



LEHIGH
UNIVERSITY

Office of Diversity, Inclusion & Equity
Year in Review 2020-2021

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What Did We Learn from this Unpredictable Year?



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.



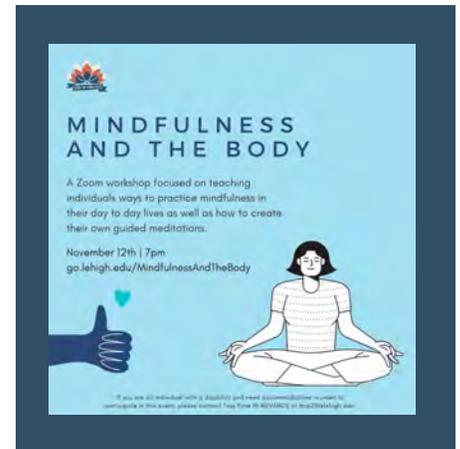
BODY POSITIVITY

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

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.

COMMENTS

"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."



NEXT STEPS

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.





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



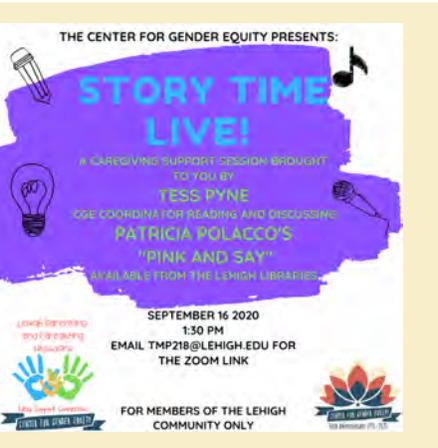
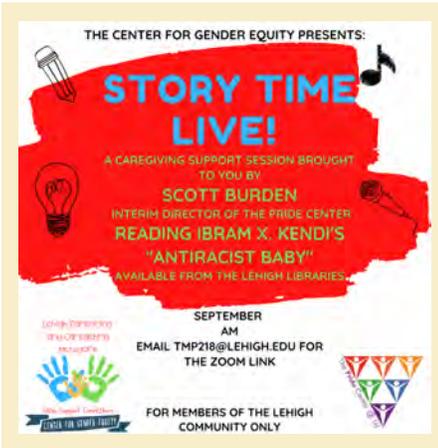
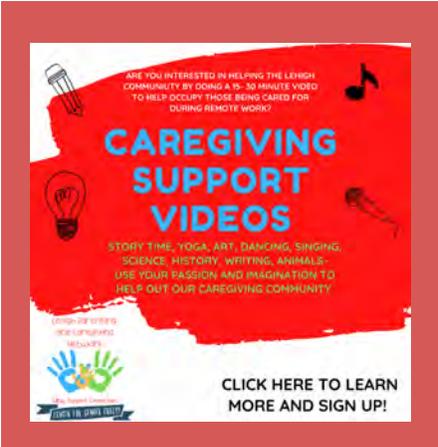


LPCN

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.

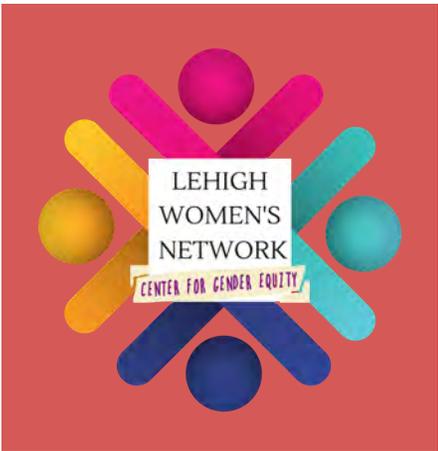
COMMENTS

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. ,



NEXT STEPS

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

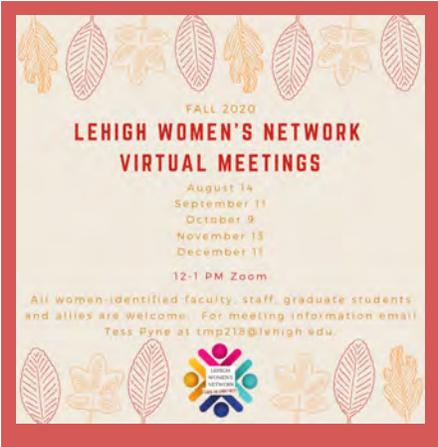


LEHIGH WOMEN'S NETWORK

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.





ALUMNI HAPPY HOUR

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.

GCE Alumni Virtual Happy Hour

October 16th, 2020 | 4-6PM
Email tmp218@lehigh.edu for zoom link

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tess Pyne IN ADVANCE at tmp218@lehigh.edu.

