African American Recruitment and Retention Strategic Plan and Other Initiatives

Dr. Belinda D. Wallace, Program Specialist

On Friday, March 11, 2011, Dr. Belinda Deneen Wallace facilitated a discussion regarding OEI’s efforts to address the need for more effective recruitment and retention of African American students, staff and faculty.

Dr. Wallace hosted a group of students, staff and faculty who are concerned with the overall academic and professional success of African Americans at UNM. She will also collaborate with Wm. Scott Carreathers, Director of African American Student Services, regarding the strategic plan.

The objectives of the event were twofold: (1) to receive input and feedback on the efforts put forth in the Recruitment and Retention Strategic Plan; and (2) to build relationships of mutual respect and support between OEI and UNM’s African American students, staff and faculty. Dr. Wallace believes, "This meeting could have long-term effects on UNM’s campus because it gives African Americans an opportunity to help shape future recruitment and retention efforts regarding Black students, faculty and staff and these efforts will certainly impact the level of success Blacks experience here at UNM.”

A public launch of the African American Recruitment and Retention Strategic Plan is scheduled for April 2011.

OEI will launch their African American Student Survey during Diversity Week, March 21 - 25, 2011.

Tribute to Audre Lorde

OEI is co-sponsoring several events in honor of Women’s History Month, including a tribute to Audre Lorde and a program celebrating UNM’s Black women faculty. Visit the OEI Diversity calendar at http://diverse.unm.edu for more information.
Diversity Town Hall
Veronique Richardson, Project Assistant

On Thursday evening, February 17, 2011, the Office for Equity and Inclusion (OEI), in collaboration with 26 co-sponsors, held a town hall meeting at the UNM Student Union Building.

In total, approximately 100 students, faculty, staff and community members were in attendance and a live-stream feed was also available for those who could not attend in person. The purpose was, and continues to be, to engage in a positive and constructive discussion about continuing to collaborate and support each other in our work focused on diversity, equity, inclusion and social justice especially in today’s politically and economically challenging times.

The Town Hall Meeting was led by Vice President for Equity & Inclusion, Dr. Jozi De Leon and Moderator, Kiran Katira. The panelists included an array of participants such as, Kate Krause (Feminist Research Institute), Joe’L Trujillo (LULAC), Associate Professor Glenahab Martinez (Native American Studies), George Williams (Black Graduate and Professional Student Association), Dr. Finnie Coleman (Africana Studies), Alma Rosa Silva Banuelos (LGBTQ Resource Center), Cheo Torres (Student Affairs), and Valerie Romero-Leggott (Health Sciences Center).

A common thread among the panelists and comments from the active audience involved the following:

- State level policy changes
- Valuing knowledge; whose knowledge is being valued?
- Unifying and collaborating efforts among programs that support students, faculty and staff with limited resources.
- Challenging the current curriculum; Academic excellence.
- Actively engaging the community and its members.
- How students can participate to bring issues surrounding diversity to the forefront.
- Recruitment and retention efforts for our underrepresented faculty.

Some of the highlighted dialogue and comments revolved around the ideas of social justice, establishing distinctive collaborative efforts in order to demonstrate solidarity and to adequately support the needs of the underrepresented students, faculty and staff on campus. These responses included:

- “Social justice, to me, is loving someone so much that [you] work to change the structure that violates their dignity. I want to believe that UNM is a place of higher education for transformational education, allowing us as students to be prepared for this global society.”
- “Departmental accountability has to come from the top and if things are going to be addressed there has to be an expectation that issues involving diversity, equity and social justice need to be included as part of the curriculum. It enriches the curriculum.”
- “If we are thinking about having more perspectives not only from people of color but from marginalized groups and marginalized areas of study,“

See “Town Hall” Continued on p.3
In recognition of International Day for the Elimination of Racial Discrimination, please join the Office for Equity & Inclusion for the following film and discussion.

**FILM**: A LOOK INSIDE SB1070  
**WHEN**: Mon, Mar 21, 12:00 to 1:30 p.m.  
**WHERE**: UNM SUB Theater

This event is FREE and OPEN TO THE PUBLIC. Please help us spread the word and invite people to join this conversation.

The Center for New Community, a national civil rights organization, released a documentary film titled, *A Look Inside SB1070.*

The film follows a national student delegation as it toured Arizona in August of 2010 – amidst the passage of controversial law SB 1070. Nine students from Washington D.C., New York, Chicago and Colorado comprised the delegation, which set out to gain a better understanding of the debate over SB 1070.

Equipped with little more than a video camera and the desire to know what life is like inside Arizona, the students documented meetings with Native American communities, human rights activists, environmentalists, and local law enforcement officials. Other stops on the week-long tour included visits to the U.S./Mexico border and detention centers.

Highlights from the documentary include separate face-to-face sit-downs with Sheriff Joe Arpaio and prominent migrant rights activists.

“This trip really opened my eyes to what I need to be fighting,” remarked a Howard University student who took part in the tour. “It clearly pointed out who I am fighting and I appreciate everyone I met on this delegation.”

