



Diversity and Inclusion Monthly Newsletter

November

Full 2020 Diversity Calendar [HERE](#)

Native American Heritage Month

“What started at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose.”

Read more [HERE](#)

2020 Event Highlights:

Provided by- nativeamericanheritagemonth.gov

November 12: Webinar

[Conversation with “Why We Serve” Co-Author Alexandra Harris](#)

Join museum senior editor Alexandra Harris, co-author of “Why We Serve: Native Americans in the United States Armed Forces,” virtually for a discussion about identity and the warrior stereotype of Native people serving in the military, as well as actual—and remarkable—traditions of peace and war within American Indian communities.

November 18: Webinar

[Native Communities and the Vote: Teaching about American Indian Voting Rights through Documents](#)

Join us in this webinar for educators and learn how to incorporate primary sources related to American Indian voting rights into your lessons. We will share activities and resources from the National Archives, and explore how to include discussions of evolving rights over time as relating to Native Communities and the right to participate in federal elections.

November 18-27: Films, Online Events

[Native Cinema Showcase](#)

The National Museum of the American Indian's Native Cinema Showcase is an annual celebration of the best in Native film. This year, for the 20th-anniversary showcase, the museum presents the full program online, streaming new films, fan favorite classics, and conversations with filmmakers. The showcase provides a unique forum for engagement with Native filmmakers and stories from Indigenous communities throughout the Western Hemisphere and Arctic.

November 19: Webcast

[Smithsonian Social Studies Online: Native American Heritage Month](#)

Join the National Museum of American History for an online exploration into key social studies topics, featuring museum resources from the Smithsonian. This episode will focus on Native American Heritage Month.

Native American Heritage Month: Haskell Indian Nations University

Read [HERE](#)

November 1

All Saints' Day

“All Saints Day, also known as All Hallows' Day, or Hallowmas, is a Christian celebration in honor of all the saints from Christian history.”

Read more [HERE](#)

October 31- November 2

Dia de los Muertos

“One culture that has created a unique and interesting way to face death and the deceased is Mexico. Mexico is colorful, noisy, and lots of fun. The people, the food, and the celebrations are bright, loud, and unequalled. So when it comes to death, in true Mexican style, Mexicans celebrate with color, food, and music.”

Read more [HERE](#)

November 2

All Souls' Day

“All Souls Day is a holy day set aside for honoring the dead. The day is primarily celebrated in the Catholic Church, but it is also celebrated in the Eastern Orthodox Church and a few other denominations of Christianity.”

Read more [HERE](#)

November 11

Veterans Day

“Veterans Day is a well-known American holiday, but there are also a few misconceptions about it — like how it’s spelled or whom exactly it celebrates. To clear some of that up, here are the important facts you should know.”

Read more [HERE](#)

November 14

Diwali

“Every year around October and November, [Hindus](#) around the world celebrate Diwali, or Deepavali—a festival of lights that stretches back more than 2,500 years. And in India, the five-day celebration marks the biggest holiday of the year.”

Read more [HERE](#)

November 20

Transgender Day of Remembrance

“Transgender Day of Remembrance (TDOR) is an annual observance on November 20 that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence.”

Read more [HERE](#)

November 26

Thanksgiving

“Thanksgiving Day is a national holiday in the United States, and Thanksgiving 2020 occurs on Thursday, November 26.”

“Some Native Americans and others take issue with how the Thanksgiving story is presented to the American public, and especially to schoolchildren.”

Read more [HERE](#)

November 27

Native American Heritage Day

“The day encourages listening to Native American voices and fostering pride in the vibrant and layered heritage that’s embedded deep within our society.”

Read more [HERE](#)

November 29- December 24

Advent

“Some people may know that the Advent season focuses on expectation and think that it serves as an anticipation of Christ’s birth in the season leading up to Christmas. This is part of the story, but there’s more to Advent.”

Read more [HERE](#)

National Panhellenic Conference Updates:

October 12, 2020

“The NPC Access and Equity Advisory Committee continues to meet. As part of their efforts, they have divided their work into three subcommittees 1) Auditing of Unanimous Agreements, policies, best practices and template documents, 2) Consulting on inclusion of diversity factors for NPC workforce recruitment and 3) Identifying barriers to access created by norms and practices at the campus level. These subcommittees will meet throughout fall 2020.”

