Greetings Bearkats,

We hope that you all have been enjoying our issues of The Mosaic: Diversity Newsletter. As the semester begins to slow down, we wish you all the best in your upcoming finals and everything the summer months bring you. April is recognized as Celebrate Diversity Month! In the spirit of celebrating diversity, we have devoted this week’s Mosaic to this theme in hopes that you learn more about diversity and inclusion, specifically the benefits that culturally competency provides you once you graduate and go into the workforce. Additionally, as a part of our Coronavirus special, we review President Trump’s “Open Up America Again” guidelines. Happy Reading!

Jordan Chang; He/Him/His  
Assistant Director  
Center for Diversity & Intercultural Affairs

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UPCOMING VOLUME 1 PUBLICATIONS:  
ISSUE NO 5: Wednesday, May 6, 2020
Celebrate Diversity Month!
By Carlos Perez

In workplaces and institutions across the country, April is recognized as Celebrate Diversity Month! Diversity comes in many shapes and forms, colors and sizes, and has a way of being represented in new ways every day. But what exactly is diversity? By the Merrian-Webster definition, Diversity is the condition of having or being composed of differing elements.  

Every single aspect that makes you, me, and everyone else different and unique is diversity. It is important to recognize, respect and appreciate all walks of diversity. By learning about each other, we can ensure that everyone is able to enjoy a peaceful and beautiful world.

One of the core values of the Division of Student Affairs at Sam Houston State University is diversity. Here at the institution, we seek to embrace individual differences and provide opportunities for all. Below are some of the groups, organizations, departments, offices and committees that are doing great diversity work at the institution:

- Center for Diversity & Intercultural Affairs (https://www.shsu.edu/diversity)
- Office of Equity & Inclusion/Title IX (https://www.shsu.edu/dept/equity-and-inclusion/)
- University Diversity Committee (https://www.shsu.edu/ude)
- College of Humanities & Social Sciences Diversity & Inclusion Committee (https://www.shsu.edu/academics/humanities-and-social-sciences/chss-diversity-committee/)
- LGBTQI* Faculty/Staff Network (https://www.shsu.edu/faculty_staff/lgbtqi/)
- Services for Students with Disabilities (https://www.shsu.edu/dept/disability/)
- Veterans Resource Center (https://www.shsu.edu/dept/veterans-resource-center/)
- We LEAD (https://www.shsu.edu/faculty_staff/welead/)

I personally have been able to benefit from diversity in many ways. I have been able to effectively interact and communicate with many different types of people by learning about different cultures and backgrounds. We often forget how valuable knowing how to communicate and interact with others can be. With the acquired knowledge I have been able to gain as a member of the Diversity Council and as a student at Sam Houston State University, I am now able to use it to my advantage as I walk across the stage and head into my spot in the world. I encourage you to take a dive into learning about various cultures and find your own reasons as to why learning and celebrating diversity should be something everyone should be a part of.

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1 https://www.merriam-webster.com/thesaurus/diversity
The Center for Diversity and Intercultural Affairs continues to enlighten the Bearkat community and constantly strives to create an inclusive campus environment in which all students, staff and faculty feel welcomed. With that in mind, our programs consist of celebrating people from various backgrounds and embracing their uniqueness. As a co-executive director, I was able to represent the Diversity Council as a student member of the University Diversity Committee. Our university is most certainly growing in the area of student diversity with an increase of African American/Black and Latinx/Hispanic student enrollment; however, diversity within faculty and staff has room for improvement. Diversity seems to be the front runner to grasp the characteristics of an individual but judging a book by its cover serves little purpose. Inclusivity is important too as we all want to feel like we belong and be able to express ourselves.

Diversity has various meanings, but the universal understanding is simply recognizing that an individual is unique and has differences from our own. All across campus, diversity is strongly celebrated between CDIA and cultural student organizations, such as African Student Association, International Student Organization, and most recently, Asian Pacific Student Association. Inclusivity can be rather difficult, but always achievable when done appropriately. It is the practice or policy of including people who might otherwise be excluded or marginalized. To be clear, a diverse group of people does not mean the group is necessarily inclusive. It is a misconception to believe diversity brings inclusivity. Not all organizations on campus believe they are included or equal for different reasons.