COMMENTS

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

IF YOU ARE AN INDIVIDUAL WITH A DISABILITY AND NEED ACCOMMODATIONS IN ORDER TO PARTICIPATE IN THIS EVENT, PLEASE CONTACT TESS PYNE IN ADVANCE AT TMP218@LEHIGH.EDU

CGE Alumni Virtual Happy Hour

FRIDAY SEPTEMBER 11, 2020
4 PM - 6 PM EST

FOR ZOOM REGISTRATION LINK:
EMAIL TMP218@LEHIGH.EDU

LEHIGH UNIVERSITY

Late Winter Virtual CGE Alum Happy Hour

Friday February 19, 2021
4-6pm EST
EMAIL RITA FOR LINK
RM3207@LEHIGH.EDU

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tess Pyne in advance at tmp218@lehigh.edu.

CGE ALUMS + CURRENT STAFF MEET UP

A SUPER HAPPY FUN TIME FOR THE DECADES IN HONOR OF THE CGE 30TH ANNIVERSARY

STOP IN WHEN YOU CAN AND REFLECT ON PAST, PRESENT, AND FUTURE CGE!

FRIDAY 3/26/2021
4 PM - 6 PM

ROCK CGE GEAR PAST AND PRESENT FOR GROUP PHOTO!

Q@LEHIGH.EDU/SUPERHAPPYFUNTIME

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tess Pyne in advance at tmp218@lehigh.edu.

NEXT STEPS

The CGE will look to continue reconnecting Alums through virtual and in person opportunities in 2021-2022.



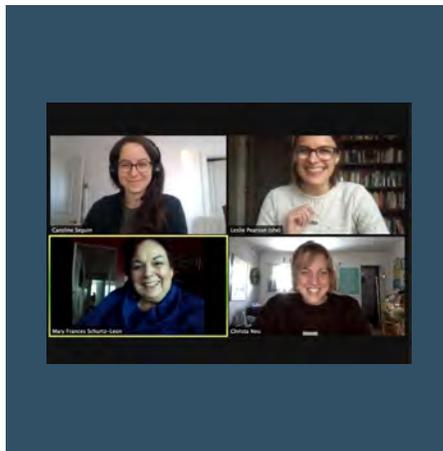
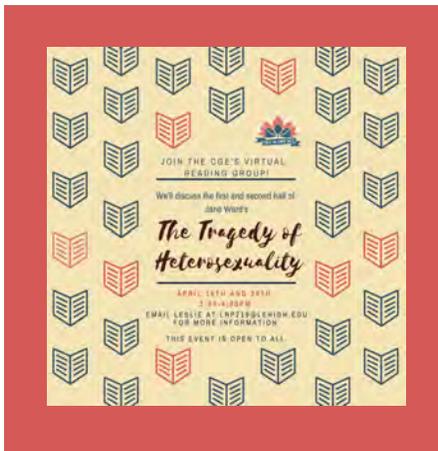
READING GROUP

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.

COMMENTS

"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."



NEXT STEPS

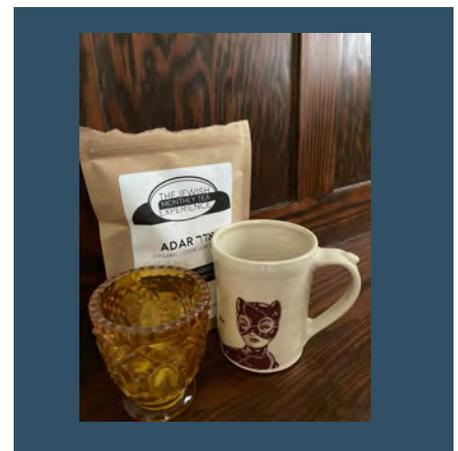
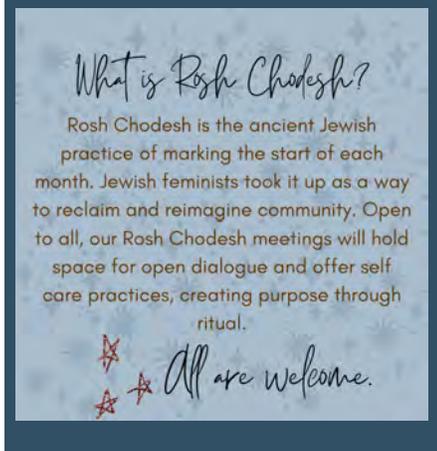
We'll be continuing to meet next year and are currently deciding whether or not to meet over the summer.





ROSH CHODESH

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.



COMMENTS

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.

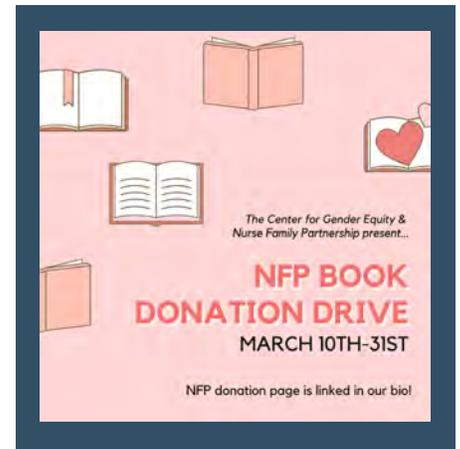
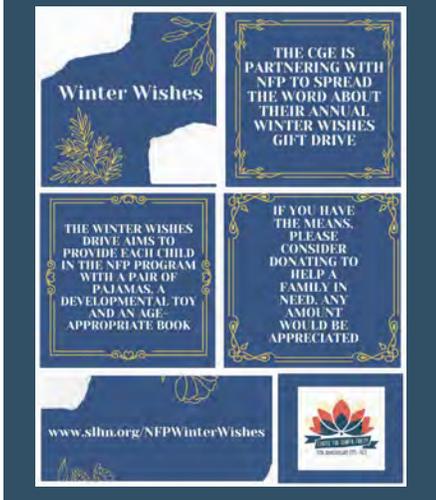
NEXT STEPS

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.



