



**NCBI at
CSUMB
Otter
Inclusivity
Newsletter**



**Sept 19, 2022 Edition -
Hispanic Heritage Month
(Sept 15 - Oct 15)
Greek Recruitment Week
(Sept 19 - 24)**

Happy Latinx / Hispanic Heritage Month!

About NCBI@CSUMB's Otter Inclusivity Newsletter

The purpose of the NCBI@CSUMB's Otter Inclusivity Newsletter is

1. to promote the principles & philosophy of the National Coalition Building Institute; particularly in the areas of multicultural community building and healing from the impact of identity-based oppression,
2. to promote and communicate the activities of the CSUMB President's Committee on Equity and Inclusion, including Priority 2 -- Inclusive Excellence -- of CSUMB's Strategic Plan
3. to be a forum for and promote the activities of the many CSUMB community affinity groups as well as the equity and inclusion work of campus and community partners.

1) To submit an event to Otter Inclusivity for possible publication, click on this link: [**Affinity Group Event/Awareness Form**](#)

2) To submit a "My Take" guest article, send a word document (NOT pdf!) along with your name and email address to sgoings@csumb.edu

3) To submit a "In the Spotlight" biography and picture of a community leader, send a word document and digital picture to sgoings@csumb.edu

4) To subscribe to Otter Inclusivity newsletter send an email to sgoings@csumb.edu with the subject line: "Subscribe, NCBI newsletter"

EDITOR'S NOTE:

Throughout this newsletter, [**Blue Underlined**](#) copy indicates a searchable link.



OFFICE OF INCLUSIVE EXCELLENCE AND SUSTAINABILITY **LAND **ACKNOWLEDGEMENT****

California State University, Monterey Bay (CSUMB) resides on the indigenous homeland of the Esselen people (also known as Carmeleno, Monterey Band, and Rumsen). It is on the rich homeland of the Esselen, where CSUMB not only thrives as an institution of higher education, but also provides an education abundant with service and experience to a diverse community of learners. As our students, staff, faculty, alumni, and community members explore the university's campus, remember to respect the land and take note of the natural beauty. Remember that ancestors rest below pathways and in other less traveled areas on campus. We Are Here - Let Ka Lai

In the Spotlight: President's Committee on Equity and Inclusion's Proud to Be an Otter Campaign.



Check out the [Cultural Heritage Calendar](#) each week in order to know what parts of the CSUMB community are being honored and celebrated throughout the year.

Hispanic/Latinx Heritage Month

- As of Sept 15 we are officially in Hispanic/Latinx Heritage Month. .

Greek Recruitment Week

- Sept 19 launches Greek Recruitment Week when the fraternities and sororities are recruiting new members. Look for them all week on the quad and elsewhere.

Bisexual Awareness Day

- Sept 23 marks Bisexual Awareness Day

Rosh Hashanah

- Sept 25 - 27 the Jewish people celebrate the Jewish New Year. Rosh Hashanah for Hebrew Year 5783(!) begins at sundown on Sunday, Sept 25 and ends at nightfall on Tuesday, Sept 27. This is one of the holiest days on the Jewish calendar and work is not permitted.

For all our Hispanic/Latinx, Multicultural Greek Council members, Bisexuals and Jewish community members, we encourage you to fill out the [3 Things You Otter Know About My Group Form](#). So we can post some of your responses and celebrate you and your cultural/social identity and people!

Outstanding Things You Otter Know

About the Hispanic/Latinx Community

Anonymous Answers (from the cohort of incoming MSW graduate students):

1. Our geographical heritage is rich, diverse, and evolving.
2. The diversity that exists within the Hispanic heritage.
3. Our community and generational trauma/wealth had a big impact on who we are and how we can give back.
4. We are proud of where we come from, but we are also proud of the place we are currently at.
5. I would like people to know that we are hard workers and believe in the spirit of working hard for what you have. We are resilient wherever we may be, and we make this country strong despite the beliefs of the last 4 years. As a Latina who will be a part of the less than 5% who have earned graduate degrees, we are only the beginning of a new world!



