again delighted to welcome new Vice President, Toya Cooper. Vice President Cooper joins SOU from her most recent prior appointment as Director of Equity, Inclusion, and Compliance and Title IX Coordinator for Marist College in Poughkeepsie, New York. A California attorney and a Willamette University College of Law graduate, Vice President Cooper arrives with nearly two decades of experience in higher education as both legal counsel and a diversity officer. Her career in EDI began as an admissions counselor with responsibility for developing recruitment strategy for underrepresented students and creating campus programming aimed at retention and climate. Upon earning her JD and admission to the California State Bar, Cooper returned to her alma mater where she ultimately held the role of counsel and special assistant to the Provost for diversity initiatives. She is excited to join SOU in its commitment to creating a diverse, equitable, and inclusive community where all learners flourish.



Toya M. Cooper, JD  
Vice President for  
Equity, Diversity & Inclusion



Jonathan Chavez Baez, M.A.  
Assistant Director for Latino/a/x  
Outreach & Support  
EDI Leadership Team

### Vice President Cooper joins a strong team

Prior to Vice President Cooper's arrival, our Equity, Diversity, and Inclusion Leadership Team (Jonathan Chavez Baez, Kylan de Vries, and Patricia Syquia McCarthy) made remarkable progress on implementing the EDI component of the university's [strategic plan](#). The Team's authorship of SOU's cultural competency report and communication of its contents to our Board of Trustees ensured that SOU met requirements for public universities and colleges under Oregon [state law](#). Finally, in keeping with the university's commitment to preparing all learners to effectively communicate across difference, the Team curated an online EDI learning module especially for SOU. Assigned to all faculty and staff, the module remains available for you to explore.




Kylan Mattias de Vries, PhD  
Professor - Sociology,  
Professor & Program Chair - GSWS  
EDI Leadership Team



Patricia Syquia McCarthy, JD  
Contracts Administrative Officer  
and Risk Manager  
EDI Leadership Team

In addition to establishing an office infrastructure at SOU to support its ongoing work, the OEDI looks forward to continuing existing partnerships and creating new ones in the community and on campus with divisions doing good work in recruitment and retention of faculty, staff, and students, community engagement, professional development, and scholarship. We'll also feature regular recognition and celebration of our diverse community here on campus and in our region. Watch each quarter for news about our progress together, announcements of related events, and special recognition of those engaged in work of note in EDI.

We look forward to continuing this journey with you!



[a history that was] “void of national bias, race hate and religious prejudice.”

# A Fuller History, A More Perfect Union

## Black History Month 2022

### Contributions to a civilization

In partnership with President Rick Bailey’s office, the Office of EDI [announced](#) the start of Black History Month on February 1st. Beginning as Negro History Week in 1926 its creator, Carter G. Woodson championed for a time of recognition not necessarily focused on Blacks and African Americans in history; rather on a history that was “void of national bias, race hate and religious prejudice.” (Woodson) In Woodson’s view, doing so provides for a more inclusive account and study of history that by virtue of the facts, includes the contributions Black and African Americans have made to civilization as we know it.

### Historically Black College and Universities still standing amidst threats

If you read the campus announcement or watched and listened to the news on the eve of Black History Month, you also know this time of recognition met with over a dozen of our nation’s Historically Black Colleges and Universities (HBCUs) receiving bomb threats. While HBCUs are open to students of all racial and ethnic backgrounds, The Higher Education Act of 1965, as amended, defines an HBCU in part, as: “...any historically black college or university that was established prior to 1964. . .whose principal mission was and is the education of Black Americans.”

Howard University, Morehouse, Clark-Atlanta, and Spelman are among the most well-known institutions. Vice President Kamala Harris, Rev. Dr. Martin Luther King, Jr., Spike Lee and W.E.B. Du Bois are among the notable alumni spanning the decades, industries, and professions. As federal law enforcement continues its investigation of the threats, these storied colleges and universities remain standing and undeterred in their missions.