NURSE FAMILY PARTNERSHIP

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.



COMMENTS

"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."

NEXT STEPS

Members of the NFP team want to continue their work next year, possibly offering the research roundtable as a 5x 10.





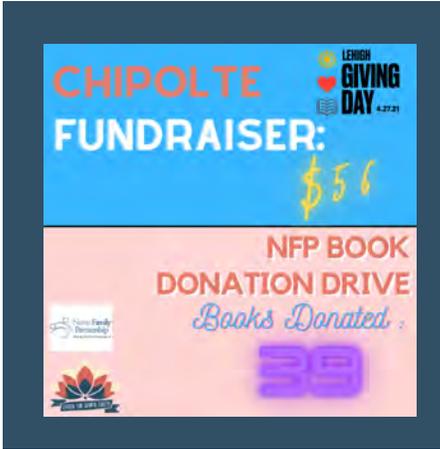
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COMMENTS

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."



COMMENTS

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."

NEXT STEPS

The CGE will continue its partnership with NFP during the 2021-2022 Academic year,

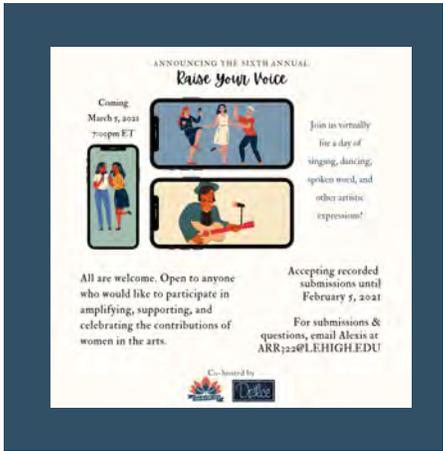


RAISE YOUR VOICE

The CGE continued its partnership with Dolce in the Raise Your Voice program, celebrating women identifying artists of all genres on campus. This year's theme asks artists 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.

COMMENTS

This year's RYV was held virtually. Participants submitted videos, including spoken word performances, dancing, and singing. Between each video, members of the CGE and Dolce did live introductions to keep the event moving along. Overall, it was well-attended and, due to it being virtual, many parents and friends who wouldn't normally be able to attend were able to be present.



WHAT DOES HOME MEAN TO YOU?



NEXT STEPS

The CGE will continue its partnership with Dolce next year, and look forward to a (hopefully) in-person 7th Annual RYV in 2022.



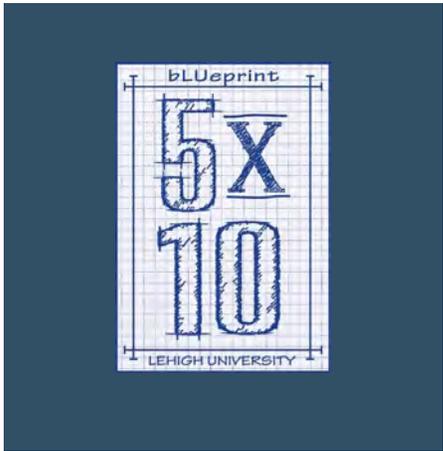
SOCIAL DILEMMA

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.

COMMENTS

"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."



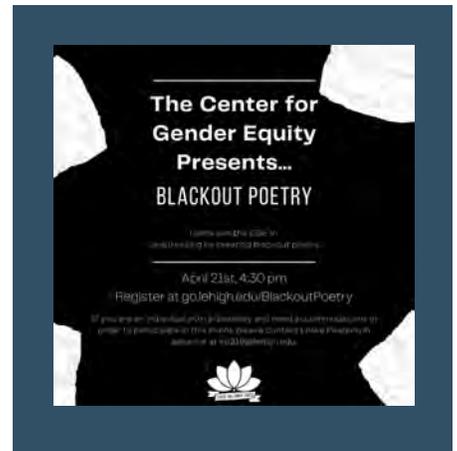
NEXT STEPS

Our Body Positivity programming has allowed us to continue these conversations on mental health, body image, and social media.



GENDER & THE ARTS

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,



COMMENTS

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

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

NEXT STEPS

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.

COMMENTS

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.



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.



