CONTENTS

LESSONS LEARNED ........................................................................................................... 3

AFTER ACTION REPORTS ................................................................................................. 4

DI&E IN THE NEWS ............................................................................................................ 53
Maintaining Connection Is Key!
As everyone was separated from their “normal” life in some form or another, maintaining a connection and a sense that we are still supporting each other and there for each other even though we are physically separate was a huge need. Techniques learned during this year will carry over for the future—pandemic or not, connection is what keeps us going.

But Zoom Fatigue is Real!
Keeping connection cannot only happen in synchronous virtual spaces because burn out is legitimate. Asynchronous connections, such as mailed care packages, jam boards, recorded presentations available on websites for access at any time, and more can help people feel like part of the group without having to be “on” all the time.

Community Means Everyone
Lehigh is a vibrant part of the Southside Bethlehem Community, and vice versa. Having to isolate to avoid community spread of COVID had far reaching impacts on the whole community, including missing customers, missing tutors, lack of available art exhibits and performances, and more. Offering our activities to the full community is critical when possible. The increased familiarity with Zoom and other technologies means bringing folks in is easier than ever (just remember that Zoom fatigue!)

Self-Care Is Important—and We Don’t Just Mean Sheet Masks!
The importance of self-care in practice, and not just as a marketing term, was brought to the forefront during the pandemic and its aftermath. Allowing space for folks to openly talk about their experiences, and building enough trust to allow for use of that space allows for self-care. Maintaining the sense of normalcy, belonging, and community, while also reminding everyone that taking breaks and asking for help is critical allows for a balance that was desperately needed. Keeping that gentle focus will be important moving forward.

Though things are slowly returning to normal, that “normal” is different than it ever was. Read on to see how our stem Centers got creative this year.
The Body Positivity initiative encourages the Lehigh Community to care for and to celebrate ourselves and others, sharing experiences to create healthier self-images. 2020-2021 programming featured virtual discussions, meditations, a podcast, and social media campaigns promoting dialogue around body image and self care.

**COMMENTS**

"I've really thought more about my social media consumption and actually deleted Instagram last night so my morning didn't start with it today."

"I am going to create a meditation and will try to start implementing it into my routine."

**NEXT STEPS**

2021-2022 will continue our holistic-health focus with more guided meditations. We're also working on incorporating more tactile activities into our work.
Gender in a Global context creates opportunities for dialogue about global gender issues. During the virtual environment, dialogue occurred over Zoom and through social media campaigns.

"I learned that we all face different struggles when we are at home or at school (some people might have gender roles more marked in their home environment for example). However, the gender roles and gender differences are a commonality between all cultures."

2021-2022 will include discussions on how to have healthy dialogues with others, featuring ways to apply the Guidelines for Effective Dialogue in conversations with friends and family.
In collaboration with the Office of Student Engagement, Filling Your Cup is a discussion series that brings together the Lehigh Community to have intimate conversations on their experiences during the academic year. Through active listening, we seek ways to improve self-care and create community.

"I learned that I am not the only one who is continually going through a range of emotions as we deal with virtual reality."

"I was reminded by another attendee how important it is to be physically active. I will be adding this to my day."

NEXT STEPS
We'll be connecting with Student Engagement to discuss ways to continue these discussions in the spring in order to foster belonging and community during these physically distant times.
STITCH AWAY STRESS

Stitch Away Stress is a weekly program open to the Lehigh and local communities as a place to gather virtually while working on creative projects. Participants learn from each other, while getting a moment to socialize or just sit in the company of others to unwind from the day. In Spring 2021 this event was held in a hybrid model in the Center Lounge.

LEARNINGS:
Both The Brown & White and The Epitome covered SAS. Its tactile and communal focus brought visual artists to different sessions, and the virtual approach allowed students studying outside the US to attend. In hybrid form, we were able to provide multiple students with "starter kits."

COMMENTS
SAS successfully brought together multiple generations and all the Lehigh community: alums, parents, students, staff, and faculty. Participants appreciated the space and ability to do something with others, whether they were remote or in person.

NEXT STEPS
Rebrand: Stitching Circle
Reflect: All artists welcome
Upgrade: bring multiple laptops so Zoom participants can better see and hear in-person participants
The Lehigh Parenting Network became the Lehigh Parenting and Caregiving Network, to further inclusivity of all types of caregivers. In a virtual environment, we worked to provide respites for caregivers though hosting virtual live and recorded educational videos for those they are for.

The ability to attend continues to be a struggling point of the network as caregivers are balancing multiple schedules during a challenging time. Simultaneously, members know that there is a community of support around them at Lehigh, and they consistently tell us they appreciate our presence and rate this group as their favorite.

Through regular assessment, we seek ways that the CGE can successfully support Caregivers as we move into another remote semester.
LEHIGH WOMEN'S NETWORK

Through monthly meetings, the LWN brings together staff, faculty, and graduate students who want to build community around gender equity. Members develop meeting topics, and the group is open to women-identified faculty, staff, graduate students and allies.

NEXT STEPS

In January, the LWN met to refine its Purpose, Goals, and Action Steps. Additionally, the group will create and define roles and rotations to practice a feminist non-hierarchical organizational structure.

The LWN also recently started "I See You" Acknowledgements where people can send emails letting folks know that others see them and all the work they're doing. In showing gratitude for people being their full selves, we hope to enact some feminist praxis.
BUTTON ACTIVISM

Hosted with Lehigh University Art Galleries (LUAG), this workshop explored the history and present-day significance of activist sentiments, such as pins and badges to support civic issues and justice movements. It included an overview of the Doing Democracy exhibition on view at LUAG as well as an introduction to the badges and pins worn by the suffragists, the protest buttons worn by antiwar activists during the Vietnam War, and the present-day buttons worn to support social justice movements. Participants then created their own buttons.

COMMENTS

Partnering with LUAG was a great way to extend the type of work we started with Be Your Own. Furthermore, these kinds of partnerships allow us to extend our reach and tap into existing expertise on campus.

NEXT STEPS

We'll be continuing our collaborations with LUAG in the next academic year, looking for ways to expand our self-care programs to new groups.
For 2020-2021, the CGE hosted four Alumni Happy Hours, that were attended by up to 15 individuals. This gave time for professional staff to catch up with Alumni and for them to network with each other. It also served to remind our Alums that the CGE is a continuing resource as they move forward.

Alums absolutely loved this series which will continue indefinitely. Friday late afternoon worked well and garnered interest from multiple class years.

