

Discovering Equity and Diversity



East Carolina University®

OFFICE FOR EQUITY AND DIVERSITY

April 2015

Sexual Assault Awareness Month

April was designated as Sexual Assault Awareness Month in 2001. The overall goal of the observance is to raise public awareness about sexual violence and to educate individuals about how to prevent forms of sexual violence. National events such as “Take Back the Night” served as early activism against sexual violence and continues today to further bring attention to interpersonal violence. All forms of sexual assault, sex discrimination and/or sexual violence are prohibited by Title IX of the Education Amendments of 1972 and University policies. To view the policies that protect individuals from such prohibited behavior, [click here](#). Click [here](#) to view President Obama’s proclamation of Sexual Assault Awareness Month. Click [here](#) to view Governor Pat McCrory’s proclamation of Sexual Assault Awareness Month.

ECU also has individuals who serve as resources if you feel that you or someone you know has been subjected to any form of sexual assault, sex discrimination, sexual misconduct and/or sexual violence. The newest addition to the Title IX team is Malorie Porter, the Title IX Compliance Officer. She joins LaKesha Alston Forbes, ECU’s Title IX Coordinator in the Office for Equity and Diversity; Dr. Lathan E. Turner, Deputy Title IX Coordinator in the Dean with the Students office; and Kristan Tucker, Title IX Investigator in the Dean of Students office.

Information Source: [National Sexual Violence Resource Center](#)

Available Inside this Issue...

| | |
|-------------------------------|---|
| @ ECU | 2 |
| Faculty & Staff Spotlight | 2 |
| Equity & Diversity in History | 3 |
| In the News | 4 |
| Coming Up @ ECU.. | 4 |
| Interfaith Calendar | 5 |

Know Your Protected Class!

Sexual Orientation

Sexual orientation is defined as “an enduring pattern of emotional, romantic, and/or sexual attractions to men, women or both sexes. Sexual orientation also refers to a person’s sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions.” Sexual orientation discrimination involves treating someone less favorably because of his or her sexual orientation. Examples of inappropriate conduct based on sexual orientation include, but are not limited to, refusal to hire a qualified individual on the basis of his or her sexual orientation and making disparaging remarks about a person’s sexual orientation.



Sexual Orientation

ECU policy prohibits harassment and discrimination of any applicant, student, employee or visitor on the basis of sexual orientation under the University’s Notice of Nondiscrimination. To view the policy, [click here](#). For assistance with an issue related to a protected class, feel free to contact us at (252) 328-6804.

race/ethnicity + color + religion + creed + sex + national origin + age + disability + veteran status + sexual orientation + political affiliation + genetic information

Annual International Women's Day at ECU

The CCSW facilitated a full day of dialogue

On March 4th, the Chancellor's Committee on the Status of Women (CCSW) hosted the annual International Women's Day events in Mendenhall Student Center. Many faculty, students and staff attended the various sessions held throughout the day. Sessions covered topics such as: Women in the Media, Women in Religion, an introduction to the ECU chapter of the student organization "She's the First", and a lunch panel discussing the topic of sexual harassment. The lunch panel was a lively discussion about sexual harassment prevention and education efforts in place at ECU. Two students served on the lunch panel along with individuals who represented different campus partners such as the ECU Police Department, CCSW and the Office for Equity and Diversity.

Gender to a Tea

Dr. Heather Littleton presented research at an open event

Dr. Heather Littleton presented "From Survivor to Thriver: An Online, Therapist-facilitated Program for Women with Rape-related PTSD," on March 18th. Littleton's presentation was a feature in the semester-long series, Gender to a Tea, provided for the ECU community to engage in conversations about women's and gender studies. Littleton is an assistant professor in the Department of Psychology.

Faculty & Staff Spotlight: Georgia Childs

Chair of the Bystander Intervention Working Group

As the Chair of the Bystander Intervention Working Group and the Associate Director of Wellness, Georgia Childs aims to make our campus a safer environment.

Childs said that her team in the Wellness Center educates people about personal wellness from the angle of prevention. With that approach, bystander intervention can naturally fit into their training sessions. Training facilitators in the Wellness Center provide education on topics such as how to prevent diseases, sexual assault, teenage drinking and

tobacco use.

Bystander intervention efforts can take many forms and that is why Childs feels it is important to keep all potential intervention topics included in the training sessions.

"A lot of times we think about

someone downtown or there's a drunk girl and she's the drunkest one at a bar and three guys

*We're introducing
"Stand.Speak.Act."...
ECU's version of Step
Up!
- Georgia Childs*

are discussing who's going to take her home because she's drunk," said Childs. "There are a lot of ways to look at bystander intervention and we don't want to just limit it to sexual assault or domestic violence. Although that's a big part, we want to broaden it."

Childs wants to educate university community members about how to protect each other from potentially dangerous people and, at times, from themselves.

Earlier this semester, the Bystander Intervention Working Group hosted a train-the-trainer session of "Step Up!", a program that educates individuals about how to be active bystanders when you see people in danger related to eating disorders, gambling, interpersonal violence, sexual assault and bullying.