### A fuller history, a more perfect union

The threats have also not interfered with the month-long activities planned. Given the devastating impact COVID has had across the country, this year’s national theme is a fitting one. As established by the Association for the Study of African American Life and History, 2022 commemorates, [Black Health and Wellness](#). This year’s recognition will examine “the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing” in the discipline. SOU will host its own events and direct you to others, which you’ll find listed in the events section. Check out what’s offered and mark your calendars for ways you can grow in your knowledge of a more inclusive history.

# “Ain’t I a woman?”



At the March on Washington on Aug. 28, 1963, African Americans carry placards demanding equal rights, integrated schools, decent housing and an end to bias.

Our winter newsletter would be incomplete if we failed to note that as we mark our second full week of Black History Month, we look forward to March, when we recognize the contributions that women have made to American history and culture.

Noting that women of “every race, class and ethnic background helped found the nation in countless recorded ways . . .” but were yet “consistently overlooked and undervalued in the body of American history,” Congress passed Public Law 97-28 in 1981, establishing the second week of March as Women’s History Week. By 1987, a series of similar, annual proclamations led to Congress recognizing the entire month of March as a time of commemoration of the role and impact of women in society.

While then President Jimmy Carter played a significant role in establishing the time, the month-long recognition finds its roots in International Women’s Day and gained momentum in the United States as a result of work started with the Sonoma County Education Task Force’s efforts to “write women back into history” (Santa Rosa National Women’s History Project). Often cited among the luminaries is abolitionist and women’s rights advocate, Sojourner Truth.

## **Intersectionality has been with us for a while**

Though attorney and author Kimberlé Crenshaw is rightly credited with coining the term and launching the study of the same, the lived “intersectional” experience has been with us for as long as we have existed along a continuum of social position. Sojourner Truth’s “Ain’t I a woman?” speech at the 1851 Ohio Women’s Rights Convention is a commonly referenced point of illustration for that reality. A formerly enslaved black woman, Truth’s words presciently spoke to Crenshaw’s 21st century articulation of the ways in which “forms of inequality often operate together and exacerbate each other.” (Crenshaw). Truth’s identity as formerly enslaved, black woman speaks to the future challenge modern feminism would face in its struggle to create a more inclusive message and platform that recognized the dual-identity marginalization.

The National Women’s History Alliance has announced “Women Providing Healing and Hope” as the 2022 theme. In its announcement the Alliance encouraged us to honor women who bring and have historically brought the “precious gift” of healing to their communities. Look for future announcements from OEDI marking this month of recognition and for related events and activities.

# Partnering with Equity Diversity Inclusion

## OLLI did it

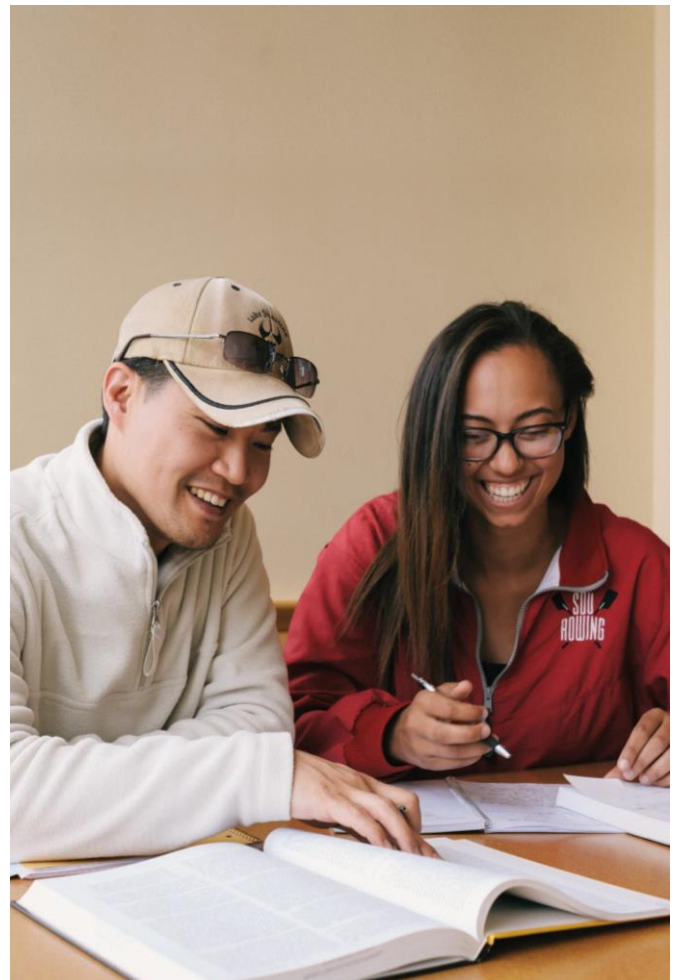
We love partnering with our campus colleagues. If you missed our virtual event co-sponsored with the Osher Life Long Learning Institute (OLLI), we hope you'll watch the [recording](#), featuring gerontologist, Pulitzer Prize nominated author, and UCSF professor Louise Aronson, MD, MFA. Dr. Aronson brought us "Aging, Ageism, and the future of Elderhood." Her presentation challenged conventional thinking about aging, shed greater light on the implications that other social factors like gender, race, ethnicity, and class have for the aging process, and provided suggestions for how to improve that process for all people. We want to especially thank OLLI volunteer coordinator, Pauline Black, whose work in securing the Dr. Aronson event began the burgeoning EDI-OLLI relationship.