NEXT STEPS

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



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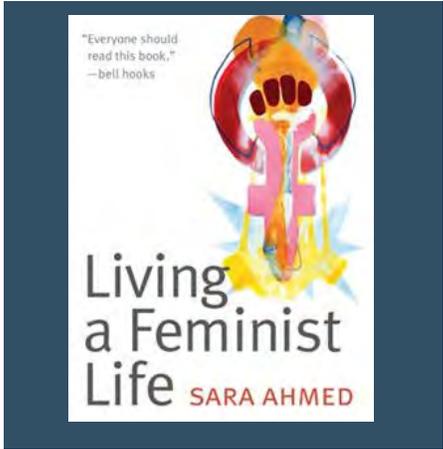
CURRICULUM MEETINGS

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.

COMMENTS

"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."

"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."



DECEMBER MEETINGS

1. What is praxis?
 - 1.1 "Citation is feminist memory" (Ahmed 13)
 - 1.2 "Citation is how we acknowledge our debt to those who came before" (Ahmed 15)
 - 1.3 Hear Henry Giroux discuss critical pedagogy.
2. How do we engage others in an accessible, inclusive way?
 - 2.1 "There will be no mass-based feminist movement as long as feminist ideas are understood only by a well-educated few" from bell hooks' *Feminist Theory, From Margin to Center*
3. How do we engage with those with whom we disagree?
 - 3.1 "When you become a feminist, you find out very quickly: what you aim to bring to an end some do not recognize as ending" (Ahmed 3-6)
 - 3.2 "We share a common interest, survival, and it cannot be pursued in isolation from others simply because their differences make us uncomfortable" from Audre Lorde's "Learning from the 60s"
 - 3.3 Andrea Gibson, "The Year of No Grudges"
4. Spend time acknowledging that we are all affected by norms. How does acknowledging this allow us to meet people where they are?
 - 4.1 "The hardest work can be recognizing how one's own life is shaped by norms in ways that we did not realize, in ways that cannot simply be transcended" (Ahmed 43)

ACTIVITY

Characteristics of a good person activity.

- 4.4 Gender norms and spoken word: Andrea Gibson's "I Sing the Body Electric" and their "Your Life."
- 4.3 "We cannot 'not' live in relation to norms" (Ahmed 43)
- 4.2 "It is time to effect a revolution in female manners: time to renounce to them their lost dignity - and make them, as a part of the human species, labour by reforming themselves to reform the world. It is time to separate unchangeable norms from local manners." from Mary Wollstonecraft's *A Declaration of the Rights of Women*

Guiding Questions for Discussion of Praxis

For next time: skim over introduction, chapter 1, chapter 2 of *Living a Feminist Life* in light of conversations this semester.

NEXT STEPS

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





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.



STEM COORDINATORS

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.





NEW ENGLAND WOMEN'S & GENDER CENTERS' MEETINGS

Associate Director Leslie Pearson co-facilitated meetings with the New England Women's and Gender Centers' Conversations. This opened up new contacts, insights into other's practices and revealed the CGE as a resource to this community.



COMMENTS

"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."



NEXT STEPS

Over the summer, we'll decide whether or not to continue with monthly conversations. As people return to campus, quarterly ones might be more feasible.



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LACTATION WORKING GROUP

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.

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.



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.



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





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.





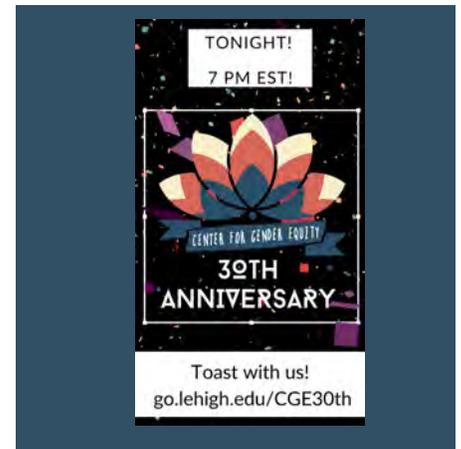
CGE 30TH TOAST

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 folx 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.





WORKSHOPS

The CGE believes in learning, compassion, collaboration, and communication. By working together, we can work to remake institutions and structures that exclude others. This is a continual learning process for all of us. Through our workshops, we can better understand how to call people in, listen to each other, and begin to see the creative potential in our differences. We also offered customizable options to a class or department at Lehigh

COMMENTS

On Identifying Gender Bias Workshop:

"This was really great - good tools to incorporate into my work and life and GREAT DISCUSSION with participants."

"I really enjoyed this. I will think a lot about how I communicate with my staff, how I think about their communications with our university "clients", and how I communicate with others."

Gender Equity 101

What is gender equity? For that matter, what is gender? How can we talk about gender? Does it even exist? This workshop engages participants in interactive dialogue about where gender has been, where we are, and where we are going. Facilitators include conversations about terms and identities and provide ample time for Q&A and guided discussion. Page-Up Learning Library Credited.

Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

JANUARY 26, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Listening Differently

How often do you listen, fully and intently, to what others are saying to you? Do you sometimes develop a response to people before they even stop talking? Is your team in a rut or hit a wall in terms of a major project? Invite Center for Gender Equity facilitators to provide a listening activity to your team. Learn alternative ways to listen to each other as well as enable voices who are often silenced to be heard equitably. Page-Up Learning Library Credited.

Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

FEBRUARY 23, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Identifying Gender Bias in the Workplace

Because gender is all around us, it shows up in the behaviors, practices, and infrastructure of our daily work. Additionally, we know that we all have biases. Sometimes, however, we don't know which ones we have or how those biases may be influencing our behaviors. Facilitators guide participants in conversations about where and how gender shows up in a workplace setting, allow participants to engage in scenarios (provided by facilitators), and develop tools for mitigating and removing bias. Page-Up Learning Library Credited.

Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

MARCH 23, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Enacting Feminist Theory and Practice in the Workplace

How can feminist praxis help us realize a more equitable workplace? Praxis, or the application of theory to practice in order to actualize ideas, is foundational to feminist work. This workshop will introduce the concept of feminist praxis and explore how a commitment to theory and practice can transform your workplace, creating a more equitable and agile environment. Facilitators will guide participants through conversations and activities designed to highlight ways to incorporate a theoretical framework into everyday practices, including ways to craft more engaging meetings. Page-Up Learning Library Credited.

Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

APRIL 20, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

NEXT STEPS

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 were 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."

Gender Equity 101

What is gender equity? For that matter, what is gender? How can we talk about gender? Does it even exist? This workshop engages participants in interactive dialogue about where gender has been, where we are, and where we are going. Facilitators include conversations about terms and identities and provide ample time for Q&A and guided discussion. Page Up Learning Library Credited.



Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

JANUARY 26, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Listening Differently

How often do you listen, fully and intently, to what others are saying to you? Do you sometimes develop a response to people before they even stop talking? Is your team in a rut or hit a wall in terms of a major project? Invite Center for Gender Equity facilitators to provide a listening activity to your team. Learn alternative ways to listen to each other as well as enable voices who are often silenced to be heard equitably. Page Up Learning Library Credited.



Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

FEBRUARY 23, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Identifying Gender Bias in the Workplace

Because gender is all around us, it shows up in the behaviors, practices, and infrastructure of our daily work. Additionally, we know that we all have biases. Sometimes, however, we don't know which ones we have or how those biases may be influencing our behaviors. Facilitators guide participants in conversations about where and how gender shows up in a workplace setting, allow participants to engage in scenarios (provided by facilitators), and develop tools for mitigating and removing bias. Page Up Learning Library Credited.



Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

MARCH 23, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

Enacting Feminist Theory and Practice in the Workplace

How can feminist praxis help us realize a more equitable workplace? Praxis, or the application of theory to practice in order to actualize ideas, is foundational to feminist work. This workshop will introduce the concept of feminist praxis and explore how a commitment to theory and practice can transform your workplace, creating a more equitable and agile environment. Facilitators will guide participants through conversations and activities designed to highlight ways to incorporate a theoretical framework into everyday practices, including ways to craft more engaging meetings. Page Up Learning Library Credited.



Visit go.lehigh.edu/CGEWorkshops to register.

Custom workshop request: go.lehigh.edu/CGECustom

APRIL 20, 2021
11:30 am - 1 pm

FOR FACULTY, STAFF, AND GRADUATE STUDENTS
Visit go.lehigh.edu/CGEWorkshops to register.

NEXT STEPS

The CGE plans on continuing to offer workshops in 2021- 2022.



GIVING DAY

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.

COMMENTS

"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



NEXT STEPS

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.

JOIN THE CENTER FOR GENDER EQUITY AND THE OFFICE OF SUSTAINABILITY FOR A VIRTUAL SCREENING OF

PERIOD.
End of Sentence.

Screening will be followed by a discussion on destigmatizing periods and sustainable menstruation products.

Date: March 11th
Time: 4:30 pm ET

go.lehigh.edu/sustainablemenstruation

LEHIGH SUSTAINABILITY

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tami Pyle in advance at hp2@lehigh.edu.

WE'LL WATCH AN INTERVIEW WITH BELL HOOKS ON THE IMPORTANCE OF FREE SPEECH IN ADVOCACY

Feminist Film Friday
featuring: bell hooks

Screening will be followed by a discussion.

Date: Friday, 1/16
Time: 11:00-Noon

Registration link in bio.

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tami Pyle in advance at hp2@lehigh.edu.

JOIN THE CENTER FOR GENDER EQUITY FOR A SCREENING OF

The Grace Lee Project

Screening will be followed by a discussion. Open to current Lehigh University students, faculty, and staff only.

Date: March 16th
Time: 3:00pm ET

https://go.lehigh.edu/foemast16

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tami Pyle in advance at hp2@lehigh.edu.

JOIN THE CENTER FOR GENDER EQUITY FOR OUR NEXT FILM SCREENING

Growing Up Female

Screening will be followed by a discussion.

Date: Friday, 4/16
Time: 3:00-4:00pm

Registration link in bio.

If you are an individual with a disability and need accommodations in order to participate in this event, please contact Tami Pyle in advance at hp2@lehigh.edu.

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.