The CGE will look to continue reconnecting Alums through virtual and in person opportunities in 2021-2022.
The reading group meets biweekly each month to discuss a new piece of fiction or nonfiction. In addition to general thematic discussion, the group highlights gender-related topics through an intersectional lens, exploring gender in the context of race, class, religion, sexual orientation, and more. The virtual setting has meant that we’re able to connect with a broad array of campus constituencies and form an intergenerational cohort.

"I love the choices of the books that we have been selecting and I love the conversation, I hope that we will be able to continue this physically in person when we are back to traditional semesters."

"I have greatly enjoyed all the books I read since I joined, and the opportunity to discuss them with a wonderful group."

We’ll be continuing to meet next year and are currently deciding whether or not to meet over the summer.
This year the Center for Gender equity partnered with Jewish Student Life and Hillel in order to start a Rosh Chodesh circle. Based on the Jewish calendar, Rosh Chodesh marks the new moon and each month is associated with different themes. The practice highlights Jewish feminist practice and offers a great chance for the CGE to collaborate with other ODI&E partners and expand our outreach.

Leslie personally found this to be a very energizing space and was thrilled that we were able to attract faculty, staff, and undergraduates into the circle. Though small, we had a consistent cohort of 5-6 people, including one undergrad from another campus.

We would like to continue our Rosh Chodesh circle in person. A physical event could take place in an actual circle, which might help build community. We would like to continue our cross-campus-constituency outreach.
This student run program works to raise awareness and funds for the NFP, which helps low income first time mothers through home visits from birth to two years. Students put together a panel to discuss with the community maternal fetal health, and how the NFP impacts families. Students also ran social media campaigns to promote community support.

"Just having an awareness that these things are an issue brings about a lot of change." 

"Thank you so much! I am extremely inspired by the women on this call, I learned a lot and came away with more than I entered with."

Members of the NFP team want to continue their work next year, possibly offering the research roundtable as a 5x10.
COMMENTS

From Research Roundtable:

"I learned that gender equity work can be found in a wide variety of research fields. I learned that there really is a way to include gender equity work in any subject I am interested in."

Takeaways from Research Roundtable: "I'll list a few 1) This event welcomes ALL participants - even new faces. 2) As a local school teacher, Julianna Caskie’s guidebook holds a particular interest for me. I wrote down the contact information for follow-up 3) Research roundtables are enlightening and engaging - it was my first one. 4) Events like this remind me that I have questions that I didn't even know I had - these opportunities for conversation and dialogue help me feel connected as a part-time graduate student."

COMMENTS

This student run program works to raise awareness and funds for the NFP, which helps low income first time mothers through home visits from birth to two years. Students put together a panel to discuss with the community maternal fetal health, and how the NFP impacts families. Students also ran Chipotle fundraisers, book drives, and a research roundtable.

NEXT STEPS

The CGE will continue its partnership with NFP during the 2021-2022 Academic year,
The CGE continued it partnership with Dolce in the Raise Your Voice program, celebrating women identifying artists of all genres on campus. This year's theme asks artist to reflect on what home means to them, and vision board creation was encouraged through the Fall's Canva event, and the event itself was held virtually in Spring 2021.

Next Steps

The CGE will continue it’s partnership with Dolce next year, and look forward to a (hopefully) in-person 7th Annual RYV in 2022.
With the use of social media growing, this documentary looks at the dangers of these networks on human psyche. Students discussed how Social Media impacts their communities and themselves, and looked to set action steps to create healthy balances.

“I learned quite a bit about the ways that social media is impacting both our health and our ability to participate in democracy in a way that is meaningful.”

“While I was on a social media 'break' prior to the event, I have kept in going in part because of the discussions we had at the event.”

Our Body Positivity programming has allowed us to continue these conversations on mental health, body image, and social media.
Gender and the Arts at the CGE encourages the principles of Inform, Engage, and Act through social activism. It also encourages students to self care and reflect on their identities. It also encourages students to reflect on both influences of gender in the arts as well as on their own experiences creatively.

"Thank you for doing this event. I hope others pick it up in the years to come."

"Being more mindful to take creative breaks during the day, rather than looking at the creative works others create on IG"

Our Gender and the Arts programing will recommence in the Fall with in person activities as allowed.
STAFF RETREAT

Every year we introduce new student staff members, and it's important to train them as well as refresh our returning student staff. Doing this work together establishes community expectations and accountability to one another and the Center.

COMMMENTS

Although we tried to focus on community-building, we learned quickly that, in the remote environment, what our Assistants really needed was a chance to get to know us and one another. We revised our Weekly Staff meeting agendas to four parts: check-ins, small breakout room chats, announcements of upcoming events, and full group dialogue about a current gender equity topic.

NEXT STEPS

The CGE looks forward to hosting the Fall 2021 Retreat in person to train and welcome staff and create community.

Focusing on equity, we mailed students their gear and curriculum text. At our Graduates Celebration, we were able to hand deliver graduation goody bags, ensuring the graduates would be able to wear their cords at Commencement.
As part of our commitment to feminist praxis, we began developing a three year curriculum for our Assistants. The idea behind this approach is to ensure that all CGE Assistants have a shared foundation of content knowledge and a space to share learnings and discuss various aspects of advocacy work. Year One delved into various feminist theories, explored the difference between knowledge and wisdom, introduced the Assistants to the different levels of social change.

"I think our curriculum meetings helped a lot with learning more about feminist theory. I learned that there are many different types of feminism and that you don't have to 'belong' to just one type."

Year two of the curriculum will roll out in Fall 2021, focusing on the "engage" part of our praxis.

"I learned what intersectionality really means, which I believe is very important and also learned about what feminism really is by reading Sarah Ahmed and discussing different feminist theories. Before the curriculum meetings, I didn't understand them as well as I think I do now. I want to continue working in gaining a deeper understanding of feminism and feminist theory and how it plays into our work."

"Everyone should read this book."

"Living a Feminist Life"
Sara Ahmed
NWSA

In October, Director Rita Jones and Associate Director Leslie Pearson presented together at the Annual NWSA meeting on "Creating a Feminist Praxis Toolkit: How to Incorporate Theory in Your Center’s Practice." Intern Nicole Genrose also presented on "Feminist Motherhood and Other Mothering as Resilience and Collective Action in Women’s Centers."

COMMENTS

"Feminism: How we pick each other up. That putting myself at the heart of the work is the gateway to create the change I want to see take place"

"Just the way you humanized your presentation. You were relaxed and non-urgent. This relaxed the space in which we operating. In so doing you interrupted the stressful and harmful models of white supremacy, namely the obsession with productivity and efficiency."