## More on the Horizon

We were delighted to partner with OLLI to bring Dr. Aronson to SOU and look forward to more work together. We've begun conversations with OLLI staff and SOU's Dr. Toyokawa, professor of sociology who is exploring the possibility of gaining [Age-Friendly](#) status for SOU. If successful, the university would join a global network of institutions who have committed themselves to ten age-friendly principles in their programs and policies.

## We love a collaboration

Where there is a will, there is a way! Are you willing to collaborate? Let's see if we can find a way. Contact us at [edi@sou.edu](mailto:edi@sou.edu) and we'll direct you to our questionnaire for information on your event or activity, the factors we consider in determining whether partnership is possible, and the ways we may help support you and your division's part in creating a diverse, equitable, and inclusive community where all learners flourish.



# Did you know that...

... Taham Khosroabadi joined ASSOU as the Multicultural Senator?

ASSOU has a new Senator of Multicultural Affairs, Taham Khosroabadi, who joins in the work of EDI with ASSOU peers, including Gender Equity & Sexual Diversity Senator, Dilyn Del Rosario. President Gabrielle Slyfield ASSOU reports she is very excited to have Del Rosario and Khosroabadi on the team. OEDI looks forward to working with them both!

...SOU's Environmental Education Master's program developed an EDI graduate assistantship program?

SOU has a master's program in Environmental Education (MSEE) that is working hard to cultivate best practices in Equity, Diversity, Inclusion and Justice (EDIJ) within their department. The developing EDIJ framework aims to reflect and inspire the field of Environmental Education at large through a collective commitment to equitable environmental well-being for all. To learn more about the MSEE program's EDIJ initiatives and lessons learned, or to discuss the potential EDIJ Graduate Assistantship position, please contact: Hannah Calloway, EDIJ Coordinator at [Callowayh@sou.edu](mailto:Callowayh@sou.edu).