A Question to Ponder:
How can Sam Houston State University increase inclusivity?

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3 https://www.shsu.edu/dept/student-activities/cdia/about.html
4 Diversity and Inclusion Report: FY 2019
5 https://www.artsprofessional.co.uk/magazine/article/how-influence-inclusivity
ACCESS AIN’T INCLUSION!

By Saranya Srikanth

You can find this TED Talk on YouTube at: https://www.youtube.com/watch?v=j7w2Gv7ueOc&app=desktop

To highlight this week’s Mosaic theme of “Celebrating Diversity,” above is a Ted Talk presented by Dr. Anthony Abraham Jack, Assistant Professor at Harvard Graduate School of Education. Dr. Jack’s Ted Talk spoke about the struggles disadvantaged students go through to get into college. His words “Access Ain’t Inclusion” highlights the different ways in which the education system could be more supportive to disadvantaged students. As college students, we realize how vital this talk is because many of us come from different backgrounds which means we have very different access to resources. We must see the importance of equity in education to ensure that everyone around us has a truly fair opportunity at an education.

SELF-REFLECTION

01
Why do you feel certain colleges do not go the extra mile in ensuring the inclusion aspect for disadvantaged kids?

02
What are three steps you feel we, as college students, can take to ensure everyone around us receives equity?

03
Have you ever been in a situation in which you felt you were not receiving all the help you should be receiving? How did you handle that situation?
In honor of Yom Ha’atzmaut, this week’s interactive activities include a trivia and recipe that celebrates the holiday! Yom Ha’atzmaut marks the anniversary of the establishment of the modern state of Israel in 1948, and thus Israeli Independence Day. It is observed on or near the 5th of the Hebrew month of Iyar on the Jewish calendar.

Do you know the flag that represents Israel Independence Day?


**CHICKPEA BALLS – FALAFEL RECIPE**

**Ingredients:**
- 1 cup canned chickpeas
- 1/2 large chopped onion
- 2 cloves of minced garlic
- 1 teaspoon baking powder
- 4-6 tablespoons flour
- 2 tablespoons minced parsley
- Vegetable oil for frying
- 1 teaspoon salt

**Preparation:**

1. Blend the following ingredients in a food processor or a blender: chickpeas, onions, parsley, salt, and garlic.
2. In a large bowl, mix in the baking powder and flour to form a dough. The dough should be elastic - not too dry but also not too sticky. Cover the bowl and refrigerate for several hours.
3. Form the chickpea mixture into small balls.
4. Heat the oil until very hot and fry the falafel balls. To test if the oil is hot enough and the mixture firm, try to fry one ball. If the ball falls apart, try to add a little flour. Then fry the rest of the balls for a couple of minutes on both sides until browned.
5. Place the fried falafel balls on a paper towel to absorb some of the oil.

Serve in a pita bread or on a plate with salad, Tahini, and pickles.

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6 [https://reformjudaism.org/yom-haatzmaut-history-customs](https://reformjudaism.org/yom-haatzmaut-history-customs)
7 [https://www.hebrewpodcasts.com/yomhaatzmaut.html](https://www.hebrewpodcasts.com/yomhaatzmaut.html)
CELEBRATING DIVERSITY!
THROUGH THE PICTURES
By Kayla Smart

Trinidad & Tobago Carnival
A woman dances in the Trinidad and Tobago carnival parade. Historians believe the first “modern” Caribbean Carnival originated in Trinidad and Tobago in the late 18th century when French immigrants brought Fat Tuesday masquerade traditions to the Caribbean islands. Today, there are several variations of Carnival celebrated around the world!

Source: Douglas Photography

Holi Celebration
Holi Phagwa, or just Holi, translates to the “Festival of Color.” This Hindu festival takes place each spring in India, celebrating both the triumph of good over evil and the arrival of a new brighter season. This picture depicts participants during a Holi festival throwing brightly colored powder and scented water at each other.