Attributed Answers:

"Latinas are fierce, poderosas, and filled with a light brighter than the sun itself. Our generosity and tenacity knows no bounds as the strength of our ancestors flows within our veins and helps guide us. We bring the flavor not only to our cooking, but as a way to improve whatever space we are in." -- **Joshelyn Martin, Assistant Director of Residential Life**

"We are a very complex and unique diaspora" --**Rudy Medina, Director of the Otter Cross Cultural Center**

If you know Joshelyn & Rudy, don't forget to wish them "Happy Hispanic/Latinx Heritage Month" and thank you for their service to our Otter Community! We are proud of you both!!

Would you like your answers featured in an upcoming edition of Otter Inclusivity? Just fill out the [3 Things You Otter Know About My Group Form](#)

President Vanya

Quinones is Very Proud to Be a Latina, Puerto Rican and OTTER!



Vanya Quiñones CSU Monterey Bay

On Sept 16, 2022,
KSBW Action News ran
a story about CSU
Monterey Bay as an

Hispanic-Serving Institution (HSI) in which they quoted CSUMB President Vanya Quinones, Associated Students President David Ledesma, CSUMB alum Jose Aguilera and first generation college student Monserat Navarro Carpio.

President Quinones: "I am very proud to be a Latina. I'm Puerto Rican and I'm more proud to be the president of this university which is a Hispanic-Serving Institution...Hispanics, we all have important contributions to the community. We are important members. We contribute in the health field, in the science field, and in the education field. And this is a way to celebrate our cultural contributions. But also how important we are to make the fiber of our country."

A.S. President Ledesma on his Mexican American background: "I think its enabled me to really be able to resonate with a large base of the student here who are in similar shoes as me, who have struggled similarly to me, who have struggled more than me. I see myself as a voice for them". (The university is 45% Hispanic/Latinx.) "I see myself as voice for them who have gone through similar things.

CSUMB Alum Jose Aguilera on a Chicano Studies class he took that changed his life: "I really felt that I could achieve; that I could graduate, that I could set high goals. Coming from East Salinas, the son of farm workers...my parents' goal for me was to not work as a farm worker"

First Generation Student Monserat Navarro Carpio on other first generation Hispanic/Latinx students: "I am proof that they can do it and I am proof that they are valuable and that they deserve to be in a space like this."

[**View the full story on the KSBW website**](#)

What is HSI and why is it important?

HSI stands for Hispanic Serving Institutions and the U.S. Department of Education



designates eligible higher education institutions as “Hispanic-serving” if they have enrollments of undergraduate Hispanic full-time equivalent (FTE) students that total at least 25% of the institution’s total undergraduate FTE enrollment at the end of the award year for which the institution applies for the designation. CSUMB first became eligible for the HSI designation in Spring 1998, just a few years after the founding of the university. Hispanic students surpassed White students as the largest race / ethnicity group at CSUMB, beginning in Fall 2015, with Hispanics comprising 38% of the university’s undergraduate FTE enrollment. As of Fall 2020, Hispanic students now make up 46.5% of the total undergraduate FTE enrollment.

In the Spotlight: Multicultural Greek Council:



Our Mission

The purpose and pride of the Multicultural Greek Council at California State University, Monterey Bay shall be to uphold the values of the University’s Vision Statement and represent the needs of the Greek community. As a diverse council, we embrace multiculturalism by creating and maintaining an equitable community for fraternities, sororities and the student body. We serve as a catalyst to develop a culture for responsible leadership and service. Through ongoing development, we commit to academic excellence and social justice.

Executive Board

MGC President

Megan Machado

csumbgreekpresident@gmail.com

Vice President of External Affairs

Jesus Macias

csumbgreekexternalaffairs@gmail.com

Vice President of Internal Affairs

SD Strang-Dado

Programming Officer

Christian Lemus

csumbgreekprogramming@gmail.com

Finance Officer

Rahel Calderon

csumbgreekfinance@gmail.com

Greek Fraternity & Sorority Readers:

Tell us all about your community at
[3 Things You Otter Know About My Group](#)

HISTORY OF CELEBRATE BISEXUALITY DAY

**Friday,
September 23**



(From the National Today
[website](#))

Celebrate Bisexuality Day was first organized by Wendy Curry, Michael Page, and Gigi Raven Wilbur. The day was first officially observed in 1999 by the International Lesbian and Gay Association Conference in Johannesburg, South Africa. The purpose of the celebration was to raise awareness of the challenges faced by bisexuals around the world, and their fair demand to be treated respectfully.