Diversity and Inclusion Resources

KU Diversity & Social Justice Trainings



Social Justice 101

“The Office of Multicultural Affairs provides training and workshop opportunities for student groups, University departments and units, and community partners on topics related to diversity, equity, inclusion, and social justice. To request one of these trainings or workshops, please fill

out the appropriate form below. Please note that we need ample time to schedule and prepare for a training (minimum two-week notice) and that most of our trainings require a 2 hour time commitment. Once you fill out a request form, one of the OMA staff will reach out to you to set up a meeting to discuss the specific needs of your group. Should you have any questions about this process or our workshops and trainings, please contact (785) 864-4350 or email oma@ku.edu.”

Link [HERE](#)

KU Pronoun Guide

“This effort is possible through a partnership between the [Center for Sexuality and Gender Diversity](#) and the [Office of Integrity & Compliance](#). This effort is part of a larger educational campaign managed by the [Office of Diversity and Equity](#) to create more gender inclusivity and awareness at the University of Kansas.”

KU Pronoun Guide link [HERE](#)

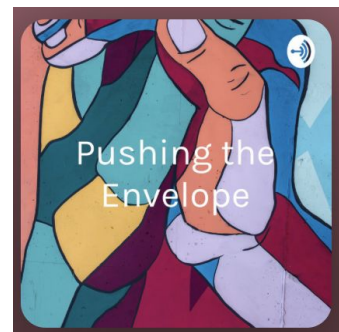
KU Pronoun Introductory Workshop link [HERE](#)

Podcast: Pushing the Envelope-Diversity in Greek Life

“This one-episode podcast creates a conversation around diversity and inclusion in Greek life, specifically on the UIUC campus. By listening to our podcast, we hope people will feel further encouraged to support inclusion and intersectionality in Greek organizations.”

Listen on Spotify [HERE](#)

Listen on Apple [HERE](#)



Podcast: Queer Queeries: "I have a Query about...Being Gay and Greek" ft. Addison McKissack

"What was the hardest part about being out in a sorority?" "Did ever feel you were just used as a face of acceptance and inclusion for a place that wasn't that?" "What are the best parts about Greek life?" "How can we change a system so rooted in antiquated ways of the past?"

“On this week's episode, I interview Addison McKissack (she/her), who's a journalist and the editor of our show; not only that but she is also and Alpha Delta Pi alumna and the first openly gay president of the National Panhellenic Conference chapter at Texas State. Something that is very integral to the college experience is that of Greek life. However, the unfortunate thing about this system, is that its many antiquated elements (language and policies) that negatively perpetuate gender roles and heteronormativity. Though, as Addison shares, there are many positive elements to the Greek life--creating family that expands generations, the philanthropic elements--it can often be hard to acknowledge the good when the "foundation of the house" is made up of elitist principles. Addison tells her story of doing Alpha Delta Pi and eventually becoming the first openly gay president of the Texas Sate Chapter of the National Panhellenic Conference.”



Listen on Google Podcasts [HERE](#)

Committee Meeting Minutes:

October 4, 2020

Topic: Committee Netflix Watch Party
Watched Dear White People Episode 1 & 2

October 11, 2020

Meeting Cancelled

October 18, 2020

Topic: Supporting LGBTQ+ Members in Our Community

Minutes Link:

https://docs.google.com/document/d/1vL_JNa9v3q2ezf5Q2CUS_tfK52XmusqPABn_eFcUvj0/edit?usp=s_haring

October 25, 2020

Topic: Cultural Appropriation

Minutes Link:

https://docs.google.com/document/d/139iSbD3LS8BsO-ICiTspdB58WrHrIWXqz4cUofT_E2I/edit?usp=s_haring

Current Events

This article highlights the disinformation being spread to discourage Black and Latino voters from participating in the election. Research now shows that Black voters were targeted the most in the last presidential election and similar actions are being repeated during this voting season. Disinformation can be effective because it targets people's concerns that their vote will not make a difference and makes them question if the candidates have their best interests in mind.

However, I want to reiterate the importance of participating in local and national elections. Citizens can better their communities and have their voices heard by voting a candidate into office who reflects their values, beliefs, and policy stances. It is imperative that we stay informed and ensure that Black and Latino sorority members are not discouraged from voting. For further help, a video is linked at the end of the article which provides 3 tips to combat voter misinformation.