"The compassion [and] care you provided us in this space was wonderful."

"I am a Graduate Student working in a Women’s Resource Center with a dream of working in academic affairs so this whole talk and looking at the behind the scenes of how you all work and organize was awesome!"

NEXT STEPS

We’re applying to next year’s NWSA and hope to be able to infuse next year’s presentation with the same humility and gratitude.
In Fall 2020 and Spring 2021, the ODI&E Coordinators met once weekly to share knowledge, best practices, and to support one another. This support was invaluable in both professional and personal spheres. Coordinator Tess Pyne reflects:

There was never a time during remote working that I did not have someone to help me or answer questions. Through zooms, texts, and phone calls, I had complete holistic support. My fellow coordinators are FAMILY.

Yen may have moved into a new career at Lehigh, but that does not exclude her from our space. Yen has carried a great deal of stress, and through that is still always offering help and insight, especially as I navigate filling the big shoes she left. Through hard times, Yen is a beacon to each of us, as is getting to say hello to Richard!

Jane is a wealth of knowledge, sharing everything she learns quickly and always being there to answer questions about process. She also has one of the biggest hearts, and is always the first to draw attention to her love for each of us.

Renee is always in tune and is the first to check in privately. She uplifts and shares joy, as well as encourages us in our successes. We love that she shares baby Keira with us!

Lynn is always ready to step in to help, whether a work need or personal need. She assists her other coordinators by acting as a navigator. She also is often present at the programming from other departments, a support that lifts our spaces.

Mel often calls us in, checking on how each of us are doing. She asks how we are feeling, how we are handling stressors, and what she can do to support. Mel has a gentle yet strong activism that teaches us how to better serve our spaces.

NEXT STEPS
The Coordinators will continue weekly meetings while the university is remote, and return to monthly meetings when back on Campus.
“One of the aspects of the New England Women's and Gender Centers’ Conversations I enjoyed the most was being able to connect with counterparts at different institutions doing similar work, to not only share strategies and best practices, but also to validate what has been an incredibly unpredictable and taxing year. In an intentional but still organic space, we welcomed Women’s and Gender Centers professionals of all experience levels, positions, and backgrounds to come together to process without a goal in mind beyond conversing. While we did introduce new concepts to folks, such as healing justice and toxic positivity, we also allowed folks to just be, to bring their own thoughts and experiences with them, and to be in community together.”
After a brief regrouping period following remote-only work, the LWG met to determine next steps for the year. In addition to the draft policy, the group met with General Counsel and Human Resources and will begin developing a Guidebook for use by all campus members.

NEXT STEPS
- Continue pushing for policy
- Create and share Guide to Lactation/Chestfeeding at Lehigh
- Include lactation rooms on clickable Lehigh University calendar
- Educate Supervisors on supporting Employees requesting this accommodation

ADVOCACY IN ACTION
Over the Summer, Rita submitted an exemption to COVID-19 protocols. Together with the Chair of Biology, they enabled multiple staff to utilize the lactation area in Iacocca Hall, demonstrating the visibility of the Center’s work in lactation advocacy on campus.

COMMENTS
Remote-only work definitely affected the group’s work, both in terms of connecting but also in terms of the decreased need of lactation spaces on campus. The group is back on track, and the CGE Director continues to advocate on behalf of returning employees requesting lactation spaces.
LU ALLY, M-ROOM, AND CCAR

With Staff in a Virtual setting, they were able to attend trainings and community discussions that are often not feasible in a regular year. This allowed our staff to become better Allies and Supports to our Campus Community and Beyond.

COMMENTS

"The M-Room Discussions were some of my favorite spaces to be in. It opened my eyes to things I need to change in myself, and gave me the tools to better serve those around me."

"The LU Ally Session on Queer Spirituality was eye opening for me. It allowed me to shake off resentment I had been holding and really start seeing spiritual rather than religion connections."

"I especially enjoyed the way that OMA, Pride, and CGE were able to collaborate this year. This includes Scott's discussion of prison abolition at one of the M-Room sessions. It's so nice to see the way our offices intersect."

"I really enjoyed the LU Ally session on Queer Spirituality because it allowed me to learn more about how other people navigate their relationship with religion and spirituality. As one of the few people in the space who identified as religious, I think that I was able to share a different perspective by noting that religion can be really important in crafting community, encouraging celebration and ritual, and developing a sense of ethical duty."

NEXT STEPS

Moving forward, the CGE staff will continue to attend and support events as their schedule allows.
CGE 30TH TOAST

Exactly 30 days since it opened, the Center held a virtual toast to the present, the past, and future. With remarks from President John Simon, Vice President Donald Outing, and CGE alums, the event created a space to recognize the powerful community the CGE has the honor to host.

COMMENTS

In preparing for the event, the CGE hired a graduate student, Jessie Vander Heide, to bring together additional history about women and non-binary and gender non-conforming folk at Lehigh. We will build upon this work to create an extensive history.

Additionally, Rita interviewed Kathy Calabrese, who founded the Center, and will be working with Kristin Handler, Brooke DeSipio, founders and current members of Break the Silence to create a video archive of work that has been done at Lehigh to end gender-based violence and support survivors.

ENSURING THE FUTURE

Following the close of the official toast, Rita continued chatting with a group of alums that hadn't fully been engaged. They are now connected to the Center’s outreach efforts and actually organized their own "mini-reunion" event that lasted on Zoom for ... 4 HOURS!

NEXT STEPS

Save the date! September 17, 2021 for an evening gathering to celebrate properly.
The CGE plans on continuing to offer workshops in 2021-2022.
The CGE plans on continuing to offer workshops in 2021-2022.

**WORKSHOPS**

On Listening Differently:

"I think workshops like these are important right now. One of the issues that seemed to be prevalent in the breakout rooms is self-care or allowing ourselves to voice our feelings right now. I think a discussion on social distancing and its impact on our relationship with ourselves would be interesting. I certainly think people need a place to talk where they feel safe expressing their feelings."

"Thank you for organizing this. It was a great opportunity to step away from work duties and have a conversation with others."

**COMMENTS**

On Enacting Feminist Theory and Practice:

"Your trainings/workshops are always so valuable - I come away with something new every time."

"My office is now going to create meeting agendas that we can all contribute to in Google Docs."

"Thank you for organizing this. It was a great opportunity to step away from work duties and have a conversation with others."
For the 4th annual Lehigh Giving Day, the CGE set the goal of creating a funded wage position. This would allow for a student not eligible for work study but with a passion for gender equity work to be able to join our Assistants. The CGE created cross platform content and worked from 6 am until 9 pm EST engaging with Alums and the Lehigh Community at least every hour, exceeding our goal of raising $1600.

