



September 2021 Newsletter

Check out the latest from the Office of Diversity, Inclusion & Equity!

Welcome to Fall 2021 at Lehigh University! For those unfamiliar with our office, we are responsible for developing and implementing a comprehensive plan to enhance and build on Lehigh's efforts to advance its commitment to a diverse, inclusive and antiracist campus. We do this through strategic planning, training, education and research, community relations, policy development and communications. The division is comprised of the Office of Diversity, Inclusion & Equity; our advocacy centers: the Center for Gender Equity, the Center for Student Access and Success, the Chaplain's Office, The Office of Multicultural Affairs, and the Pride Center for Sexual Orientation & Gender Diversity; and a Multicultural Community Liaison. This newsletter will give you a taste of what's happening through ODI&E on campus, but we invite you to [explore our website](#) to get a richer picture.

Join us as we celebrate and acknowledge the many contributions and heritage of the Hispanic/ Latinx/e global community,

SEPTEMBER 15, 2021

**LATINX
EXCELLENCE
MONTH**

OCTOBER 15, 2021



Office of MULTICULTURAL AFFAIRS

Join us as we celebrate Latinx Excellence Month from September 15-October 15. Check the [Office of Multicultural Affairs website](#) and newsletter for the full schedule of events. Also known as National Hispanic Heritage month, it's a time to come together to acknowledge and celebrate the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively.



Dear Members of the Lehigh Community,

Last year, the Lehigh University community embarked on a process to develop a Diversity, Inclusion and Equity (DI&E) Strategic Plan to improve our infrastructure, policies and practices and to continue to build an inclusive Lehigh community. We seek to ensure a supportive and welcoming environment at Lehigh for all. Our goal is to remove roadblocks and biases that stand in the way of success and to foster a deeper sense of belonging for students, faculty, staff, alumni and other community members.

[In this document](#) we provide a framework of our priorities and an update on some of the actions our community has taken to move Lehigh forward. While we are encouraged by progress on several fronts, our work is far from over. This important work will evolve and change in the months and years ahead. Our pledge to the entire Lehigh community is that diversity, inclusion and equity are of the highest priority. (Please note that a Lehigh username and password is required to view. A public-facing presence on the Lehigh website is forthcoming.)

Our immediate next steps include:

- Communicating with key stakeholders and the broader Lehigh community about the plan, priorities and goals
- Convening working groups to develop critical key performance indicators (KPIs) to track the university's DI&E efforts and measure the efficacy of our efforts
- Releasing the LUPD Review Report in Fall 2021

As part of this process, we continue to compile data related to the diversity and inclusivity of our campus community, including information about students, enrollment, and retention and graduation rates, and we are working to expand [our data center](#) to include information about faculty and staff. In addition, we gather regular survey data about the experiences of members of the Lehigh community. We will continue to populate the data center and provide updates. A public-facing presence on the Lehigh website that communicates the university's goals and provides updates on progress is forthcoming.

Thank you for sharing your feedback, concerns and ideas. We encourage your involvement, as our ability to move forward with momentum and hope requires the extensive participation of our entire community. Together, we must address inequality and take action to proactively combat bias. Even when uncomfortable or contentious, the important conversations we're having are leading us in the right direction. Each of us plays an important role in listening, learning and adapting on the road to meaningful community improvement and change. Thank you for joining us.

Donald A. Outing, Vice President for Equity & Community

Nathan Urban , Provost & Senior Vice President for Academic Affairs

Patricia Johnson, Vice President for Finance & Administration

Ricardo Hall, Vice President for Student Affairs



We are proud to announce that we have once again been identified as a Best of the Best LGBTQ-Friendly College and University from Campus Pride. This recognition is extended to 30 schools across the country who have received a 5/5 on the Campus Pride Index. We want to acknowledge the tremendous work of our Pride Center staff: Scott Burden, Mary Ellen Kitchen and Sara Beachy . It is because of them that we are receiving this award again. Congrats!

The Campus Pride Index is the premier national benchmarking tool which self-assesses LGBTQ-friendly policies, programs and practices. In order to be in the “Best of the Best” listing, an institution had to score the highest percentages in the LGBTQ-friendly benchmarks for policies, programs and practices. For more information and to see the full list, [click here](#).