The founders were especially worried about the various experiences of marginalization and discrimination that bisexuals face from both the straight and LGBTQ communities. The bisexual identity is often brushed aside by some members of the straight community as “being confused” or simply “closeted gay.” While on the other hand, the LGBT community sometimes categorizes bisexuals as “undecided” or even as traitors to the LGBT community. This makes it particularly difficult for bisexual people to openly embrace their identity, and discourages those in the closet

from coming out.

Historically, bisexuals have been an often ignored group along with the LGBT community. While many are of the assumption that there exists no such thing as bisexuality, some think that bisexuals tend to be promiscuous. For some members of the bisexual community, this is taking a serious toll. So much so that a Human Rights Council report found that bisexuals had higher rates of anxiety, depression, and STIs than any other group. Therefore, Celebrate Bisexuality Day ends up serving two purposes, one to raise awareness of bisexuals everywhere, and the second to help prevent the prejudice faced by bisexuals. The day is celebrated every year with teach-ins, poetry readings, parties, picnics, festivals, and awareness events.

Bisexual Readers:

Tell us all about your community at
[3 Things You Otter Know About My Group](#)

HISTORY OF ROSH HASHANAH

September 25 - 27

(From the National
Today [website](#))



Rosh Hashanah is not mentioned in the religious text of Judaism, the Torah, but appears under various names in the Bible. Given the evidence and existing text, the holiday was well established by the sixth century B.C. 'Rosh Hashanah' appeared for the first time in 200 A.D. in the Jewish code of law — Mishnah.

A new year in the Jewish calendar starts with Rosh Hashanah on the first day of the month of Tishrei, however, for religious purposes, the year begins on the first of the month of Nisan. This difference is due to the fact that God is said to have created the world on the former date. So, in a way, Rosh Hashanah is not just the start of a New Year but is also the birthday of creation.

In addition to Rosh Hashanah, there are three other 'New Years' on the Jewish calendar, according to the Mishnah: Nisan 1, Elul 1, and Shevat 15, respectively. Each date has its own significance and reason for celebration.

Tradition tells us that God passes judgment on all creatures during the time between Rosh Hashanah and Yom Kippur, known as '10 Days of Awe.' Whether or not someone will continue to live or die in the coming year is determined during this

time. According to Jewish law, the names of the righteous are inscribed by God in the “Book of Life” and the wicked are condemned to death on Rosh Hashanah. People have time until Yom Kippur to repent by performing ‘teshuvah,’ to tip the scales in their favor. For this reason, observant Jews consider Rosh Hashanah and the days surrounding it as a time for vigilant prayer, good deeds, reflecting on past mistakes, and making amends with others.

Jewish Readers:

Tell us all about your community at
[3 Things You Otter Know About My Group](#)

URGENT!

Unless we get more registrations, (minimum 10) we may have to cancel this semester's award winning Welcoming Diversity Series. If you can spare a few hours (10 to 1 pm) on Fridays (Sept 30, Oct 7 & Oct 14) *please consider registering below for this important workshop* and pass on the description to others who may be interested.



NCBI@CSUMB Welcoming Diversity Leadership Series:

3 Consecutive Fridays, 10 to 1 pm (with 30 min lunch break), Sept 30, Oct 7, Oct 14

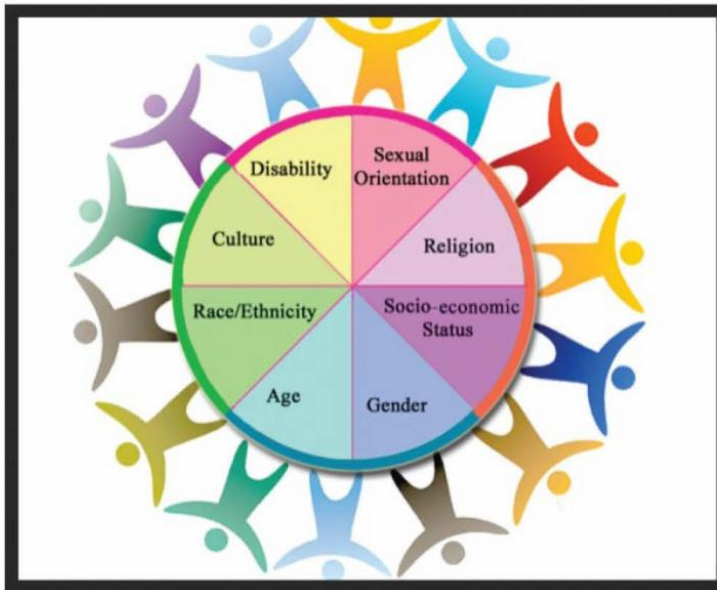
[**Fall 22 NCBI Welcoming Diversity Registration Form**](#)