"To help give another Lehigh student the special student experience the CGE gave me!" CGE Alum Marissa Diamond

"Congratulations on 30 years at Lehigh! Thank you for helping to shape my Lehigh experience!" CGE Alum Randi Ackerman

"Giving to support the next generation of feminists!" CGE Alum Madison Williams

"Love CGE 3000" CGE Alum Tanairy Ortiz

The CGE will continue to participate in Giving Day in hopes of continuing the tradition of a wage position.
FEMINIST FILM FRIDAY

With multiple facilitators over Spring semester, Feminist Film Friday (FFF) brought together students and staff from across campus. The facilitators were able to work with LTS to pivot quickly and make available *The Grace Lee Project* to create space to showcase the great work done by Korean American women.

COMMENTS

The event had a following, with several participants attending each event.

Focusing on shorter films and interviews and sending the link for viewing in advance were positive steps. Participants could view at their leisure and know that the discussion would be confined to one hour.

NEXT STEPS

Find ways to create spaces for people to gather and talk about popular streaming shows rather than screen and discuss. Great things happen when people get together.
This year, the CGE partnered with the Office of Sustainability in order to bring the Campus Cup initiative to our campus. Through a variety of events and engagements, we were able to raise awareness about the importance of sustainable menstrual products and offer free products to over 300 Lehigh students.

"I plan to try out a new, sustainable menstrual product soon. This event pushed me to take the leap and try one out."

We plan on continuing our collaboration with the Office of Sustainability next year and bringing more attention to the issue of period poverty.
MEET THE CHAPLAINS
PARENTS WEEKEND EVENT

Through zoom, we introduced the representatives for each branch of the Chaplain's Office - the Chaplain's Office/Dialogue Center, the Jewish Student Center and the Newman Center/Catholic Student Life. There were approximately eight parents in attendance at one time or another throughout this event. There were some questions asked and answered about what religious support services we offer and overall everyone indicated it was a worthwhile experience. We anticipate doing a live version of this for the 2021-22 Parents Weekend.

SPIRITUAL CONNECTION IN THE AGE OF UNCONNECTEDNESS
FOUNDERS WEEK EVENT

Through zoom, again, we introduced the representatives for each branch of the Chaplain's Office and opened an honest discussion about the feeling of "Unconnectedness" among students, faculty, staff, friends and family as a result of COVID19. The Chaplain's offered support and an opportunity for those that joined us to be heard. We hope that the support we offered was helpful and we let everyone know that the Chaplain's are available through the Dialogue Center for new and continued support not just for those of any particular faith, but for anyone.
VIRTUAL BACCALAUREATE
VIA ZOOM

Led by University Chaplain Lloyd Steffen, the Baccalaureate program typically includes outstanding choral music and a presentation or “farewell address” by a person of high distinction to graduating seniors. The original Baccalaureate ceremony dates back to the 14th Century where it was held at Oxford University. This year, the Baccalaureate was opened with words from Dr. Lloyd Steffen, followed by video of Dr. Walead Mosaad and Rabbi Steve Nathan and concluding with the Baccalaureate speech presented by Dr. E.J. Dionne.

Dr. Dionne is an internationally-recognized journalist, political commentator, thought-leader, Washington Post Syndicated Columnist, Senior Fellow at the Brookings Institution, and Georgetown University Professor. View the video.

EVENTS AT
PACKER MEMORIAL CHURCH
WEDDINGS, FUNERALS, AND MORE...

Since COVID shut down all events a the church, most couples getting married decided to push their dates into 2021 and 2022. Many had to cancel their dreams of a wedding in Packer Church and got married at home with very small family ceremonies. We had to turn down all requests for any event in Packer Church - which was reopened June, 2021.

A NEW BOOK
CHRISTIANITY AND VIOLENCE
BY DR. LLOYD STEFFEN

Dr. Steffen released a new book (#11, I believe). In this book he explores the meaning of violence in Christianity. Dr. Steffen explains "Religious people can act violently and when they do they employ religious justifications for violence, even if the religion places a heavy emphasis on peace, justice, forgiveness, love and nonviolence."

LEHIGH UNIVERSITY CHAPLAIN’S OFFICES
THE DIALOGUE CENTER - THE OFFICE OF JEWISH STUDENT LIFE - THE NEWMAN CENTER
661 TAYLOR STREET, BETHLEHEM, PA 18015
610-758-3877 / INCHA@LEHIGH.EDU
The first annual Ramadan event was held in the tent @ RBC. This was hosted by the MSA Director and Asst. Chaplain Dr. Walead Mosaad. Ramadan was attended by many - gifts and a packaged meal was provided. It was requested by many that we continue this tradition - and so we shall!

RAMADAN
IN COOPERATION WITH
THE OFFICE OF INTERNATIONAL AFFAIRS

MAY 7TH, 2021

SPIRITUAL AND MENTAL WELLNESS
MEETING VIA ZOOM

MARCH 27, 2020

Dr. Mosaad hosted a zoom to offer additional support to those who may have been having a difficult time through the pandemic. It was well received and Dr. Mossad was a source of strength and comfort to all that attended.

FRIDAY’S AT 2PM
RUMI WISDOM
VIA ZOOM

Dr. Mosaad also hosts every Friday a session on Rumi Wisdom. The zoom room numbers would vary from week to week to hear Dr. Mosaad discuss a piece from Rumi. The discussions are interactive and open to all. These sessions are enlightening and the conversations are welcoming.

MAY 19-21, 2021
VIRTUES SYMPOSIUM
UNIVERSITY OF CHICAGO

Dr. Walead Mosaad was invited to speak at the prestigious Virtues Symposium. He is among many other famous scholars. The focus of his talk is the Virtue: Temperance.
STUDENT OUTREACH

Office of Jewish Student Life was able to provide home cooked food prepared by Rabbi Steve, Hillel swag, and other goodies in order to make new students feel welcome!

It was a way to stay connected to students and let them know we were here for them even while working remotely!
MARCH 2021

PASSOVER

OFFICE OF JEWISH STUDENT LIFE IN COLLABORATION WITH CHABAD AT LEHIGH

Due to LU restrictions and regulations we offered Kosher for Passover meals throughout the holiday.

Students could sign-up to receive a "seder-in-a-box" for first seder.

Lehigh Hillel offered a Zoom seder for students who wanted to participate.