Source: Poras Chauhary

8 https://www.destinationtnt.com/blog/do-you-really-believe-barbados-crop-over-is-better-than-trinidad-carnival/
9 https://www.nationalgeographic.org/media/holi-festival/
Yee-Peng Festival

“The Lantern Festival” occurs annually during the full moon in the city of Chiang Mai, Thailand. The city is decorated in colorful hanging lanterns and flag decorations, and festival attendees release floating lanterns into the sky. The act of releasing the lantern symbolizes letting go of all ills and misfortunes in the previous year. Buddhists also believe that if you make a wish when you set off the lantern, it will come true (but only if you do good deeds the following year).

Source: FWStudio/Shutterstock

Up Helly Aa Fire Festival

Any of the twelve fire festivals held annually from January to March in Shetland, Scotland that marks the end of the yule season. Commemorating Shetland’s Norse heritage, the festival features the torching of a massive replica of a Viking longship followed by 36 hours of events featuring elaborate costumes, skits and a number of other cultural performances.

Source: David Gifford/Smithsonian Magazine

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10 http://www.chiangmai.bangkok.com/info/yee-peng-festival.htm
In an effort to guide states and local officials in reopening the economy, President Trump has unveiled a three-phased approach titled Opening Up America Again. In this week’s coronavirus special, I will pull specific language from these guidelines that explain the three-phased approach. It is to be noted that these guidelines are fundamentally based on the advice and guidance of public health experts.

Phase One encourages individuals to continue to shelter in place. Members of households with vulnerable residents should be aware that by returning to work or other environments where distancing is not practical, they could carry the virus back home. Precautions should be taken to isolate from vulnerable residents. When in public maximize physical distance from others. Social settings of more than 10 people, where appropriate distancing may not be practical, and should be avoided unless precautionary measures are observed.

Phase Two can be implemented in states and regions with no evidence of a rebound and that satisfy the gating criteria a second time. It allows for individuals to do mostly the same thing as phase one, except non-essential travel can resume.

Phase Three states that vulnerable individuals can resume public interactions, but should practice physical distancing, minimizing exposure to social settings where distancing may not be practical, unless precautionary measures are observed. Low-risk populations should consider minimizing time spent in crowded environments. Vulnerable individuals are defined as elderly individuals and individuals with serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those whose immune system is compromised such as by chemotherapy for cancer and other conditions requiring such therapy.

More information regarding President’s Trump guideline can be found on the following White House webpage: https://www.whitehouse.gov/openingamerica

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12 https://www.whitehouse.gov/openingamerica/
13 https://www.whitehouse.gov/openingamerica/
SHSU SPOTLIGHTS

Each week, we will highlight two SHSU entities that are doing great work at the institution! Additionally, we’ll sit down with our individual spotlight!

By Tiana Hale

Student Spotlight:
Erika Minnix

Erika Minnix is a highly involved senior studying Sociology! Currently, she serves as the Vice President of Ritual and Fraternity Appreciation in Alpha Chi Omega Sorority. She also started her own organization – Kats for the Kids, where they host dance marathons that benefit Texas Children Hospital. She has also been an Orientation Team Leader, a member on the Student Organization Board & the Sexual Assault Awareness Committee.

Tiana: What has been your biggest accomplishment since being here at SHSU?
“There are many things that I have accomplished while being at Sam. I would think starting a dance marathon and raising over $2500 in our 1st year for Texas Children’s’ is one. I also think revamping the Orientation program & adding a volunteer aspect while making the small groups feel more connected and excited to be a Bearkat!.” – Erika

Tiana: What are your post-graduation plans?
“Once I graduate, I will move to Tempe, AZ to attend Arizona State University where I will obtain my Master’s in Higher and Post-Secondary Education with an emphasis in Student Affairs.” - Erika

Organization Spotlight:
College Board of Education Student Advisory Board (COAEB) for Diversity, Equity and Inclusion

This week we would like to highlight the College Board of Education Student Advisory Board (COAEB) for Diversity, Equity and Inclusion for all that they do here at SHSU.