CAMPUS CUP



| CampusCup increases accessibility to sustainable menstrual products

BY JULIA DUCHOSSOIS —; PUBLISHED APRIL 9, 2021, 3:00 AM; **UPDATED APRIL 14, 2021, 4:54 PM** LIFESTYLE

The Office of Sustainability and the Center for Gender Equity have partnered with OrganiCup to offer free menstrual cups to interested students as part of the CampusCup 2021 initiative, which aims to increase accessibility of sustainable menstrual products on college campuses nationwide.

COMMENTS

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



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.

NEXT STEPS

We plan on continuing our collaboration with the Office of Sustainability next year and bringing more attention to the issue of period poverty.

LEHIGH UNIVERSITY CHAPLAIN'S OFFICE AFTER ACTION REPORT

FALL 2020-SPRING 2021



THE CHAPLAIN'S OFFICE AND THE
DIALOGUE CENTER PRESENT

MEET THE CHAPLAINS: A LISTENING ROOM

A discussion and "checking in"
with the staff from the
Chaplain's Office

REV. DR. LLOYD STEFFEN

University Chaplain, Professor of Religion Studies, Director of the
Dialogue Center and the Lehigh Peace Project

RABBI STEVE NATHAN

Endowed Director of Jewish Student Life, Associate Chaplain,
Lehigh University Jewish Student Center

DR. WALEAD MOSAAD

Director of Muslim Student Life

MR. RON KOACH

Coordinator, Catholic Campus Ministry

MS. MAGGIE RIGGINS

Director of Catholic Campus Ministry at Lehigh University, Director of
Office of Young Adult and Campus Evangelism, Director of
Alumni, Campus Ministry Consultant for the Secretariat for
Education, USCCB

WEDNESDAY, SEPTEMBER 16 @ 5PM
A ZOOM MEETING

[HTTPS://LEHIGH.ZOOM.US/J/94242017794](https://lehigh.zoom.us/j/94242017794)

Topic: Meet the Chaplains. Find out what they do. Of special interest
in this gathering is conversation about experiences of, or anxieties
about, Loss and Grief and the uncertainties caused by the COVID-19

SEPTEMBER 16, 2020 @ 5PM VIA ZOOM

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.

OCTOBER 7, 2020 @ 5:30 PM VIA ZOOM

SPIRITUAL CONNECTION IN THE AGE OF UNCONNECTEDNESS

FOUNDERS WEEK EVENT

**Spiritual Connection In The Age Of
Unconnectedness: Meet Our
Chaplains And Learn How To
Maintain Your Well-Being And Stay
Focused During These Challenging
Times**

Wednesday, Oct 7
5:30 - 6:30 PM
EST

Meet Lehigh's chaplains and find out what they do! This is also an opportunity to talk about experiences and anxieties of loss, grief, and uncertainties caused by the Covid-19 pandemic. Note: this session will be recorded.

Show Details ^

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.



LEHIGH UNIVERSITY CHAPLAIN'S OFFICES

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610-758-3877 / INCHA@LEHIGH.EDU

SUNDAY, MAY 23, 2021

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...

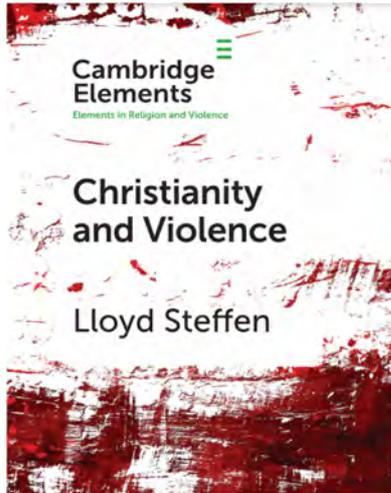
Since COVID shut down all events at the church, most couples getting married decided to push their dates into 2021 and 2022. Many had to cancel their dreams of a wedding in Packer Church and got married at home with very small family ceremonies. We had to turn down all requests for any event in Packer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



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MAY 7TH, 2021

RAMADAN

IN COOPERATION WITH
THE OFFICE OF INTERNATIONAL AFFAIRS

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!



MARCH 27, 2020

SPIRITUAL AND MENTAL WELLNESS

MEETING VIA ZOOM

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. Mossad 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.



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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!

Shabbag (Shabbat in a Bag)



Pick-up on 9/11/20 between 1pm - 5pm

LED Shabbat Candles, Plastic Kiddush Cup, Grape Juice, Challah, and a Lehigh Hillel Challah cover/bandanna, all in a Lehigh Hillel drawstring bag!

Where? The JSC porch

Chicken Soup Shabbat

FRIDAY, OCTOBER 16

Lehigh Hillel students Lauren Pogositin '21 and Michael Hill '22 enjoying Rabbi Steve's homemade chicken soup!



Missed the chance to get some of Rabbi Steve's chicken soup?

Don't worry! Watch for another chance to order soon!

Lehigh Hillel **Lehigh**
Jewish Student Life

mac & cheese monday!!

10.26.20

Rabbi Steve made mac-n-cheese and Abby made it disappear!