JEWISH LEARNING FELLOWSHIP

JLF is a 10-week experimental, conversational seminar taught by Rabbi Steve. It's for students looking to deepen their understanding of Judaism on their own terms. We're interested in asking big questions. You know, big stuff like:

Who am I?

What is worth committing myself to, and why?

What communities am I a part of?

Register by 2/10/21 at: go.lehigh.edu/registerJLF

Mondays at 5 pm (EST) beginning February 15

Our job is to help you explore the tradition in a safe space and find your own pace, on your terms.

And...make $200.00!

WINTER / SPRING 2021

JLF SEMINAR

OFFICE OF JEWISH STUDENT LIFE IN COLLABORATION WITH HILLEL INTERNATIONAL

The seminar was taught by Rabbi Steven Nathan and Raya Kazdan. Students who participated received a $200 stipend.

Lehigh Hillel offered a Zoom seder for students who wanted to participate.
SPIRITUAL AND MENTAL WELLNESS
MEETING VIA ZOOM

Rabbi Steve Nathan hosted weekly zoom meditation and the opportunity to meet for lunch and talk to offer support to those struggling with physical and spiritual isolation during COVID. Both were a source of strength and comfort to all that attended.

SCHNOOZE & SANDWICHES WITH STEVE
JOIN RABBI STEVE FOR LUNCH IN-PERSON AND OUTDOORS (OR VIRTUALLY)

"ALL LU PROTOCOLS WILL BE OBSERVED, NO MORE THAN 3 STUDENTS WILL BE ALLOWED AT ONE TIME."

SIGN-UP USING THE GOOGLE FORM:
bit.ly/3dPWrbv

RABI STEVE WILL CONTACT YOU WITH A TIME/DATE TO MEET!

YOU CHOOSE THE TOPICS, OR WE CAN JUST SCHNOOZE. FOR STUDENTS ONLY!

Questions?
Email: spn217@lehigh.edu

ENGAGEMENT AND SUPPORT

Chloe Goldstein, former Program and Engagement Associate, created the Lehigh Hillel Wellness blog to increase engagement while providing support during the pandemic.
OFFICE OF JEWISH STUDENT LIFE

The Office of Jewish Student Life relocated to a University-owned building which allows us to expand our program and provide a home for OJSL, the Hillel Society and Friends of Israel.

WE'RE MOVING!
WED. 3/3/21

LEHIGH HILLEL
OFFICE OF JEWISH STUDENT LIFE

FIND US AT 233 W. PACKER AVENUE
BETHLEHEM, PA 18015
610-758-4896
INJLIFE@LEHIGH.EDU

SUMMER 2021

Tyler Katz
Engagement and Program Associate

In August 2021, we hired a full-time Engagement and Program Associate. Tyler will oversee the Student Peer Engagement staff. This promises to be an exciting year for Jewish life on campus!
OMA STUDENT DEVELOPMENT MODEL

This model identifies students interested in being part of initiatives and programs offered by OMA. Providing growth and development as an individual, a student group, and a student organization. Allows students to seek peer support, build community and develop leadership, cultural humility, and critical thinking skills.

OMA STAKEHOLDER DEVELOPMENT MODEL

This model engages all stakeholders of the Office of Multicultural Affairs (students, staff, faculty, and community partners) into its core programming and service offerings. The model will increase spaces for community building and the establishment of authentic reciprocal relationships at Lehigh.

Visit the OMA Link Tree for information on our programs and resources.

https://linktr.ee/lehighoma
COMMUNITY BUILDING

COMMUNITY VIRTUAL M-ROOM

A virtual space for students, staff, faculty, alumni and community members to hold space for dialogue and establish an inclusive campus environment. This virtual space allowed for much needed conversation and discussion on current issues and social justice themes. The topics were in collaboration with a variety of individuals from the campus, the community, and beyond.

The virtual environment allowed us to continue to meaningfully engage with stakeholders throughout the Lehigh Valley region. OMA student ambassadors contributed to the conversations through their Real Talk series, bringing topics such as Immigration, Perpetual Foreigner Syndrome, Forced Sterilization of Women of Color.

MY TIME

A new program initiative for undergraduate and graduate students that promotes self-care & well being. This engaging program encouraged students to be more active, while incentivizing their efforts.

My Time is a collaborative program between the Office of Multicultural Affairs and Graduate Student Life.

Forced Sterilization of Women of Color

Click to Watch Video Session and Information

What is My Time?

Click to Watch Video Session and Information

All the World's A Stage

Click to Listen
COMMUNITY BUILDING
HERITAGE MONTH PROGRAMS

Educational and social programming honoring the history, culture and contributions of our many ethnicities and cultural identities. Sessions included: **Spanglish and its Influences in US; A Tribute to bell hooks; Indigienous Health: Pipelines & Native Health; Invisible at the Margins - A Frank Conversation on Anti-Asian Violence and Resistance.**

Click to Watch Video Sessions
OMA collaborated with several campus partners to bring an exciting lineup of community speakers. Collaboration with the MLK Committee, CCAR (Community Conversations About Race), Faculty & Staff of Color Network, and others helped to bring speakers such as Dr. Beverly Tatum, author of *Why Are All of the Black Kids Sitting Together in the Cafeteria and Other Conversations About Race* and Patrisse Cullors, Artist, Author, Educator, Organizer, and Co-Founder of Black Lives Matter movement and #BlackLivesMatter, engaged the community while sharing their work, knowledge and scholarship.

A time in which students of diverse racial and ethnic backgrounds have their accomplishments recognized and their achievements applauded. This year three students were awarded for demonstrating tremendous achievement in their academic, personal, and co-curricular involvement at Lehigh.
TRAINING & DEVELOPMENT

**EverFi - Diversity, Equity & Inclusion Online Training**

The EVERFI Diversity, Equity, and Inclusion online training course (sponsored by the Office of Multicultural Affairs & the Health Advancement and Prevention Strategies office) covers identity & selfhood, imposter syndrome, identity transitions, power & privilege, oppression bias & unconscious bias, respect and allyship, and self care.

In this online diversity and inclusion training, participants will:

- **Learn** about key concepts related to identity, bias, power, privilege and oppression
- **Understand** the benefits of being part of a diverse community
- **Develop** skills related to ally behavior, self-care, and creating inclusive spaces
TRAINING & DEVELOPMENT

ANTI RACISM 101 & 102

Anti Racism 101: The Foundations of Antiracism

This workshop will explore the basic concepts and principles of Antiracism. Workshop participants will engage in meaningful conversations about the construction of race and racism and what it means to become anti racist.