The working group has used the "Step Up!" material to design a program for ECU that will be known as "Stand. Speak. Act."

"Hopefully, during (summer) orientation we'll be able to debut 'Stand. Speak. Act.'", said Childs.

She encourages those who are interested in joining the working group to contact her.

"I want to see a reduction in sexual assaults, eating disorders and sexually transmitted infections...I want students to be able to stand up for each other", said Childs.

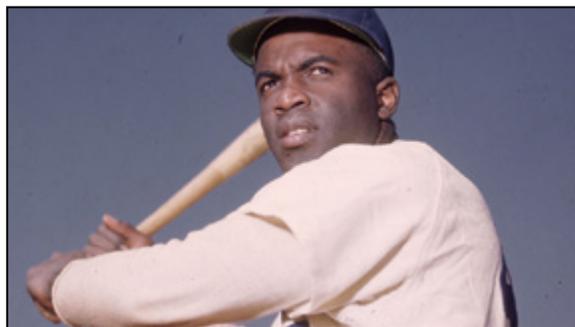
You can contact Georgia Childs via email at childsg@ecu.edu.



Equity & Diversity in History

The First African-American Major League Baseball Player

On April 15, 1947, Jack Roosevelt Robinson, also known as Jackie Robinson, became the first African-American Major League Baseball player. He made his debut with the Brooklyn Dodgers. Robinson attended the University of California, Los Angeles and earned a letter in baseball, basketball, football and track during his time as a student. Following his time in college and his service in the United States Army, Robinson played shortstop for the Kansas City Monarchs before he was recruited by the Brooklyn Dodgers in 1945 and began playing with a development team, the Montreal Royals. It was not until Robinson was a team leader in batting that he moved up to play first base with the Dodgers against the Boston Braves.



In the News...

ACE Preparing Female Minorities for Higher Ed Presidencies

The American Council on Education (ACE) began the Spectrum Executive Leadership Program in 2011. The program aims to increase the number of women and underrepresented minorities who serve as presidents at colleges and universities. Click [here](#) to read more about the leadership program and the individuals who participated.

Diverse Conversations: How Do We Get More Black Men in College?

This article presents four ways to assist with increasing the number of African-American males attending institutions of higher education. To read more, click [here](#).

Things Never to Say to Women Executives

This article provides information about comments that could be interpreted as offensive to female colleagues. Click [here](#) to read the article in its entirety.

Article sources: Diverse Education, The Chronicle of Higher Education and Diversity Inc.

Coming up @ECU...

Faculty and Staff Mentoring: Cultivating Diversity and Excellence

The next Diversity Seminar, to be held on April 8, 2015 from 12:00 p.m. to 5:00 p.m., will aim to open dialogue about mentoring programs for faculty and staff and to equip participants with the tools for developing and maintaining mentoring programs. For more information about the seminar, click [here](#). To register for the seminar, visit [Cornerstone](#).

Culture Fest

This annual event will be hosted on April 13, 2015 on the Mendenhall Brickyard from 5:30 p.m. to 7:30 p.m. This Wellness Passport event is free and open to all faculty, students and staff members. For more information about the event, contact the Ledonia Wright Cultural Center at (252)328-6495.

Bridging our Cultural Differences

This signature training event offered by the Office for Equity and Diversity will provide participants with the opportunity to explore the depth of their biases, cultural differences and communication barriers that could create conflict in the workplace. The next opportunity to participate in this training will be on April 17, 2015 from 1:00 to 4:00 p.m. To register for this training, visit [Cornerstone](#).

Interfaith Calendar

| April | | | | | | |
|-------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

| Faith | Date | Holiday |
|-----------------------------|------------------------------|----------------------------|
| Christian | April 2nd | Maundy Thursday |
| Jain | April 3rd | Mahavir Jayanti |
| Christian | April 3rd | Good Friday |
| Buddhist | April 4th | Therevadin New Year |
| Hindu | April 4th | Hanuman Jayanti |
| Orthodox Christian | April 4th | Lazarus Saturday |
| <i>Jewish</i> | <i>April 4th-11th</i> | <i>Pesach-Passover</i> |
| Christian | April 5th | Easter |
| Orthodox Christian | April 5th | Palm Sunday |
| Orthodox Christian | April 10th | Holy Friday |
| Orthodox Christian | April 12th | Easter (Pascha) |
| Hindu/Sikh/Buddhist | April 14th | Vaisakhi/Baisakhi-New Year |
| Jehovah's Witness Christian | April 15th | Lord's Evening Meal |
| <i>Jewish</i> | <i>April 16th</i> | <i>Yom Ha'Shoah</i> |
| <i>Baha'i</i> | <i>April 21st – May 12th</i> | <i>Ridvan</i> |
| <i>Jewish</i> | <i>April 24th</i> | <i>Yom Ha'Atzmaut</i> |

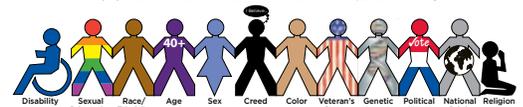
Bold Italic font signifies the holiday begins at sunset the night before.

Office for Equity and Diversity

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We're All Pirates!



Office for Equity and Diversity