This is an open series available to interested students, staff, faculty & community members. The workshop will be capped at 20 participants who ***must be available to attend ALL sessions.***

In this series you will...

- **LEARN:** NCBI Principles for Prejudice Reduction
- **CELEBRATE:** Cultural Diversity in the CSUMB Community

- **UNDERSTAND:** The Impact of Stereotypes & Misinformation
- **SPEAK OUT:** Against the Ways Your Group is Marginalized
- **CLAIM PRIDE:** In ALL Your Cultural Identities



WELCOMING DIVERSITY LEADERSHIP SERIES

The following Fridays from 10 to 1pm (with 30 min lunch break)

Sept 30, Oct 7 & Oct 14

Must be able to attend ALL sessions!

For Disability Accommodations or Registration Link, Contact Steven Goings at sgoings@csumb.edu

LEARN

NCBI Principles for Prejudice Reduction

CELEBRATE
Cultural Diversity in the CSUMB community

UNDERSTAND
The impact of stereotypes & misinformation

SPEAK OUT
Against the ways your group is marginalized

CLAIM PRIDE

**20 PARTICIPANT
LIMIT**

Click Below to Register:
[Fall 22 NCBI Welcoming Diversity Registration Form](#)

How to Recover From Cross-

Cultural Mistakes

By Steven Goings
& Quazar, Director
NCBI@CSUMB



@ CSU Monterey Bay

How we deal with cross-cultural mistakes differently from positions of privilege and

marginalization. Identity-based isms like racism, sexism, and ableism use deliberate cognitive distortions that reinforce forms of supremacy and privilege for some groups and deprivation and marginalization for other groups.

Like cognitive distortions, negative associations about cultural groups often operate unconsciously and produce negative interactions and encounters that reinforce the original distorted beliefs. Additionally, those with forms of privilege tend to know less about marginalized groups than the other way around. This results in the cognitive distortion for privileged people in which they tend to think people from marginalized groups are exaggerating their mistreatment and people from marginalized groups tend to think that people from privileged groups are willfully ignorant of their impact.

Often people from privileged groups need to check their privilege by apologizing for cross-cultural mistakes they make rather than defending their good intentions and people from marginalized groups can benefit from granting people from privileged groups the benefit of the doubt.

Keeping this in mind, I have developed a "Cross-Cultural Ouch & Apology" template that you can use when you are struggling with communication non-violently and responsibility about a perceived cross-cultural slight. Of course being a template, it is formulaic for teaching purposes. In actual usage you would want to translate it into more natural speech patterns. I hope you find this resource helpful.

Cross-Cultural "Ouch" Template

1. When _____ occurred,
(state as factually as possible the microaggression or cross-cultural mistake, examples: "When you said I was articulate", "When you used the wrong pronouns", "When I told you I am from California and you asked, 'but where are you REALLY from'", etc.)
 2. I felt _____.
(Scared, vulnerable, hurt, left out, embarrassed, angry, not considered, judged, etc.)
 3. I can see that I felt this way because I was believing about myself or my group that _____.
(example: "my group is not seen as articulate", "my gender identity doesn't matter", "my group is considered foreign no matter how many generations we have lived in this country")
 4. (if applicable) And/or I was believing about you that...

(example: you don't think Black people are articulate, you don't care about my gender identity, see me and my group as foreign, etc.)
 5. I want to apologize that I made up about you that...

(example: you are racist, you are too lazy to learn my pronouns, you are clueless)
And because of what I made up, I treated you

(example: with disdain, like you are hopeless, like you are an enemy or a bad person)
 6. What I am realizing is that I have a need for

(example: having my group respected)
 7. So, from now on, I will take responsibility for getting this need met by...

