

ASU Newport

# Diversity & Inclusion Newsletter

## We All Have Implicit or Unconscious Biases

### D&I Learning Tools:

- [AACC's Presentation: "Address Unconscious Bias to Create an Inclusive Campus Community"](#)
- [VisionSpring is ASUNs access to a Certified D&I Consulting Firm!](#)
- [Diverse Publication—Issues in Higher Education](#)

Bias is defined as prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. **Conscious bias** is to be aware, intentional and responsive. ... **Unconscious bias**, on the other hand, refers to being unaware or performing something without realizing; this makes it much more difficult to identify. Here are several examples of bias in the workplace:

- Job refusal.
- Being dismissed or having shifts cut down.
- Denial of training opportunities, transfers and promotions.
- Not being paid the same as someone doing the same job

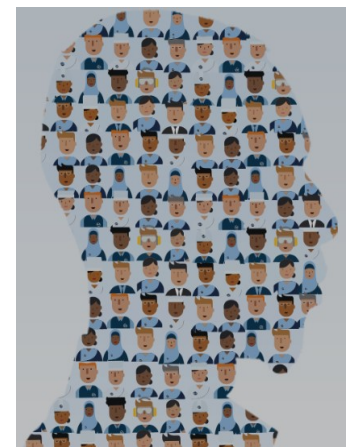
with the same experience and qualifications.

- Exclusion or isolation by co-workers.

Let's talk about microaggressions, since they align with biases. Microaggressions are things people think are fine to say at work—but are actually racist, sexist, and offensive. Here are a few examples:

- You're so articulate.
- You're transgender? Wow, you don't look like it at all!
- Oh, sorry; wrong person.
- Where are you actually from?

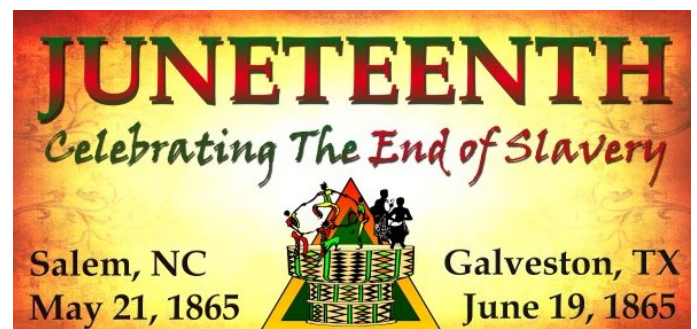
Want to learn what to say instead, please [click here](#).



## Juneteenth



Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on **June 19<sup>th</sup>** that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free. [Click here to learn more.](#)



## Challenges Facing Latino Education in the U.S.



Black Entertainment Television (BET) celebrates 40 Years of Excellence. BET launched in January 1980. Their mission is to entertain, engage and empower African Americans.

Latino students in the United States are showing far different educational outcomes than their white peers and are facing inequitable opportunities that lead to inequitable lifelong outcomes. This gap has been a long-standing source of concern as differences in test scores—particularly in math, reading, and graduation rates—are found at state and national levels. The primary causes of these opportunity gaps are comprised of:

- **Economic Factors**—6.1 million Latino children live in poverty.
- **Language Barriers**—Children who speak little or no English interferes with their school adjustments.
- **Acculturation**—The process of adopting the cultural traits or social patterns of another group.
- **Prejudice & Discrimination**—being judged or experiencing unfair treat-

ment because of language, culture or physical features is associated with poor mental health. To learn how you can help and to read the full article, [click here.](#)



## 50th Anniversary of LGBTQ+ Pride Celebrations

*“Faith is taking the first step, even when you don’t see the whole staircase.” — Dr. Martin Luther King, Jr.*

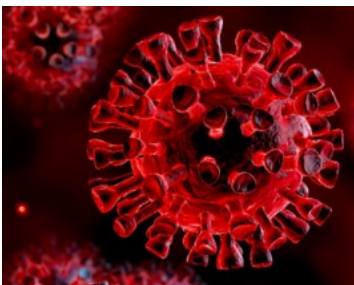
June 2020 marks the 50th anniversary of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Queer) Pride Month celebration. The first Pride march was held on June 28, 2070, on the one-year anniversary of the Stonewall Uprising. The purpose of the commemorative month is to recognize the impact that LGBTQ+ individuals have had on history locally, nationally, and interna-

tionally. Homosexuals went to the streets to demonstrate against centuries of abuse...from government hostility to employment and housing discrimination. The father of the gay rights movement, [Frank Kameny](#), served in the U.S. Army during World War II and completed a documentary in astronomy at Harward before obtaining a government

job in 1957. On June 15, 2020, [Gerald Bostock](#) won LGBTQ people nationwide protection from workplace discrimination.



