



### Spring Book Clubs

Join us for lunch and conversation about 1 or both of the books listed below. We will supply the books for the first 10 who indicate a desire to participate. If you're interested, e-mail [roj2@calvin.edu](mailto:roj2@calvin.edu).

"Dreams From My Father: A Story of Race and Inheritance" Author: Barack Obama

*Book Club Dates for Obama's book to be held in the Faculty Meeting Room:*

Mon, Feb 12 or Tue, Feb 13  
Mon, Feb 26 or Tue, Feb 27  
Mon, Mar 12 or Tue, Mar 13  
Mon, Mar 26 or Tue, Mar 27  
Mon, Apr 9 or Tue, Apr 10  
Mon, Apr 23 or Tue, Apr 24  
Mon, May 7 or Tue, May 8

"White Like Me: Reflections on Race from a Privileged Son" Author: Tim Wise

*Book Club Dates for Wise's book to be held in the Student Senate Meeting Room:*

Mon, Feb 19 or Tue, Feb 20  
Mon, Mar 5 or Tue, Mar 6  
Mon, Apr 2 or Tue, Apr 3  
Mon, Apr 16 or Tue, Apr 17  
Mon, Apr 30 or Tue, May 1  
Mon, May 14 or Tue, May 15

# Talking Points

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

December 2006 VOLUME 1 • ISSUE 3

## ADVENT:

### A SEASON TO REMEMBER & ANTICIPATE RECONCILIATION

*And, having made peace through the blood of his cross, by him to reconcile all things unto himself; by him, [I say], whether [they be] things in earth, or things in heaven.*  
*Colossians 1:20*

Advent is a season of preparation for the coming of Christ. It is a time for remembering the significance of Christ's first Advent and for looking forward to Christ's second Advent. Within the Christian Church Advent is observed on the four Sundays prior to Christmas Day. This year the

season of Advent began on December 3. During Advent I am reminded that the Great and Ultimate Reconciler, Jesus – the Messiah, has come and will come again. In times like these – wars, racial tensions, escalating violence, cultural clashes, and growing mistrust – it is comforting for me to know that reconciliation is possible. Reconciliation is possible in this world and on this campus not because of the things I do or the gifts I may have (praise the Lord for that!). Neither is reconciliation solely based on the current political climate and a community's



position on Affirmative Action. (A double Praise the Lord for that!!) No, reconciliation is made possible because, Jesus – the Great Reconciler, has already sealed the way of peace by way of the cross. This Advent season be encouraged in your own efforts to bring about reconciliation by remembering that our Savior, the Great Reconciler, has come and will come again.

## BEST TEACHING PRACTICES—2006

We are waiting to hear from you. As you have tried to incorporate the themes of Multicultural Citizenship, Anti-Racism and Accountability, and Reconciliation and Restoration into your classes (course activities or lectures, faculty or staff development seminars, or reading lists...etc.), tell us what has worked or what you are trying for either We would like to create a Best Teaching Practices file for our office and we would like to feature stories of "what we are doing right" on our website and in future Talking Points newsletters. If we feature your idea, we will buy you lunch! So, before you leave campus for the Christmas break, share your Best Teaching Practices with us. Send your ideas electronically to Razel, the Spring or Fall of 2006. [roj2@calvin.edu](mailto:roj2@calvin.edu)  
We really want to know.



## KWANZAA: A CULTURAL CELEBRATION

Kwanzaa, celebrated from December 26th to January 1st, is a unique African American celebration with focus on the traditional African values of family, community responsibility, commerce, and self-improvement. Kwanzaa is neither political nor religious and despite some misconceptions, is not a substitute for Christmas. It is simply



a time of reaffirming African-American people and culture. Kwanzaa, which means "first fruits of the harvest" in the African language Kiswahili, has gained tremendous acceptance. Since its founding in 1966 by Dr. Maulana Karenga, Kwanzaa has come to be observed by more than 18 million people worldwide, as reported by the *New York Times*. When establishing Kwanzaa in 1966, Dr. Karenga included an additional "a" to the end of the spelling to reflect the difference between the African

American celebration (kwanzaa) and the Motherland spelling (kwanza). Kwanzaa is based on the Nguzo Saba (seven guiding principles), one for each day of the observance. These principles are: Umoja (Unity); Kujichagulia (Self-Determination); Ujima (Collective Work and Responsibility); Ujamaa (Cooperative Economics); Nia (Purpose); Kuumba (Creativity); Imani (Faith). —mlp For more information visit: [www.officialkwanzaawebsite](http://www.officialkwanzaawebsite)

## Staff Numbers

Administrators and staff by position classification, full-time/part-time and race/ethnicity: 2005							
Line	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ethnicity unknown	Total
Administrative Staff, Deans, Directors and Executives	5	1	0	0	113	0	119
Program Coordinators, Program Managers and Technical Services	3	1	0	0	112	2	118
Department, Administrative and Executive Assistants	3	0	2	0	75	1	81
Campus Services	4	0	2	3	64	0	73
<b>Total full time administrators and staff</b>	15	2	4	3	364	3	391
Part time administrators and staff	1	0	1	0	69	0	71
<b>Total administrators and staff</b>	16	2	5	3	433	3	462

Last month we reported the racial distribution of the faculty and students at Calvin College. This month we are reporting the racial distribution of staff. The easiest, and most reliable, numbers to obtain were for students. Two things have made gathering "people numbers" and the racial identity of those people at Calvin College difficult. 1 – There is no central location that maintains this information. And to make things interesting, with the exception of student numbers, different offices often yield different numbers. E.g., We asked for staff numbers from two different offices. The first office reported that we had over 1100; the second reported just over 500,

"How can we really know if our racial diversity is improving, if we are not sure who is here?"

Dr. Michelle Loyd-Paige

both were correct. 2 – While Calvin is required to record and report the racial distribution of our student population, the college is under no obligation to track and report the racial distribution of faculty and staff. MAC (Multicultural Affairs Committee) is currently working on a way more accurately record and report the racial distribution of Calvin's faculty and staff.

Also, I have a confession to make. When reviewing the staff numbers I found myself trying to name the people I assumed would fall into a particular category. I could name all the African-American Deans and Directors (can you?). Of the remaining categories, I could identify all but five by name, but I couldn't help but wonder if there were people who are "missing" from our official numbers because we have not been required to count. This says something about our racial diversity at Calvin College. How can we really know if our racial diversity is improving, if we are not sure who is here?

**MARK YOUR CALENDARS FOR OUR FEN SPRING SYMPOSIUM ON MARCH 14TH AND 15TH HERE AT CALVIN—MORE INFORMATION COMING SOON!**  
**CHECK US OUT ONLINE AT: [www.calvin.edu/go/multicultural](http://www.calvin.edu/go/multicultural)**  
**TO VIEW OUR CURRENT CULTURAL CALENDAR AND MORE!**