COAEB’s main purpose is to increase awareness of diversity, equity and inclusion among students, staff, and faculty in the College of Education. We are dedicated to advancing the commitment of the College of Education to respect, value and cherish diversity by serving as a resource and liaison for students on issues regarding DEI through education, outreach, and advocacy. Targeting future teachers, they deem it important that members are knowledgeable and aware of diversity being that there are students from different places, backgrounds and ethnicities.
SCHOLARSHIPS

By Charlotte Ford

Each newsletter, we will provide scholarship opportunities. If your area or department would like to submit a scholarship opportunity, please contact us at diversity@shsu.edu.

1) SPIRIT PROGRAMS $500 SCHOLARSHIP

Here’s a FUN $500 Scholarship Opportunity! Show off your Bearkat Pride and SPIRIT by submitting your BEST Sam Houston State University, Sammy, Bearkat, or Sam Houston meme!

The rules are simple:

• E-mail your submission to studentactivities@shsu.edu along with your first and last name, SHSU ID number and SHSU e-mail address.
• Absolutely no inappropriate obscenities, nudity or ridicule will be accepted!

Memes can be submitted until Friday, May 1st at 5:00 PM. A selection committee will choose the BEST meme and the scholarship winner will be announced next week! Have fun!
**UPCOMING EVENTS**  
**APRIL 29th – MAY 5th**

**IF YOU WOULD LIKE TO PROMOTE AN UPCOMING VIRTUAL EVENT, PLEASE CONTACT CHARLOTTE FORD AT CNF022@SHSU.EDU**

<table>
<thead>
<tr>
<th>Date</th>
<th>Department Organization</th>
<th>Event</th>
<th>Platform</th>
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<tbody>
<tr>
<td>Wednesday, April 29th</td>
<td>Center for Diversity &amp; Intercultural Affairs</td>
<td>Yom Ha’atzmaut Educational Event</td>
<td>Online via Twitter: @SHSUdiversity</td>
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<td>12:00 PM</td>
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<td>Instagram: @SHSUdiversity</td>
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<tr>
<td></td>
<td>Recreational Sports</td>
<td>Online Cardio &amp; Core</td>
<td>Zoom Live: Meeting ID: 517-400-752</td>
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<td>University of Houston</td>
<td>Adventure Hydration: How to keep it clean</td>
<td>Zoom Live: Meeting ID: 518-926-333</td>
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<td>Intramural Sports Trivia</td>
<td>Zoom Live: Meeting ID: 984-177-297</td>
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<td>Thursday, April 30th</td>
<td>Program Council</td>
<td>Virtual Bingo</td>
<td>Zoom Live: Meeting ID will be posted on IG:</td>
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<td>@SHSUStuAct by 12PM</td>
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<td>Friday, May 1st</td>
<td>Recreational Sports</td>
<td>Online Yoga</td>
<td>Zoom Live: Meeting ID: 319-133-932</td>
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<td>Monday, May 4th</td>
<td>Recreational Sports</td>
<td>Beat SFA in the 2020 Recreation Movement</td>
<td>2020RecreationMovement.com</td>
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<td>Challenge</td>
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<td>Monday, May 4th</td>
<td>Student Activities</td>
<td>Virtual Motivational Monday</td>
<td>Online via Twitter: @SHSUStuAct</td>
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<td>Center for Diversity &amp; Intercultural Affairs</td>
<td>Asian Pacific American Heritage Month</td>
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VISION: The Center for Diversity & Intercultural Affairs at Sam Houston State University seeks to strengthen and enrich the Bearkat community through educational programming, vast cultural experiences and support for traditionally underrepresented populations.

GUIDING PRINCIPLES: The Center for Diversity & Intercultural Affairs hopes to engage the Sam Houston State University community through the following guiding principles:

- **Access:** Providing services, resources and unique programming for traditionally underrepresented populations at Sam Houston State University
- **Holistic Education:** Educate students to understand what diversity truly means and give students the knowledge and training required to promote social justice in all areas of diversity including culture, race, gender identity, sexual orientation, religion, physical ability, etc.
- **Support:** Encourage an appreciation for and celebration of diversity in all of its unique forms.

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