## COVID 19 in Racial & Ethnic Minority Groups



Did you know data indicates a disproportionate burden of illness and death among racial and ethnic groups. The underlining factor is where we live, learn, work, and play affects our health. A person’s living conditions, work circumstances, underlying health conditions and lower access to

care, all pay a role in this pandemic.

What can be done to help? Follow CDCs guidance for seeking medical care; if you have a higher risk of getting sick , take actions to reduce your risk; find a way to cope with stress; connect with friends & family while limiting in-person

contact. There are ways the federal government, public health professionals and community organizations are working to help reduce COVID-19 amongst minorities. Please [click here](#) to learn more and review recommended action steps.

## Employee Spotlight—Ike Wheeler

- **Where is your favorite place to be?** I have been so fortunate to enjoy travel to several locales both inside and outside of the United States. Ten years ago, I travelled with close friends to [Seaside, Florida](#). My friends have been enjoying this little gem since the late nineties, but I fell in love with the spot instantly. It's a particularly quaint and beautiful part of the world. Since that time, we have gone yearly and I have enjoyed it immensely. There's something about sandy beaches, flip flops and the sunset that is imminently relaxing. (I also get to wear my collection of loud beach-inspired shirts, which is another guilty pleasure!)
- **What is your favorite movie?** John Wayne is a favorite actor of mine since childhood. Every little boy wants to be a cowboy at some time, but my aspirations were thwarted due to an allergy to horses. A movie of his that I

especially love is *McLintock*, which was produced the year before I was born. It also stars Maureen O'Hara. It's really wonderful!

- **Tell us something that might surprise us about you?** I was painfully shy as a young person, and probably suffered just a bit from agoraphobia. When I finally decided to leave the house and talk to folks, I never looked back.
- **What are three words you'd use to describe yourself?** Kind/ Loyal/ Eccentric
- **What is something you've learned in the last month?** I truly believe that life, if we grant ourselves permission, is a consistent learning situation. Much like the rest of the world, COVID-19 has tested my patience, spurred my anxiety, and generated just a bit of irritation when



my carefully crafted schedule has been disrupted. One thing I have learned from this situation, is the capacity to be thankful and kind during challenging situations. Flexibility, though not my greatest attribute, is needed in all facets of life, and much like a tree that bends with the wind instead of breaking, we must grant ourselves permission to sometimes "go with the flow."

- **What is the oddest job you've ever had?** When I was in Graduate School, several friends and I volunteered for a canine rescue facility. I did not have a pet growing up for any length of time, and found the experience most fulfilling, up until the time it was my turn to clean and shovel the kennels. I still found it rewarding, although that particular aspect was not especially enthralling.
- **What chore do you absolutely hate doing?** I

hate to dust with a passion. My friends say I have too much stuff, but I also love to collect.

- **How do you balance your career and your family?** I first need to share something the majority of folks that know me already realize. I've had the very best career in the world. Even during times of challenge, I can honestly say I've been blessed with an incredible life. I've also been blessed with a wonderful group of friends that are my family. The lines between career and family have not always been that hard for me, because I enjoy them both. I do relish travelling, and getting away from the normal just to rejuvenate and recharge the batteries.

## Hey! Did You Know...

- ◇ South Korea's *Parasite* movie made history by winning best picture.
- ◇ The year 2020 marks the 100th anniversary of the passage of the 19th Amendment guaranteeing and protecting women's rights to vote.
- ◇ Country Music Television has pledged to play more videos by women performers.
- ◇ Arkansas is the only place in the United States where diamonds are actively discovered and mined.



*"Don't sit down and wait for the opportunities to come. Get up and make them." - - [Madam C.J. Walker](#) (first female self-made millionaire)*