(example: pointing out when I feel someone has disrespected my group whether they meant to or not)
 8. (if applicable) And my request of you is that you would be willing to

(example: try not to make this mistake again when addressing me or people from my group)
-

Cross-Cultural “Ouch” and “Apology” Templates

Cross-Cultural Apology template

1. Thank you. I appreciate you caring enough about you and your group to give me feedback when you feel disrespected.
2. Let me see if I understand you.
3. What I believe I heard you say was _____
4. Did I get that right? Did I miss any part of it? (Give partner a chance to verify or clarify)
5. Out of respect for you and your feelings, I will make a point of trying not to [make this cross-cultural mistake again] and I apologize for any damage I have caused.

Ubuntu - Black Student Support Group,

Mondays 3:30-5 p.m.



Please complete this [group interest form](#) if you are an enrolled student and would like to join this or any of the PGCC Groups. A group facilitator will contact you during the fall term with information on how to join.

Ubuntu is a weekly semester-long support and community building group for the benefit of Black and African Heritage undergraduate and graduate students. This counseling group is based on the model of an African Maasai Village with students (the "scholars") at the center supported by staff and faculty through the Mandla Mentoring Program (the "mentors") with occasional guest speakers from the off-campus Black communities of Seaside and Monterey Bay (the "elders"). During the Fall 2022 semester, students will help design exactly what they want out of a culturally competent support group for Black students. By the end of the semester we will have explored a range of community support and counseling models and have developed a group structure to fit the needs of Black students going forward. This group will meet weekly by Zoom, starting September 19, 2022. We may meet in-person occasionally (masks required) soon. The only criteria for attending is that you are 18 or older, enrolled at CSUMB and identify as part of the Black & African Heritage Community.



Mondays 3:30 to 5pm

Sept 19 – Dec 12, 2022

Register at <https://csumb.edu/pgcc/groups/>

UBUNTU: BLACK & AFRICAN COMMUNITY & SUPPORT

**A Personal Growth and Counseling
Group**

**Developed with and for Black &
African Students**

For Disability Accommodations, Contact Steven Goings at
sgoings@csumb.edu

REINFORCE
Sense of pride in
African Heritage

Normalize
Culturally
Competent Mental
Health Counseling
for Black Students

EXPERIENCE
Support from
CSUMB &
Community Elders
(Black
Staff/Faculty &
Community)

LEARN
“Ubuntu” is a part
of a Zulu phrase
meaning “I Am
Because WE Are!”

CELEBRATE
Black Student
Accomplishments

LGBTQ+ Counseling and Support Group

**Wednesdays
3:30 to 5 pm**



To express interest in this or any other PGCC group, click on the <https://csumb.edu/pgcc/groups/>

This support group is for students who identify as sexual or gender minorities. This *includes*, but is not limited to, those who identify as Lesbian, Gay, Bisexual, Questioning, Queer, Trans, Nonbinary, Intersex and Asexual. Members build relationships with others and themselves as they work on issues related to their sexual, romantic, and gender identity (coming/being out, intimacy, self-esteem, oppression/discrimination, sense of belonging), as well as other concerns around setting boundaries, depression, anxiety, and general life challenges. This is a closed group and limited to LGBTQ+ community members only.



Weds 3:30 to 5pm

Sept 21 – Dec 14, 2022

Register at <https://csumb.edu/pgcc/groups/>

LGBTQIA+
**COUNSELING &
SUPPORT**

**A Personal Growth and Counseling
Group**

**Developed with and for LGBTQ+
Students**

Facilitated by Merideth Canham-Nelson, LCSW

& Quazar (Steven Goings), LCSW

For Disability Accommodations, Contact Steven Goings at sgoings@csumb.edu

HEAL

**Impact of anti-
queer oppression
& discrimination**

**Develop
Pride**

**Self Esteem
Personal Growth
Sense of
Belonging**

GET SUPPORT

**Coming Out
Building -
Community
Life Challenges**

LEARN

**Stages of Positive
Queer Identity
Development**

CELEBRATE

**Queer Student
Accomplishments**



Multicultural Equity Group | 1512 Vallejo Street, Seaside, CA 93955

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