

TALKING POINTS

MULTICULTURAL CITIZENSHIP, ANTI-RACISM & ACCOUNTABILITY, RECONCILIATION & RESTORATION

Volume 1, Issue 7

April/May

Ten Core Ingredients for Fostering Campus Diversity Success

This month we wanted to highlight an article that appeared in the Winter 2007 issue of *The Diversity Factor* entitled, "Ten Core Ingredients for Fostering Campus Diversity Success" by Katrina Wade-Golden, PhD and John Matlock, PhD of the University of Michigan–Ann Arbor. In the article Drs. Wade-Golden and Matlock share what they have learned "about what it takes to make campus diversity work." Their observations are the result of their involvement in a comprehensive, longitudinal campus research and assessment project that examined the impact of diversity on students. The article is well worth tracking down (an electronic copy of the full article can be forwarded to

you by request by emailing roj2@calvin.edu). A summary of their observations follows:

- 1 - Campus leadership must be visible and heard.
- 2 - Institutional diversity is everybody's business, no exceptions.
- 3 - Stop reinventing the campus diversity wheel.
- 4 - Integrate campus diversity priorities with institutional mission.
- 5 - Campus diversity is more than a numbers game.
- 6 - Campus diversity among students is complex and multifaceted.
- 7 - Maintain a commitment to racial/ethnic diversity as the institution's diversity focus broadens.
- 8 - Assess the impact of campus diversity on all students.
- 9 - Communicate institutional diversity priorities and successes.
- 10 - Garner

external support for campus diversity.

Our own *From Every Nation* document captures several of these emphases; the good news is that we are headed in the right direction, a direction that is more than an attempt to be politically correct...it is our mandate from God. We have accepted the mandate, but there is more work to be done in its fulfillment. As you review the core ingredients presented by Wade-Golden and Matlock, we encourage you to consider – in your own mind, in your department, and in your committee meetings – how well you feel Calvin College is positioned for fostering campus diversity success. It should be an interesting conversation.

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Cultural Calendar of Events

- April is Dutch Heritage Month
- April 16, 10am, "Visiting a West African Slave Fort Through Dutch and African American Eyes", Chapel
- April 16, 7:30pm, "Stealing Ham's Descendants: The Dutch Trade in African Slaves, 1600-1800" with Dr. Willem Klooster, Commons Lecture Hall
- April 17, 3:30pm, "Uncomfortable Conversations: April Faculty Development Opportunity," Alumni Board Room
- April 17, 3:30pm, Lecture "Migration and the Transformation of Latino Religious Identities in the U.S." with Andrea Althoff, Commons Lecture Hall
- April 17, 3:30pm, Seminar "Ik Pak de Fiets: the Bicycle as an Everyday part of Dutch Culture" with Henk Aay, North Hall 078
- April 18, 12:15pm, FEN Symposium DVD viewing and discussion, Alumni Board Room
- April 22, 4:00pm, Gospel Choir Concert, Fine Arts Center Auditorium
- April 23, 3:30pm, Lecture "A Mosaic of Believers: Diversity and Innovation in a Multiethnic Church" with Gerardo Marti, Meeter Center Lecture Hall
- April 26, 7:00pm, Reception/Book Signing with James Ransome, work on display now through April 26, Center Art Gallery
- April 26, 3:30pm, Lecture "Speaking of Dutch: Current Discussions on Language in the Netherlands" with Herman De Vries, Meeter Center Lecture Hall
- April 28, Trip to National Underground Railroad Museum in Cincinnati, OH with MSDO
- April 30, "Koninginnedag" (The Queen's Birthday) Commemoration of the 1982 visit to Calvin College by Queen Beatrix, De Witt Manor/Dutch Food in the Commons
- May 2, 12:15pm, FEN Symposium DVD viewing and discussion, Alumni Board Room
- May 13-20, Hip Hop Appreciation Week
- May 23-25, FEN Faculty Development Workshops

Covenant for Racial Justice

(based on the work of the Dismantling Racism Task Force, St. Louis Association, Missouri Conference, United Church of Christ)

Oh God, as people of faith, we covenant with you, with one another and our college to:

* Become better informed about people of other races and cultures that we may overcome the fears and misconceptions that exist;

* Consider how issues of racial prejudice and privilege affect each person with whom we come in contact;

* Discover and acknowledge practices and structures that are racist in our churches, our college, and our communities;

* Work to erase the sins of racism and injustice where they exist in our churches, our college, and our communities; and

* Prayerfully heed your call to do justice, love kindness, and to walk humbly with you.