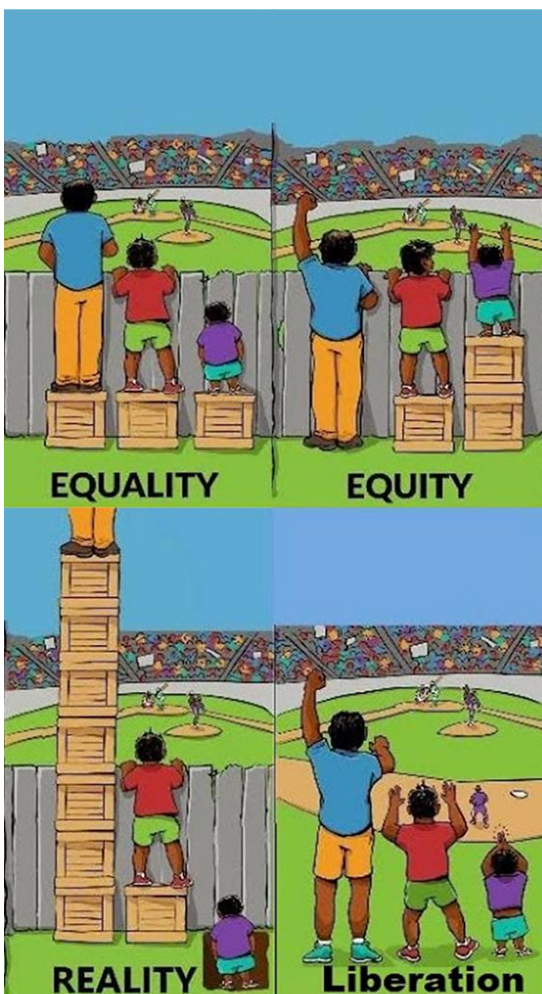
... There's still time to explore the online EDI educational programming?

In October 2021, Human Resources assigned three Equity, Diversity, and Inclusion virtual educational program modules to every member of SOU faculty and staff. Carefully and thoughtfully curated by the EDI Leadership Team, these modules are designed to help us in our ongoing development in effectively navigating an increasingly diverse and complex environment to the end of greater inclusion for every person. If you have wondered --

- about the importance of pronoun use and its meaning to those who seek belonging in the office and classrooms;
- why some individuals prefer to be referred to as a person with a disability and others choose the term "disabled person"; or
- how assessing a seemingly innocuous term you've heard all your life serves as a microaggression is a way to build intercultural competency muscle...

We have a program for you! There's still time to explore and learn from the modules that discuss all of these things and more!

[Sign in](#) with your SOU ID number to start or finish this leg of the journey and share with someone what you learn.





## Coming to a Venue Very Near

### FEBRUARY 2022

Feb. 7, 21, & 28

CATL Anti-Racism & Decolonization Lecture Series

February 15

TRUth & Visibility of Black Voices in Oregon

Register for this event here:

<https://tinyurl.com/BHM-Truth>

February 23 | 12:30 PM (Virtual Event)

Dr. Marcus "Goodie" Goodloe

To learn more visit:

<https://tinyurl.com/SOU-DrGoodloe>

Zoom Link: <https://sou.zoom.us/j/89415474799>

Feb. 23 @ 6:00 PM (Virtual Event) Bodylogues

To receive a link, please email:

[bodylogues@sou.edu](mailto:bodylogues@sou.edu)

Feb. 24 | 12:30 PM (Virtual Event)

Discussion of (John Lewis: Good Trouble)

facilitated by SOU's EDI Leadership Team

Watch "Good Trouble" anytime before Feb. 24.

To watch film, visit:

<https://tinyurl.com/SOUGoodTroubleFilm>

To register for the discussion, visit:

<https://tinyurl.com/EDISOU-GoodTrouble>

All February

The National Museum of African American History virtual programming for Black History Month.

To learn more visit:

<https://nmaahc.si.edu/events/upcoming>

### MARCH 2022

March 5 | 10:00 AM-12:00 PM | Ashland Plaza  
Reproductive Justice Rally

In celebration of Women's History Month

March 8 | 5:00 PM - 8:00 PM (Virtual Event)

Queer Indigenous Gathering

To receive a link, please email:

[colleyb@sou.edu](mailto:colleyb@sou.edu)

March 12 | 7:30 PM | SOU Music Recital Hall

Lift Every Voice: A Celebration of

Underrepresented voices in wind band

literature

---

**Have an event or story you'd like to share?**

**Please contact Us!**

EDI @ SOU will return in the spring. We look forward to bringing you more EDI news and information then. If you have an event or other contribution you'd like to make for a diverse, equitable, and inclusive community where we all flourish, contact us at [edi@sou.edu](mailto:edi@sou.edu).