We are also pleased to announce that Lehigh University has been announced as a 2021 HEED Award recipient for our commitment to diversity and inclusion. This is our third year as a HEED Award recipient, a strong indication that our efforts toward creating a diverse and equitable campus environment that celebrates everyone are making an impact. Of particular note to the award committee was the depth of commitment and creativity that Lehigh showed for supporting our students through the COVID-19 pandemic. Though we still have work to do, this recognition is a great achievement.



The Black and Latino Alumni Network for Community and Equity (BALANCE) is planning a fun-filled weekend for alumni and students to connect, reconnect and see what’s new on campus! Save the Date for Lehigh/Lafayette weekend and keep your eyes on [the BALANCE website](#) for a full schedule of events and even more ways you can get connected!

Check out what Diversity, Inclusion & Equity is offering as we kick off the semester!

OFFICE OF JEWISH STUDENT LIFE
& HILLEL WISH YOU A

Happy Sukkot!

join us in our brand new sukkah at
the Jewish Student Center
233 W. Packer Ave.

Monday 9/20 - 6 pm
"Pizza in the Hut"
Sukkot Pizza Buffet

Thursday 9/23 - 12 pm
Hillel/Chabad Bagel Brunch
(in the sukkah near Linderman)

Friday 9/24
Shabbat in the Sukkah
5:45-Services 6:30 Dinner

Sign up to join Steve or Tyler in the sukkah for
lunch or dinner during the holiday!

Happy Sukkot! Join Steve or Tyler in the sukkah at the Jewish Student Center, 233 W Packer Ave, for lunch or dinner during the holiday. Events scheduled are: Pizza in the Hut, Monday 9/20 at 6 PM; Hillel/Chabad Bagel Brunch on Thursday 9/23 at 12 PM (in the sukkah near Linderman Library), and Shabbat in the Sukkah on Friday 9/24 beginning at 5:45 PM. RSVP at go.lehigh.edu/jewishlife.

WELCOME TO THE OUT LIST!

What's the OUT List?
It is a public facing listing of LGBTQ+ faculty & staff at Lehigh created to further the Faculty & Staff Pride Network's (FSPN) mission to foster & sustain a welcoming and affirming climate on campus for LGBTQ+ people.

Sign up at
go.lehigh.edu/outlist

question email pridecenter@lehigh.edu

Welcome to the OUT List! What's the OUT List, you ask? It's a public facing listing of LGBTQ+ faculty & staff at Lehigh, created to further the mission of the Pride Center and the Faculty and Staff Pride Network (FSPN) to foster & sustain a welcoming and affirming climate on campus for LGBTQ+ people. Sign up or see the list at go.lehigh.edu/outlist. Email pridecenter@lehigh.edu with questions.



SCAN TO JOIN OUR MAILING LIST
AND STAY INFORMED ON
EVENTS, PROGRAMS AND ACTIVITIES
HOSTED BY OUR OFFICE
THROUGHOUT THE YEAR!



Scan this QR code to sign up for the Center for Student Access & Success mailing list and stay informed on all the events, programs and activities planned throughout the year!

THE CENTER FOR GENDER EQUITY
2021-2022 WORKSHOPS

SEX/GENDER
Tuesday, September 21st
11:30am - 1:00pm

LISTENING DIFFERENTLY
Tuesday, November 16th
11:30am - 1:00pm

GENDER EQUITY 101
Tuesday, October 19th
11:30am - 1:00pm

For Faculty, Staff, and Graduate Students
Register at go.lehigh.edu/CGEworkshops

The Center for Gender Equity presents the fall sessions of their 2021-2022 workshops for faculty, staff and graduate students. Sessions include Sex/Gender on September 21, Gender Equity 101 on October 19, and Listening Differently on November 16. All sessions are from 11:30 a.m.-1:00 p.m. Register at go.lehigh.edu/CGEworkshops.

The Office of Multicultural Affairs Presents

my Time

A self-care program for students

The MyTime program is back!
Promoting self-care tendencies while also giving
Lehigh students incentives for being active in
OMA and the Lehigh Community!

Register now at: bit.ly/OMA-MyTime
and be rewarded for taking a breath
in this busy year

*Open to both undergraduate and
graduate students!!

Any questions, reach out to Renee at rem219@lehigh.edu

The MyTime program is back! Promoting self-care tendencies while also giving Lehigh students incentives for being active in the Office of Multicultural Affairs and the greater Lehigh community! Register now at: bit.ly/OMA-Mytime. Questions, email rem219@lehigh.edu.