Anti Racism 102: The Anti Racist Action Plan

This workshop will allow participants to develop concrete strategies for confronting racism and white supremacy. Workshop participants will engage in the development of an Anti Racist action plan that will allow participants to create commitments for change in all aspects of their daily lives.

I AM NOT A MINORITY

(specifically designed for students, staff, faculty, and alumni who identify as Black, Indigenous, and/or Person of Color)

This workshop will confront the labels and terminology that have been assigned to BIPOC people and explore how they can reinforce white supremacy and systemic oppression & control. During this workshop we encourage BIPOC individuals & communities to utilize their agency & subjectivity by naming themselves.
AFTER ACTION REPORT
FALL 2020 - SPRING 2021

LEADERSHIP ATTAINMENT
COUNCIL FOR CULTURAL ORGANIZATIONS (C2O)

The Council for Cultural Organizations provides space for cultural organizations on campus with a focus on social, professional, dance groups, and cultural Greek organizations. Organizations find community and belonging with peers across campus, and collaborate with organizations to enhance projects and bring awareness to social justice issues.

DIVERSITY PEER EDUCATORS

DPE’s aim is to educate through peer-peer facilitation on diversity and inclusion with the goal of improving the racial climate on our campus. Several student groups participated in the 4-5 workshop series, groups included Greek organizations and Marching 97, and Gryphons. Their end of year project was a collaboration between Peer Health Advisors to bring awareness to students perception on Anti-racism.
LEADERSHIP ATTAINMENT
OMA AMBASSADORS

OMA Ambassadors, both in and out of the office space, encourages students to take an active role in campus education around issues of race, equity and social justice. Ambassadors took lead roles in the Real Talk series, sharing their views on current issues. They planned programs for heritage months and utilized social media to engage students and community members.

STUDENT M-ROOM

Students come together in community and collaborative discussion. Groups like DPE and SPEAK joined to discuss intersectionality and identity. Dosa discussions provides space for a panel series on colorism with Leela, LU Bhangra, and South Asian Students Association. International Voices joined the student M-Room for their release party of the their cultural publication. While virtual, the student M-Room allow for much needed space for students to engage and share.
After Action Reports

**LEHIGH PRIDE CENTER**

**2020-2021**

**AFTER ACTION REPORT**

**BREATHE-QUEER SPIRITUALITY**

**What:** A community outreach group which originated as part of the Pride Center’s Queer Spirituality initiatives.

**Where:** Bradbury Sullivan LGBT Center-Allentown, PA. Currently meeting via Zoom

**When:** 1st Tuesday of Every Month at 7pm (edt)

**Why:** The Pride Center’s focus is always on meeting the needs and wants of those we serve, whether they are students, faculty, staff or community members. Many queer folks have experienced rejection and loss of their faith community and are seeking a space that provides acceptance, fulfillment and family.

Queer Spirituality has its beginnings with an LUally session led by Jimmy Hamill & Chelsea Gilbert in the fall of 2018. Jimmy & Mel Kitchen then partnered with Rabbi Steve Nathan & Mark Wonsidler from LUAG in facilitating several gatherings on campus over the next year or so. Mel reached out to Adrian Shanker, Dir. Bradbury Sullivan, in spring 2020 to propose a spirituality support group for the Lehigh Valley community, hence BREATHE was born.

**BREATHE-QUEER SPIRITUALITY ACTION ITEMS & TAKEAWAYS**

- BREATHE has had fantastic success since first meeting in July 2020. Our monthly numbers of participants is about 15 members. Those involved have shared how much this group means to them. Being seen, valued, and appreciated and bringing their full spiritual selves to our gatherings is something they have been longing for.

- Partnering with Bradbury Sullivan LGBT Center is a wonderful means of outreach to the Lehigh Valley community. We’re forming connections and very special relationships that are so fulfilling for the committee members. Yes we’re Lehigh and Lehigh is people... not buildings.

  We’ll continue to meet via zoom for the foreseeable future.

- Queer Spirituality received spotty student participation on campus, although as we continue to navigate the pandemic, the need to reach our students is paramount. We will concentrate efforts on virtual QS experiences for our students in Spring 2021.

“**Our spirit is what animates or quickens us. It is what makes us alive. Spirituality is the practice of staying consciously connected with what makes us alive.” - Mona West**

Welcome to Breathe, an affirming space based on a shared thirst for community and connection, located at the intersection of queerness and spirituality. Yes, bring your past (tradition or no tradition), your practices (smells, bells, spells), your truth (as you name it or choose not to name it), and your questions. Let’s build a community centered on exploring fulfilling ways to empower each other’s inner strength and peace.

The group is held every 1st Tuesday of the month from 7 to 8:30PM ET. For more information, please contact Reilly at reilly@bradburysullivancenter.org.

Facilitated by Mel Kitchen, Coordinator Lehigh University Pride Center for Sexual Orientation & Gender Diversity. Mark Wonsidler, Curator of Exhibitions & Collections, Lehigh University Art Galleries. Jimmy Hamill, PhD candidate at Lehigh University, and Rabbi Steve Nathan, Director of Jewish Student Life, Lehigh University.
What: SPEAK & LUally Fall 2020 Gender & Sexuality Education

Where: Zoom

When: Fall 2020

Why: Consistent with our mission in the Pride Center to promote a world where people of all genders and sexualities are able to thrive, we offer gender and sexuality educational programming through LUally (staff led) and SPEAK (student led). Both LUally and SPEAK had record engagement, likely due to the virtual environment where people seem to be more willing to sign up for virtual workshops. LUally offered three open sessions, 12 custom sessions, and 3 custom panels. SPEAK offered two open events for students and over 10 custom sessions for OIA and various classes across Lehigh’s colleges.