November 2020 Shabbat at Home

SPONSORED BY HARRISON KAPLAN '21 PEER ENGAGEMENT INTERN

Harrison made the arrangements with 4 student in off-campus houses to make Shabbat Dinner together. We provided a Wegman's Card, grape juice, Challah, LED candles and a Shabbat Blessings card. A beautiful, delicious evening was had by all! We plan to do more of these next semester!




Purim & Shabbag Shabbat

THURSDAY, FEB 25 & FRIDAY, FEB 26

Order your Purim and Shabbat goodies now! Hamentaschen! Challah! and more!!

Pick up on Thursday Feb. 25 at the assigned time!

Then join us online for celebrating the holiday on Thursday night (details TBA) and at 6 PM on Friday for Shabbat!



Sign up here by Monday, Feb. 22!
<https://forms.gle/GHhPHPAm7mlb1SiQ8>

or go to linktr.ee/Lehigh_Jewish_Life



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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.



Seder In A Box!

ORDER USING OUR GOOGLE FORM BY FRIDAY 3/12/21

<https://bit.ly/3ay5Rlf>

YOU WILL BE PROVIDED WITH:

SEDER PLATES AND ITEMS NEEDED FOR YOUR SEDER, A SHEET WITH SOME OF THE PRAYERS AND THE LINK TO DOWNLOAD AN ONLINE HAGGADAH.

WE WILL ALSO PROVIDE YOU WITH SOME OTHER PASSOVER GOODIES!

- CHOOSE CHICKEN OR SALMON
- (VEGETARIAN OPTION ALSO AVAILABLE)
- YOU WILL BE ASSIGNED A PICK UP TIME ON FRI. 3/26 OR SAT. 3/27.
- THEN JOIN US ONLINE AT [GO.LEHIGH.EDU/LEHIGHSEDER](https://go.lehigh.edu/lehighseder) FOR AN ABBREVIATED ONLINE SEDER ON SAT. 3/27 AT 6:00 PM AND FEEL FREE TO STAY ONLINE TO EAT DINNER TOGETHER!

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 place, on your terms.

And...make \$200.00!

How do I heal a broken world when Micro Econ is taking over my free time?



What do I do when my roommate eats all of my peanut butter (again)?



What does G-d think of my Tinder profile?



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.



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Mindful Meditation

w/ Rabbi Steve

A weekly online Zoom meditation session to help us deal with physical and spiritual isolation we haven't experienced before. Join with or without video. No experience required!

OPEN TO ALL!!!

WEDNESDAYS @ 3pm (ET)
go.lehigh.edu/meditation

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.

SCHMOOZE & 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

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

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



Questions?

Email: spn217@lehigh.edu

LEHIGH HILLEL WELLNESS BLOG



- Meet the Blog Team
- Jewish Holidays
- Food for the Soul
- Lehigh Student Stories
- Schmooze with Steve
- Send in your Blog Ideas
- Women's History Month
- Mindful Meditation

lehighhillel.org

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.



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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!



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Office of Multicultural Affairs



AFTER ACTION REPORT FALL 2020 - SPRING 2021

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

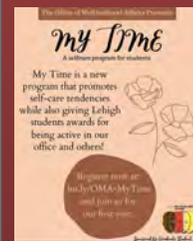
This model engages all stakeholders of the Office of Multicultural Affairs (students, staff, faculty, and community partners) into its core programming and service offerings. The model will increase spaces for community building and the establishment of authentic reciprocal relationships at Lehigh.

OMA Team



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

<https://linktr.ee/lehighoma>



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ACT



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OFFICE OF
MULTICULTURAL
AFFAIRS

Office of Multicultural Affairs



AFTER ACTION REPORT FALL 2020 - SPRING 2021

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.

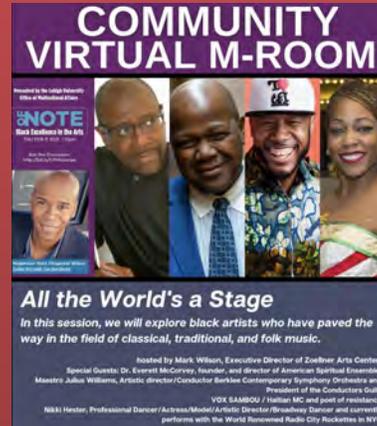
The virtual environment allowed us to continue to meaningfully engage with stakeholders throughout the Lehigh Valley region. OMA student ambassadors contributed to the conversations through their Real Talk series, bringing topics such as Immigration, Perpetual Foreigner Syndrome, Forced Sterilization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

**ENGAGE
DEVELOP
ACT**

All the World's A Stage



Click to Listen

Forced Sterilization of Women of Color



What is My Time?



Click to Watch Video Session and Information



LEHIGH
UNIVERSITY

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MULTICULTURAL
AFFAIRS

Office of Multicultural Affairs



AFTER ACTION REPORT FALL 2020 - SPRING 2021

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; Indigenous Health: Pipelines & Native Health; Invisible at the Margins - A Frank Conversation on Anti-Asian Violence and Resistance***.