This covenant was part of the Chapel service led by the Office for Multicultural Affairs on March 15, 2007 as part of the From Every Nation Symposium on Race. We invite you to make this same covenant with God to do what you can to work for racial justice on this campus, in our churches and in our communities.

Uncomfortable Conversations: April Faculty Development Opportunity

On Tuesday, April 17 faculty members from several local colleges will gather in the Alumni Board Room in the Commons Annex at 3:30pm for an *Uncomfortable Conversation*. The meeting is a faculty development opportunity sponsored by the faculty subgroup of the Presidents' Implementation Group. The purpose of this meeting is to talk about how to deal with the topic of race within the classroom, especially when you are

wanting to know how to turn an awkward moment into a teaching moment. If you want to sharpen your ability to recognize these opportunities and would like to hear how your colleagues handle "uncomfortable conversations" about race within the classroom, this meeting is for you. Calvin faculty are invited to attend and to join the conversation. Refreshments will be served.

"Racism is man's gravest threat to man – the maximum of hatred for a minimum of reason."

~Abraham J. Heschel

(Jewish theologian and philosopher, 1907-1972)

Partners for a Racism-Free Community

Perhaps you have seen it on the back of a city bus, plastered on a billboard across town, in your favorite local business, or somewhere across campus—Partners for a Racism-Free Community (PRFC). The logo is quickly spreading throughout our city, but what does it mean? PRFC is a movement of committed citizens and organizations working to move Greater Grand Rapids from "that's



the way it is" to "racism-free" through personal commitments, institutional efforts, social advocacy, and persistent intolerance of racist attitudes, words, and behaviors.

The goals of the organization certainly line up with our *FEN* goals of Multicultural Citizenship, Anti-Racism & Accountability and Reconciliation & Restoration. Calvin

College is proud to be one of the sponsors of this movement.

If you are interested in knowing more or in finding out how you can be a catalyst for change and racial harmony in our community, visit the PRFC website at:

www.prfc-gr.org

Steps in the Right Direction

“Are we there yet?” is often asked repeatedly from the back seat of the family car on the way to an eagerly anticipated destination. The *From Every Nation (FEN)* document is our guide for arriving at a campus that is genuinely anti-racist, multicultural, and accountable. The “Are we there yet?” questions are built into the *FEN* document, and the Multicultural Affairs Committee (MAC) is tasked with the responsibility of reporting our progress. The last MAC report was presented to Faculty Senate in April



2006 and covered the 2004-2005 year. The next full report will be presented to Faculty Senate in the fall of 2007 and will cover the progress since the last report. The timing of the

next report is a reflection of MAC's attempt to restructure the reporting process and the new format of the report. Calvin has taken some steps in the right direction including:

- Increasing the percentage of students of color
- Increasing the number of faculty and staff of color
- Increasing funding for

scholarships

- Incorporating the *FEN* Symposium on Race
- Increasing the number of multicultural lectures
- Establishing the Nagel Institute
- Hiring a dean for multicultural affairs

So, in the fall of 2007 will the MAC report be able to say, “We have arrived!”? No, we still have a ways to go to see the fulfillment of *FEN*, but we have taken some steps in the right direction, and those steps should be celebrated.

Calvin College Receives 2007 Internationalization Award

Calvin College has been awarded NAFSA's 2007 Senator Paul Simon Award for Campus Internationalization. There are only five of these awards given annually, and the competition is stiff. The NAFSA Association of International Educators is the largest professional organization for those working in study abroad and with international students on U.S. campuses. This award will earn Calvin a spot in press releases disseminated nationwide and in NAFSA publications.

Calvin College understands that the goal of equipping our students to

participate in and shape the world community requires that global and cultural understanding permeate every area of college life: hiring of faculty, recruitment of students, and design of the curriculum.