LUALLY & SPEAK
ACTION ITEMS & TAKEAWAYS

- For LUally - our emerging question is what strategic direction do we go given that we are in the fourth year of the program and have trained nearly 2000 faculty/staff/students. We would like to engage in some strategic conversation this summer about future iterations of LUally

- SPEAK would like to engage more in residence halls and in the Greek community as well as continue their efforts with classroom facilitations. If faculty were more familiar with SPEAK, there would be an increase in classroom facilitations.
AFTER ACTION REPORT
QUEER MORNING BLESSING

What: Queer Morning Blessing
Where: Virtual Pride Center Lounge via Zoom
When: Spring 2021 Mon & Fri 9 to 9:15am (est)

Why: Reclaiming the two words queer and spirituality is in itself an act of power and positivity. No longer will we be held to the dominant cultures norms of negativity where either of these words are concerned. Queer Morning Blessing is a space for the Lehigh community to begin and end the week with a brief, sweet centering based in love and the concern and care for ourselves and each other. If that's queer, then let's queer the entire world!! Please click the link to view one of the centering practices shared during the semester https://vimeo.com/458381618

Facilitated by Mel Kitchen-PC coordinator, Mark Wonsidler-LUAG Curator of Exhibitions & Collections, Rabbi Steve Nathan-Dir. of Jewish Student Life and Jimmy Hamill-Ph.D. candidate

QUEER MORNING BLESSING
ACTION ITEMS & TAKEAWAYS

- The morning blessing was a natural outreach of our Queer Spirituality endeavors on campus of which the four facilitators having been working together for several years. Developed as a means to connect within the queer community and its allies in providing a quick space to reflect with students, staff and faculty during the Covid-19 pandemic. We will continue offering QMB in fall 2021.

- Attendance has been light but steady with many of the same faces joining each week

- The Pride Center hopes to bring a student staff member into the facilitation team come fall in order to perhaps engage more of our student population
**LEHIGH PRIDE CENTER**

**2020-2021**

**AFTER ACTION REPORT**

**oSTEM at Lehigh University**

**What:** Out in Science, Technology, Engineering, and Math New Student Chapter

**Where:** Lehigh University

**When:** Spring 2021 w/1st ever meeting on 3/11/21

**Why:** Out in Science, Technology, Engineering, and Mathematics (oSTEM), Inc. is a 501(c)(3) non-profit professional association for LGBTQ+ people in the STEM community. With over 100 student chapters at colleges/universities and professional chapters in cities across the United States and abroad, oSTEM is the largest chapter-based organization focused on LGBTQ+ people in STEM. oSTEM envisions a world where LGBTQ+ people in the STEM community are empowered to achieve success in a safe and supportive environment that celebrates their diversity and unique contributions. Sky Bela and Tom Limoges were interested in starting a chapter of Lehigh and with the support of Scott Burden and Dr. Ann Fink, the organization is now a Student Senate approved organization with official recognition from the national oSTEM organization.

**oSTEM at Lehigh University**

**ACTION ITEMS & TAKEAWAYS**

- oSTEM was established in the Spring of 2021 with support of Scott Burden in the Pride Center and Dr. Ann Fink in Biological Sciences. The group is now officially recognized by Student Senate and the national oSTEM organization.

- Students would like to see community building and professional development events from oSTEM with partnerships established in STEM related organizations on campus and companies with a STEM focus in the Bethlehem community.

- Sky Bela ’22 and Tom Limoges ’22 are the founders and co-presidents for oSTEM.

**oSTEM AT LEHIGH UNIVERSITY**

**INTEREST MEETING**

Thursday

March 11

4:00 p.m.

Zoom ID: 976 1281 7891

Come to learn more about oSTEM and meet some amazing people!
After Action Reports

LEHIGH PRIDE CENTER
2020-2021
AFTER ACTION REPORT
FALL OUTREACH INITIATIVES

**What:** Mailings, daily student staff shifts in the virtual Pride Center lounge, 1 on 1 meetings with PC staff scheduled through YouCanBook.ME and virtual programming events are occurring all semester long.

**Where:** Campus & USPostal Service Mail, Zoom

**When:** Fall 2020

**Why:** Maintaining personal connections with students, most especially 1st year students whether they’re living on campus or remotely, our faculty, staff and alumni is paramount while we’re all still navigating the global pandemic and practicing the safest measures to keep everyone healthy both in body and in spirit.

Beginning in August with the hiring of a 1st year student attending Lehigh remotely, to our mailing of PC swag bags, to a record number of sign ups for our virtual LUally session (9/9), a successful student staff led virtual Mental Health Monday (9/14) and virtual Lunch & Learn (9/18) we’re well aware there is so much more to our work than the numbers attending (although that’s very nice). Of utmost importance now more than ever is providing genuine connections and outreach.

FALL OUTREACH INITIATIVES
ACTION ITEMS & TAKEAWAYS

- We’re thrilled to welcome a 1st year student to our staff team. How do we let our students know they are heard, seen and important to us all while working remotely? Although it’s a challenge, we’re thinking creatively and also relying on some old fashioned means of communication, namely note writing sent via U.S. Postal Service. Covid may actually be taking students to a space that could seem retro and perhaps worthy of maintaining post epidemic.

- Two very satisfying aspects of remote programming has been seeing our numbers of staff and faculty able to attend via zoom actually increase. Our student populations remotely attending programming from far off locations is a fabulous affirmation of their need for connection and our ability to provide community.
2020-2021
AFTER ACTION REPORT
IRIS MENTORSHIP PROGRAM

What: Yearly, mentorship program that unites undergrads, graduate students and faculty/staff
Where: Zoom
When: Monthly meetings during the academic year
Why: To foster social change via mentorship relationships across disciplines and social identities

The Iris Mentorship Program had its first meeting virtually on September 16, 2020 with approximately 30 participants. Although many students were in in the Lehigh Valley, several students were able to access the meeting from other parts of the US and international contexts (e.g., China). Several different outreach strategies were utilized to achieve a successful first meeting including reminder emails, mailing welcome packets, padlet and jamboard platforms, and zoom with breakout rooms. Discussion themes included living your truth and the meaning of mentorship with breakout groups purposefully designed to integrate undergraduate, graduate students, and faculty/staff.

IRIS MENTORSHIP PROGRAM
ACTION ITEMS & TAKEAWAYS

- The IRIS Mentorship program had a successful first meeting (i.e., approximately 30 participants) and will have an additional 5 meetings throughout the 2020-2021 academic year.

- In addition to 5 large group meetings, the IRIS Mentorship program will also fund small activities for “family” groups that integrate undergraduate, graduate students, and faculty/staff.

- The IRIS Mentorship program has and will continue to prioritize relationship-building across disciplines and social identities via creative programming that integrates multiple virtual platforms.

- During the 2019-2020, the Pride Center via the IRIS Mentorship program was able to establish a working relationship with Student Affairs. This relationship has continued this year with a Student Affairs representative serving as co-facilitator and co-developer for the program.
2020-2021
AFTER ACTION REPORT
VIRTUAL STUDENT SUPPORT SPACES

What: Virtual Student Support Spaces - QTPOC, TGNC, BPFQ, & Coming Out Support Space

Where: Zoom

When: Fall 2020 (meetings are monthly or bi-weekly)

Why: Consistent with our desire to promote a sense of belonging during this unique semester, we are continuing to offer identity alike support spaces that are peer led for students to find community and support.