Article link [HERE](#)



Art by: [@carolynsuzuki](#)

Written by D&I Committee Member: Caroline Sharp

November we celebrate National Native American Heritage Month. This month allows us to reflect on the history of Native Americans and their lasting influence on our lives today in America (ncai). We should not only educate ourselves further but spread awareness of this month to help educate friends and family of Native American accomplishments (ncai). This month also is important as fellow students in our KU community are Native American. It is necessary to show our respect for their culture and acknowledge the hardships of their past as well as their continued struggles today. Article link [HERE](#)



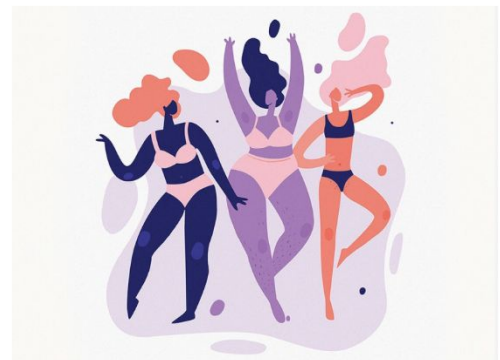
Art Credit: @seattleindianhealthboard

If you want to participate or listen in on conversations hosted about different issues surrounding Native Americans, this link has different dates posted for different conversations that will be taking place over the month of November.

Link [HERE](#)

Written by D&I Committee Member: Mary Horttor

In the article, “Eating Disorders Are A Part Of Your Life Even If You Haven’t Realized It Yet,” Veronica Ruckh describes why eating disorders can be positively correlated with sorority membership. She points out that correlation does not mean causation. With a mortality rate of 20%, eating disorders kill more people ages 15-24 than any other mental illness. Within sorority life, there are things we can do to be more aware about triggering questions. Here are a couple examples of things that can be triggering. “Why don’t you just eat?” There are complex issues involved that make a person unable to eat an adequate amount. Asking them why they won’t eat isn’t helpful to them. It can also come off as blaming and shame-inducing. Another example is, “What diet are you on?” Our society applauds and encourages weight loss. People constantly want to know about the newest weight loss trends. However, if a person with an eating disorder is losing weight and gets positive reactions from other people about their weight loss, this can encourage continued disordered eating. The problem is closer than you think, and its consequences can be detrimental. Spread awareness and look out for your sisters!



Art by: Julia Trhnv

Article link [HERE](#)

Written by D&I Committee Member: Sofie Schendel

Panhellenic Chapter Updates:

Alpha Delta Pi:

Updated verbiage in our standing rules!

Delta Delta Delta:

We have formed a D&I committee and are in the process of trying to plan a book club. We are also discussing D&I at chapter to see where we are lacking as a chapter and hoping to remedy that.

Delta Gamma:

This month we had some great conversation during our chapter meetings, such as discussing eating disorders in college as well as the history of MGC & NPHC chapters.

Gamma Phi Beta:

We've created a new executive position within our chapter to serve as a Diversity and Inclusion chair. She's had speakers come to give presentations at our PACE chapter meetings to educate our members concerning the movements happening right now and what it means to be diverse and an inclusive chapter. She's also started holding "Small Group Discussions" to get our members discussing, reading, and sharing their ideas of how we as a chapter can grow and learn to become a more diverse and inclusive chapter and what that means.

Kappa Alpha Theta:

We have added a new position called Chief Diversity, Equity, and Inclusion Officer to our executive board and have slated the first officer to hold that position for the 2021 year. We are continuing to monitor our feedback form where members can report things anonymously. We are sending out our own newsletter from our Diversity, Equity, and Inclusion each month.

Kappa Kappa Gamma:

At the national level Kappa Kappa Gamma is adding a DEI executive chair and within our own chapter we have added a DEI committee with a chairwoman. Our nationals have provided us with DEI programming, as well as training through the KKG website. We are constantly reminding our women to uphold our values of friendship, leadership, and scholarship. And to be responsible women in our community.

Sigma Kappa:

Our women voted to approve our Code of Conduct revisions and additions mentioned in the last newsletter relating to diversity, equity and inclusion! These involved defining Sigma Kappa's stance condemning discrimination of any kind. We added a step-by-step disciplinary process, so should any violations occur, we will have a concrete plan to hold not only the woman in the wrong accountable, but additionally hold leadership accountable if these steps are not taken. These edits also include forbidding events on days of cultural or religious meaning, amending our ritual section, adding recruitment regulations, and rephrasing for more inclusive language such as "men" versus "male".

