



FEBRUARY | 2023

## Monthly Newsletter

Happy February! As we approach the midpoint of Spring Semester, the newsletter this month focuses on teaching and resources that support our continued professional development related to microaggressions and microinterventions. We include an infographic on interpersonal microinterventions and a brief summary of Derald Sue's work on microaggressions (2007) and microinterventions (2019). Several upcoming campus events are highlighted including a robust Women's Celebration Month schedule for March. We conclude with a spotlight on Dr. Angela Carter from Educational and Organizational Leadership Development. Finally, please do not forget to submit a [self/nomination form](#) for a research spotlight!

### Spotlight on DEI Research



Campus leaders discovered in the course of a self-study that Clemson students would like more opportunities that allow them to improve their intercultural communication abilities, especially with regard to justice, equity, diversity, and inclusion in STEM fields. In response, the STEM Equity Academy, supported by a Clemson University Learning Community Grant from the Howard Hughes Medical Institute, was developed for a group of undergraduate and graduate students in STEM fields at Clemson who were identified through an application process. The programs will be delivered this semester by a series of six speakers and experts drawn from current Clemson University faculty, staff, and/or advanced graduate students.



Dr. Angela Carter was the inaugural presenter/facilitator for the STEM Equity Academy. She created a template for the series, said Arthur Alvarez, who is partnering with Dr. Bridget Trodden to host the sessions. He also shared several high-level concepts from the presentation. Students started by watching a video on inclusive language prior to the presentation and then learned about having difficult conversations in Dr. Carter's presentation. She discussed what difficult conversations were,

how to prepare for them, and how to utilize strategies for having them successfully. Participants engaged in listening exercises in small groups, engaged in individual self-reflection activities, and were provided with a workbook to support learning.

## DEI Reflection & Teaching Resources

**Reflection:** [Derald Sue's](#) longtime work on microaggressions offers a way of thinking about the all too commonplace slights that minoritized communities face in their work, school, social, and family life experiences. Comments such as, "Where are you really from?" to someone with Samoan ancestry or "We are all immigrants" to someone who is from the Onondaga Nation of the Haudenosaunee convey that Samoan Americans do not belong or the Indigenous folks no longer exist in the United States. The subtext can be deeply unsettling and hurtful, particularly when such remarks are made over and over again. Dr. Sue's [scholarship](#) provides us with robust theory, empirical research, and practical insights for better understanding and identifying microaggressions. Developing capacity as an educator, partner, neighbor, or parent to recognize and eliminate microaggressions is time well spent.

**DEI Teaching Resource:** Scholarship on microinterventions, which are everyday words or deeds that can communicate validation and support to individuals who are targeted by oppressive remarks or behaviors, has a wealth of application for teaching. Insensitive or stereotypical words and comments can introduce tension into classroom conversation and signal to minoritized community members that they are perceived as outsiders in the academy. Strengthening our capacity to respond in educational and affirming ways can shift the conversational dynamics in much needed and productive ways. We have developed a short infographic to summarize how one might disarm a microaggression.

For more information, see the source article: Sue, D. W., Alsaidi, S., Awad, M. N., Glaeser, E., Calle, C. Z., & Mendez, N. (2019). Disarming racial microaggressions: Microintervention strategies for targets, White allies, and bystanders. *American Psychologist*, 74(1), 128.



## Upcoming Engagement Opportunities

A diverse array of engagement opportunities is on the Clemson calendar this month, providing different ways to support and learn about diversity, equity, and inclusion issues on our campus. Please share this information with colleagues and students to ensure these events are well-attended and can further the DEI discourse at our college!



**Women's Celebration Month:** Women's History Month is a celebration of women's contributions to history, culture and society and has been observed annually in the month of March in the United States since 1987. In celebration of Women's History Month 2023 Clemson University is hosting a series of events and activities throughout the month of March. Visit the Gantt Multicultural Center [website](#) for program of events.

**Picturing Democracy: Primaries, Participation, and Redistricting:** As part of a series planned by the Department of Political Science and Clemson Votes, this seminar by Dr. Karen M. Kedrowski (Director of the Carrie Chapman Catt Center for Women and Politics and Professor of Political Science at Iowa State University) and Dr. John T.R. Holder (Professor of Political Science at Winthrop University) will present two different ways to understand democracy. [Details](#) of the event can be found on the Clemson events calendar.



**Author Talk: Devi Laskar:** Clemson Libraries will host an [author talk](#) by Devi S. Laskar on Thursday, March 2, at 6 p.m. in the Scholars' Lab located in 413 Cooper Library. Laskar's talk is titled "My Writer's Journey" and will cover her career as a writer and the origin stories for each of her novels, followed by a Q&A with the audience. Laskar is the author of "The Atlas of Reds and Blues," which won the 7th annual Crook's Corner Book Prize (2020) for Best Debut Novel Set in the South. The book also received the 2020 Asian/Pacific American Award for Literature (selected by APALA).

**Wrongful Conviction, Equal Justice, Prison Reform:** On March 8 at 4 p.m., the Humanities Hub will host a [panel discussion](#) titled, "Wrongful Conviction, Equal Justice, Prison Reform," at the Watt Innovation Center Auditorium. Panelists will include Susan Brooks, Associate Director of the North Carolina Innocence Inquiry Commission; James Coleman, Duke University Law School, Director of the Wrongful Convictions Clinic; Judea Davis, Assistant Federal Public Defender in Greenville, S.C.; Juliet Hatchett, University of Virginia Law School, Associate Director of The Innocence Project at UVA School of Law; and Lindsey S. Vann, Executive Director, Justice 360.



**Annual International Festival:** The 29th Annual International Festival will take place on Friday, March 10, 2023, from 5-8 p.m. on Bowman Field. A highly anticipated event for campus and greater community members, the [festival](#) includes culturally-based foods as well as entertainment and activities for all ages. In addition, the event features local craft and non-profit vendors as well as a children's area to make it a well-rounded, family-friendly event.