We have five student peer leaders for our support spaces and are finding success with them given our virtual format. We continue to engage in training/facilitation conversations with our peer support space leaders as we seek to enhance student’s sense of belonging at Lehigh and in the Pride Center.

STUDENT SUPPORT SPACES
ACTION ITEMS & TAKEAWAYS

- Our sign ups from first year students have been slower than expected. We need to do some more outreach to ensure that our first year students know about our support spaces.

- The zoom format, while not ideal, is still allowing folks to find the support that they need and is enabling students to join these groups from across the world.
Lehigh Community Gathers Virtually to Reflect on Martin Luther King’s Teachings

Participants reflected on King’s book, published in 1967, ‘Where Do We Go From Here: Chaos or Community?’

“Where Do We Go From Here: Chaos or Community?” was the central question January 18 as many in the Lehigh community gathered virtually to celebrate the life and legacy of slain civil rights leader Rev. Martin Luther King Jr., and to reflect on his words as the country wrestles with racial divisions, political unrest and the COVID-19 pandemic.

The 2021 MLK Day of Celebration, which attracted 272 participants, reflected on Dr. King’s 1967 book of the same title. Smaller group discussions also reflected on an article, “Where Do We Go From Here?,” written by Marcus “Goodie” Goodlow, senior fellow for ethics and justice at the Institute for Global Engagement.

The event was organized by Lehigh’s MLK Committee, the Office of Multicultural Affairs and Community Conversations About Race, a program of the Faculty and Staff of Color Network. Featured guests were Karen Britt, a member of the Easton, Pa., NAACP and professor of business administration and economics at Northampton Community College, and Chad Williams, director of the Office of Multicultural Affairs at Lehigh.

“We acknowledge and celebrate the legacy of Dr. Martin Luther King Jr.,” Williams said. “We recognize that there has been progress. We recognize that we are part of that progress as we stand on the shoulders of giants. But we also recognize that there is a lot more to do, that the dream has not been fully actualized or realized. And so that’s why we are here with you today.”

In referencing the Jan. 6 attack on the U.S. Capitol, Britt said problems have to be illuminated in order to be able to deal with those problems as a community. “Chaos and confusion, what does that bring forth?” she asked.

Williams talked about the importance of civic education and the value of community programs, such as the MLK event, that bring people together for discussions.

“We can disagree, right?” Williams asked. “We can have a difference of opinion. We can have differences of perspectives—politically, economically, racially—but at the end of the day, we must learn how to be able to still converse, still talk about these differences, and not allow that to lead us into hate, and unfortunately, into violence.”

Also, Britt said, “you do not want to turn your head away as if it doesn’t exist, that all is fine with the world. We can disagree, but the commonality, that thread in this country is that we are Americans. So what common ground can we find?”

One of the pillars in King’s message, she said, is to stand up for justice and democracy, to start at that common ground and move on. “We can disagree, but we still have to respect one another as human beings, as individuals, no matter what community you represent,” she said.

Though people refer to America as a melting pot, it should be more like a stew, she said. “And in a stew, you don’t assimilate. The pea remains the pea, the carrot remains the carrot, the potato remains the potato. You can be who you are in a stew. But if I’m a melting pot, that means I have to melt and assimilate to everybody...and that is not the strength. Our strength is in our diversity, and we have to come to the realization that there is strength in diversity.”
$2.5 Million Gift to Create the Marcon Institute

A $2.5 million gift has been made by Charles Marcon to establish an institute dedicated to research and study that influences perspectives, practices and policies on racial justice.

The Marcon Institute’s core activity will be to prepare and deploy undergraduate scholars—to be known as the Marcon Fellows—to work alongside community partners to enact change in the arena of social justice and anti-racist issues.

“This gift and the institute will foster a new generation of students with a lifelong commitment to advocacy and positively affect the lives of people in the Lehigh Valley and beyond,” said Lehigh President John D. Simon ’19P.

“Students are passionate about social justice, and the Marcon Institute will provide an important way for them to be deeply engaged and have an impact, doing things that make a difference in our community. It will shape both their undergraduate experience and their lives after Lehigh,” said Nathan Urban, provost and senior vice president for academic affairs. “It will allow Lehigh to be a catalyst for promoting social justice in the region and prepare students to be agents for change.”

Marcon is a Bethlehem native, noted Lehigh Valley philanthropist, and CEO of Duggan & Marcon, a finishes contractor for commercial, industrial and institutional projects. His interest in promoting racial equity began with his amateur sports career, forming relationships while playing alongside Black teammates as one of only a few white players on the Bethlehem Giants baseball team in high school and on his basketball team as an officer in the Army.

But the subject of racial discrimination and equality became even more personal for Marcon as a grandfather to four biracial grandchildren.

“That got me thinking about these issues and what I could do about them,” Marcon said. “It’s easy to recognize them globally or nationally, but one person with limited resources will not make any impact at that level. But locally, I certainly could have impact.”

Marcon began looking for ways to address racial issues in the Lehigh Valley and determined that a college or university would provide both the wide-ranging impact and guaranteed sustainability he sought. Although Marcon is a graduate of Davidson College in North Carolina, Lehigh immediately came to mind because of his relationships with the university as a benefactor and contractor, as well as personal ones—his wife, Ruth ’68G, and sister Martha ’74 are alumnae, and Martha served on the Board of Trustees from 1995-2001.

Many discussions with Donald Outing, Lehigh’s vice president for equity and community, ensued, including an invitation by Outing for the Marcons to attend historian and author Ibram X. Kendi’s MLK keynote lecture on anti-racism at Lehigh in October 2019.

“We all had dinner with Kendi and heard about what he was doing at the time at his center at American University. I think this solidified Charlie’s ideas as he thought, ‘Is this something we could do here at Lehigh?’” Outing recalled. “Could Lehigh be that exemplar that was advancing the work on addressing systemic racism within organizations, within our society, within our culture?”

Outing says Marcon accelerated his plans after the death of U.S. Rep. John Lewis in July 2020 and the racial unrest in the country, leading to the formation of the Marcon Institute.

As the search begins for a director, initial Marcon Fellows will be identified based on nominations from faculty and staff members who currently support work in the field of racial justice. The director will establish a program of study and engagement in community issues surrounding race and equity.

Of the future Marcon Fellows, Marcon said, “I would like them to be conscientious, thoughtful, caring people who really have a passion for social justice. My hope is that they, and the institute, can create a voice that is heard far beyond our community to highlight and eliminate racial injustice.”