Sigma Kappa's diversity, equity and inclusion co-chairwomen, Namoos Haider and Sonia Kandalkar, gave a presentation on cultural appropriation with Halloween costumes at Informal Chapter.

These officers have also done a fantastic job of prioritizing education and appreciation from our chapter on Hispanic Heritage Month and LGBTQ+ History Month. For both, they compiled educational resources for members to explore and added point opportunities to prioritize engagement.

At another Informal Chapter Sigma Kappa hosted guest speaker, Widow Von'du, from RuPaul's Drag Race. While the purpose of inviting Widow was not directly to emphasize DEI, the chapter meeting gave another meaningful and personal inspiration to our overarching goal of being cognizant of DEI issues as Widow spoke to us about confidence with one's intersecting identities and following one's dreams.

Sigma Kappa is aware that our organization was built on a system of various types of discrimination and has historically benefitted from that privilege. With that, we know that being actively anti-discriminative is more than simply the items that are included on this list, and that is more than simply performative actions. Everyone, including our members, the Panhellenic Council, and the KU community must actively determine ways to turn our energy into organized action. All of us must educate ourselves on issues of discrimination and inequity, and give strength to, support, and elevate the voices of people who have been discriminated against on individual and systemic levels.

University of Kansas Campus Resources:

PLEASE NOTE: According to the Manual of Information set forth by the National Panhellenic Conference,

"NPC sororities are united in our obligation to chapter leaders, volunteer advisors and organization staff and cannot support any attempts to designate them as mandatory reporters under Title IX or Campus Security Authorities under the Clery Act."

PHA Executive Board members are not mandatory reporters and thus have limited investigatory and reporting capacities. For more information on mandatory reporting responsibilities and limitations, click [here](#).

Sexual Violence

KU's CARE (Campus Assistance Resource and Education) Coordinator

Provides free and confidential services to all students impacted by gender based violence (rape, sexual assault, stalking and harassment), therapeutic support, advocacy, supportive measures, emotional support while filing reports, accessing medical care.

(785) 864-9255

care@ku.edu

studenthealth.ku.edu/sexual-assault

The Sexual Assault Prevention and Education Center

The Sexual Assault Prevention and Education Center promotes social change and the elimination of sexual violence through prevention education, inclusive programming, and campus wide collaboration.

(785) 864-5879

sapec.ku.edu

Hazing

Student Conduct and Community Standards

Addresses incidents of non-academic misconduct on campus and educates students about the *Code of Student Right and Responsibilities*. Students may contact SCCS to report harm or violations of university policy. SCCS works with student organizations to develop hazing prevention strategies within the KU community. The office seeks to foster a holistic learning environment through education focused on community.

(785) 864-4060

Studentconduct.ku.edu

Counseling/Mental Health Support

Counseling and Psychological Services (CAPS)

Provides mental health services (therapy, psychiatry) to KU Students. Please call to schedule an appointment.

(785) 864-2277

caps.ku.edu

Kansas Suicide Prevention Headquarters

Concerned about yourself or a loved one who is experiencing a mental health concern, emotional distress or thinking about suicide.

(785) 841-2345

Ksphq.org

Office of Diversity & Equity

The Office of Diversity & Equity leads and facilitates the development of institutional policies and protocols intended to create a more representative, equitable, and inclusive KU; where greater fairness, care, and belonging are better integrated into our learning and workplace practices; and all have opportunities to meet their academic and professional goals.

(785) 864-4904

diversity@ku.edu

Diversity.ku.edu

Emily Taylor Center for Women & Gender Equity

Emily Taylor Center for Women & Gender Equity (ETCWGE) at the University of Kansas seeks to support the personal, educational, and professional success of students through challenging patriarchal norms which impede full access to the university. Utilizing an intersectional feminist framework, we engage our community in expansive conversations around gender identity, raise awareness around inequity, and empower students to advocate for themselves and others at the University of Kansas and beyond.

(785) 864-3552

emilytaylorcenter.ku.edu

Center for Sexuality & Gender Diversity

(785) 864-4256

sgd@ku.edu

Contact Information: Director of Diversity and Inclusion

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Office Hours:

Tuesday & Wednesday: 5:00-6:00 pm

Thursday: 4:00-5:00 pm