According to Cloee Cooper, a field organizer with the Center for New Community who accompanied the students, “As far as we know, nothing of this scope has been done before in Arizona. These students are bringing a firsthand account of the debate back to their campuses and communities.”

---

**Join the Office for Equity and Inclusion in recognition of the International Day for the Elimination of Racial Discrimination on March 21, 2011. There is no place for hate in our communities.**

---

**Town Hall, Cont. from p.2**

community based approaches that aren’t necessarily popular across departments, we have to start really questioning what a Hispanic Serving Institution really is.”

The Town Hall proved to demonstrate that there is a need for space to engage in positive and constructive discussions from the UNM community and our community at large. There is a need for continued collaboration and support for each other in our work focused on diversity, equity, inclusion and social justice especially in today’s politically and economically challenging climate. The Office for Equity and Inclusion hopes that this Town Hall was just the beginning of opening a space for continual dialogue to help address and support the diversity initiatives on the UNM campus and the community at large.

A very special thank you to those who continue to support the efforts of the Office for Equity and Inclusion and a very big thank you to all of our co-sponsors, panelists and participants.

This event would not have been possible without all of our efforts to come together. The Office for Equity and Inclusion plans to host future Town Hall meetings for continued dialogue surrounding these issues. Please feel free to contact the Office for Equity and Inclusion for details at diverse@unm.edu or visit [http://diverse.unm.edu](http://diverse.unm.edu).
Lalo Alcaraz Selected as Keynote Speaker for 2\textsuperscript{nd} Annual Presidential Luminaria Awards and Diversity Celebration Dinner

Creator of the nationally syndicated and politically charged Latino comic strip La Cucaracha, Lalo Alcaraz will be the keynote speaker for the University of New Mexico’s Office for Equity and Inclusion annual fundraising event.

The Second Annual Presidential Luminaria Awards and Diversity Celebration Fundraising Dinner will be held at 6pm on Friday, March 25, 2011 at Sandia Resort and Casino. This event will celebrate and honor faculty, staff and student diversity initiatives. In addition, the event will also honor one community organization that has provided collaborative support to any university department, unit, or organization in addressing diversity.

Tickets are available now at http://diverse.unm.edu for the Fundraising Dinner. Ticket prices are $50 per person or $500 per table.

If you'd like more information about the Luminaria Awards, please contact Lorena Blanco-Silva at 505-227-0777 or e-mail at lblanko@unm.edu.

Critical Race Theory Working Group
Christopher Ramirez, Project Assistant

The Office for Equity & Inclusion is a critical partner in the Critical Race Theory (CRT) Working Group. Created after a teach-in held on campus in fall 2010, the CRTWG brings together campus and community partners to share CRT tools and engaging in the idea of “praxis” – theory and practice – to address race and racism and intersecting identities and oppression in education.

Since November 2010, the CRTWG has hosted bi-weekly meetings and workshops as well as the CRT Teach-In/APS Board of Education Candidates Forum on the Dr. MLK, Jr. Holiday. Now the CRTWG is focused on following up with and supporting HS students who attended the event from Amy Biehl HS and Bosque with specific events at each school to engage students wanting to learn more about tools to discuss, analyze and ultimately end racism and other oppression in their schools. Other schools on the CRTWG list include the Native American Community Academy and RFK Charter School as well as connecting with student clubs addressing racism in APS schools.

The working group ‘works’ because we have diverse partners at the table including students, faculty, staff and community partners representing individuals and organizations like Advocates for Equity, Community Learning & Public Service, Latino/Hispanic Education Improvement Taskforce and

OEI Undergraduate Fellows Program
Ashkii Hatathlie, OEI Undergraduate Fellow

As a participant in the OEI Fellowship, I have been collaborating with the other five fellows to coordinate our own event as participants in OEI's Diversity Week Initiative.

We have invited various student organizations and departments to outreach to current and prospective UNM students for the High School event during UNM Diversity Week on March 22nd.

As a fellow working with American Indian Student Services I have taken on a resolution that passed in the ASUNM Senate that voiced preservation of the Diné Linguistics Program here at UNM. Additional work I’m doing as a fellow includes helping to plan, coordinate, and volunteer for AISS’ American Indian Junior Day on Thursday, March 24th.

I look forward to the rest of the semester with the fellows!

New Mexico Health Equity Working Group. We also owe a big thanks to faculty like Dr. Jamal Martin and Margaret Montoya for giving their time to the working group.

Join the CRTWG for the next meeting and workshop on Wednesday, March 23 from 4:00-5:30 p.m. at the Women's Resource Center. For more information about the CRTWG, contact us at diverse@unm.edu.

Upcoming Events

**Celebrate Women’s History Month!**

- Mar 21 – Mar 25, 2011
  Diversity Showcase Week (Various Events)
- Mar 25, 2011 @ 6:00p
  Diversity Celebration & Fundraising Dinner; Presidential Luminaria Award Presentations
  Sandia Casino
  More events on our Calendar @ diverse.unm.edu

Have News or Events to share? Email us! diverse@unm.edu

©Diversity is Our Strength