Key factors contributing to Calvin's receipt of the award include goals and progress in the following areas:

- **Moving toward international awareness with the *From Every Nation* document**
- **Internationalizing the faculty**
- **Internationalizing the student body**
- **Internationalizing the curriculum**

Congratulations to Ellen Monsma, director of off-campus programs, for writing the winning essay and to the Calvin College community for the important work being done here to increase global and cultural understanding and accomplish the goals of the *From Every Nation* document.

“...the goal of equipping our students to participate in and shape the world community requires that global and cultural understanding permeate every area of college life...”

People are Talking

“If there is no struggle, there is no progress. Those who profess to favor freedom, and yet depreciate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one, or it may be a physical one, or it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and never will.”

Quote from Frederick Douglass, *My Bondage and My Freedom*

Page 207 in E. Bonillia-Silva's book, *Racism without Racists*

Dutch Heritage Month

April is Dutch Heritage Month at Calvin and the Dutch Program along with the Meijer Chair in Dutch Language and Culture have had events already this month and have several events to come for the remainder of the month including:

April 16 Chapel "Reflections on Visiting a West African Dutch Slave Fort" with Charsie Sawyer and Brad Knetsch, 10am in the Chapel Sanctuary

April 16 Lecture "The Dutch Trade in African Slaves 1600-1800" with Willem Klooster of Clark U, 7:30pm in the Commons Lecture Hall

April 17 Seminar "Ik Pak de Fiets: the Bicycle as an Everyday Part of Dutch Culture" with Henk Aay, 3:30pm in North Hall 078

April 26 Lecture "Speaking of Dutch: Current Discussions on Language in the Netherlands" with Herman De Vries, 3:30pm in the Meeter Center Lecture Hall

April 30 "Koninginnedag" (The Queen's Birthday) Commemoration of the 1982 visit to Calvin College by Queen Beatrix, De Witt Manor Dutch food in the Commons

FEN SYM DVD Viewing

Please join us on Wednesday, April 18 and Wednesday, May 2 for screenings of the DVDs from the *FEN* Symposium on Race. If you missed the event, here is a chance to listen to Allan Johnson and Eduardo Bonilla-Silva's addresses. Both listening sessions will take place at 12:15pm in the Commons Annex Alumni Association Board Room. For more information, email roj2@calvin.edu.

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Stealing Ham's Descendants

The Dutch Trade in African Slaves, 1600-1800

Dr. Willem Klooster
Department of History, Clark University, Worcester, MA
Monday, April 16 @ 7:30pm
Calvin College Commons Lecture Hall

Also join us for chapel on April 16th from 10:00-10:20am
"Visiting a West African Slave Fort
Through Dutch and African American Eyes"
With Charsie Sawyer and Brad Knetsch

These events are part of the "Remembering the Crossings" events commemorating the 200th Anniversary of the Abolition of the Trans-Atlantic Slave Trade.

Sponsored by Calvin College's Office for Multicultural Affairs, African and African Diaspora Studies Program, and Meijer Chair in Dutch Language

Faculty Development May 23-25

Save the Dates—Our May faculty development opportunities will take place Wednesday, May 23 through Friday, May 25. The sessions will cover the following three tracks:

Climate & Community

This track will meet from 9:30-11:30am on Wednesday, Thursday and Friday

Wednesday—"Why Bother, and What Does This Have To Do With Me...Or Just What Does *FEN* Require?"

Thursday—"Moving Beyond Political Correctness: Practicing Mindfulness in the Diverse Classroom and Office Environment"

Friday—"Addressing Resistance to Anti-Oppressive Change in the Practices of Learning, Teaching, Supervising, and Researching"

Lunch & Anti-Racism Training

This track will meet from 12:00-1:30pm on Wednesday, Thursday and Friday

Wednesday—"Psychology of Racism: Where Did We Go Wrong?"

Thursday—"What Does it Mean To Be White?"

Friday—"Overcoming Racism: What Can We Do?"

Curriculum Development

This track will meet from 2:00-4:00pm only on Wednesday and Thursday

Wednesday—"Diversity and Higher Education: Theory and Impact on Educational Outcomes"

Thursday—"Teaching What We Do Not Know"

Look for the full announcement with more information on our website after May 1.



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MINDS IN THE MAKING