Latinx/ Hispanic Heritage



Black Excellence Month

Native American Indigenous
People's Heritage



Asian American Pacific
Islander Heritage

[Click to Watch Video Sessions](#)

ENGAGE
DEVELOP
ACT



LEHIGH
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OFFICE OF
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AFFAIRS

Office of Multicultural Affairs



AFTER ACTION REPORT FALL 2020 - SPRING 2021

COMMUNITY BUILDING

COMMUNITY SPEAKERS

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 #BlackLives Matter**, engaged the community while sharing their work, knowledge and scholarship.

DONNING OF THE KENTE

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.



**ENGAGE
DEVELOP
ACT**

Dr. Beverly Tatum



Patrisse Cullors



Click to Watch Video Sessions

Congratulations Class of 2021



LEHIGH
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AFFAIRS

Office of Multicultural Affairs



AFTER ACTION REPORT FALL 2020 - SPRING 2021

TRAINING & DEVELOPMENT

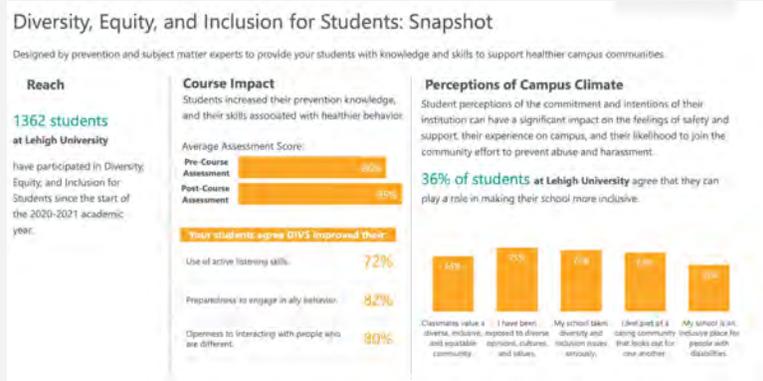
EverFi - Diversity, Equity & Inclusion Online Training

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



[Click for more information on EverFi](#)



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AFTER ACTION REPORT FALL 2020 - SPRING 2021

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.

How to be an Anti-Racist Individual

Click to Watch Video Session



I am Not a Minority!



Click to Listen



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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 .

STUDENT VOICES

CULTURAL GREEK COUNCIL



DIVERSITY PEER EDUCATORS AND PEER HEALTH ADVISORS



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AFTER ACTION REPORT FALL 2020 - SPRING 2021

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 their cultural publication. While virtual, the student M-Room allow for much needed space for students to engage and share.

OMA Ambassador - Real Talk Debunking Immigration Myths



Click to Watch Video Session

What's New in the M-ROOM?



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After Action Reports

LEHIGH PRIDE CENTER
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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.

"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, Ph.D candidate at Lehigh University, and Rabbi Steve Nathan, Director of Jewish Student Life, Lehigh University

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.



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GENDER & SEXUALITY EDUCATION



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.

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QUEER MORNING BLESSING

What: Queer Morning Blessing

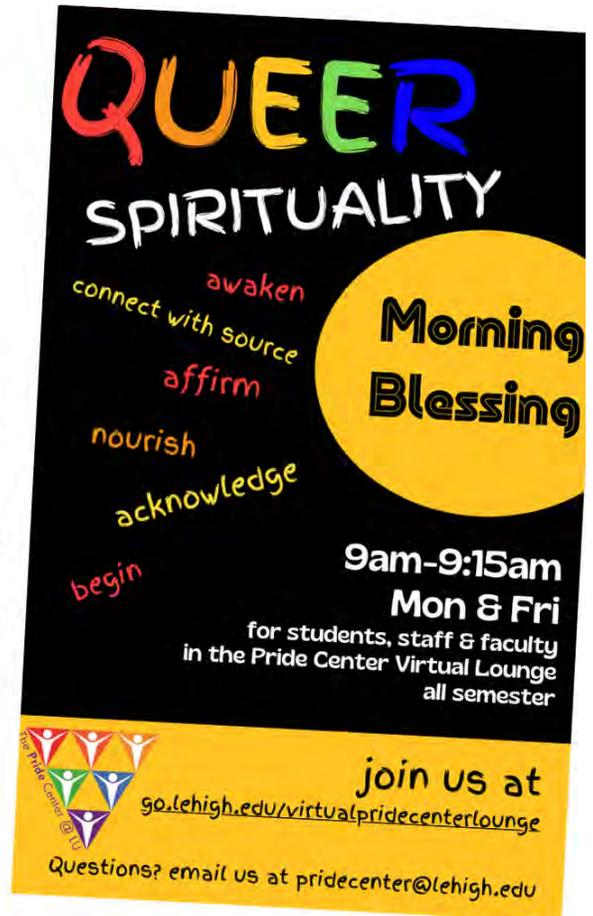
Where: Virtual Pride Center Lounge via Zoom

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

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.



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!

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



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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.



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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 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



Charles Marcon

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."