

EDI FRIDAYS

LEARNING ABOUT EACH OTHER — ONE FRIDAY AT A TIME



Friday, October 13, 2023

Learning about each other...one Friday at a time

KNOWLEDGE

DEFINITIONS

"EQUITY ... DIVERSITY ... INCLUSION"



EQUITY - actively working to identify and eliminate barriers that have prevented full participation across differences in culture and circumstances, specifically redressing the exclusion of historically under-represented groups in higher education.



DIVERSITY

DIVERSITY – the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender and gender identity, age, religion, language, disability status, sexual orientation, socioeconomic status, geographic region and more.



INCLUSION

INCLUSION - the act of creating environments in which individuals and groups feel welcomed, respected, supported, and valued by eliminating practices and behaviors that marginalize. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the University's opportunities.

QUOTES OF THE WEEK



**“We are greater than, and
greater for,
the sum of us.”**

–Heather McGhee
Writer, *The Sum of Us:
What Racism Costs
Everyone*

“We will all profit from a more diverse, inclusive society, even celebrating our differences, while pulling together for the common good.”

–Ruth Bader Ginsburg
Supreme Court Justice (1992-2017)



“Whatever affects one directly, affects all indirectly.”

–Rev. Dr. Martin Luther King Jr.
Civil Rights Activist

SPOTLIGHT

Faculty/Staff Spotlight

CHRIS BODWITCH



(She/Her)

-Online Program Specialist
-licensed Dynamic Emotional
Integration® trainer

Biography

Website

Hobbies: thrifting, repurposing vintage objects

“I do equity work in my job to make sure that I continually challenge and change any policies, practices, and attitudes that create disparities for non-white people in education.”

“Equity work is essential to me because it reminds me to also accept equally the intelligence of my emotions which underlie every thought and action I make.”

“When I need to learn something new, stand up for what is just and fair, and act to prevent harm to anyone, I employ my whole intelligence, both what I am feeling and thinking to help me navigate the complexity of equity work.”

Student Spotlight



RU STUDENT
EDAN JEANLOUIS DeLEON

(He/Him)

Junior, at the Mason Gross School of the Arts

Hometown | Long Island, NY

Major | Music Education (Voice)

Hobbies | photography, calisthenics, hanging out with friends

“It is important for students to see professionals that look like them and share their values in positions of power.”

“Fighting for Inclusion is important so we can create learning environments that uplift and support everyone from all backgrounds and to show we are more alike than different.”

Artist Spotlight



NIKHAAR KISHNANI

(She/her)

-Professional actress

“Using the nuance of brown culture to inform the roles ... it feels badass!”

Website

What was your experience like as a student at Rutgers?

“Studying theatre as a minor at Rutgers was what inspired me to continue my theatre education on a graduate level. I was fortunate to take all the acting classes offered to me as a theatre minor. I put more time and work into my acting classes than any other classes I was taking. They were intense, long, and set a strong foundation for my craft.”



The Women Eat Chocolate by Caroline Macon

What inspired you to continue studying on a graduate level?

“Going to graduate school at (DePaul University in Chicago) allowed me to delve into the work on a deeper level. I wouldn't have made that jump without being fortunate enough to take the acting classes I did at Rutgers.”

You've played a few significant roles at some prestigious regional theaters, can you discuss the importance of playing these roles as a brown person?

“I've had the privilege to play leading roles at Geva Theatre Center, Actors Theatre Louisville, and Astoria Performing Arts Center. Some roles I've led have been specific to my brownness— a character who shares an identity with me such as Sanam in *Queen*. Some roles, like Emmy in a *Doll's House, Part 2*, are ethnically nondescript.”

“Of course, being able to step into these roles is great for representation— using the nuance of brown culture to inform the roles just makes them more specific and gives visibility to people who are underrepresented. When I think of how my brownness impacts a role like Emmy, it feels deeply weighted because the subject matter doesn't explore race. Stepping into that role, without any intention of my own, a statement has been made just because of the color of my

skin."

"Every choice I make as an actor thereafter is profound. They will likely be seen through a very layered and politicized lens. It feels badass."



Veil'd by Monet Hurst-Mendoza

Any advice to young actors?

"My advice would be -- ignore the boxes and labels your good intentioned friends and fellow artists will impose on you. Find the kind of artist you want to be and what you want your work to say. Feed that voice. Be patient. Give it time to grow stronger. It will be your superpower."



Anything else you'd like to add?

Being a minority means you'll be at a crossroads at some point. Do you listen to how others perceive you and grow your artistry from there, or do you walk down an unexplored path, being one of the "firsts"?



ANNOUNCEMENTS



**HISPANIC
HERITAGE MONTH**

**TODOS SOMOS, SOMOS UNO
WE ARE ALL, WE ARE ONE**

VISITING FILMMAKER SERIES featuring "Crip Camp"
Tuesday, October 17th at 7:30pm - New Brunswick Performing Arts

Center

[More Info](#)

24th Annual Rutgers Jewish Film Festival

October 26 to November 12, 2023

[More info](#)

Moving Forward: Dance and Parkinson's 7th Annual Symposium

Saturday October 28, 2023

[More info](#)



FOR THE NEXT 30 DAYS

“Adaptive Sports for People with Physical Disabilities”

Panel Discussion – Cook Student Center

October 13, 2023 | *10:30am to 11:30am*

[More info](#)

“Adaptive Sports for the Blind and Visually Impaired”

Panel Discussion – Cook Student Center

October 13, 2023 | *11:30am to 12:30pm*

[More info](#)

“Adaptive Sports, Health, and Wellness Day”
Panel Discussion – Cook/Douglass Rec Center
October 13, 2023 | *1:00pm to 7:00pm*

[More info](#)

“Antisemitism in the Heartland: Hubert Humphrey”
Samuel G. Freedman – Douglass Student Center
October 16, 2023 | *7:30pm to 9:30pm*

[More info](#)

“Microinequities: Impact and Interventions”
Virtual Event
October 17, 2023 | *10:00am to 12:00pm*

[More info](#)

“Breaking Barriers: Empowering S. Asian Communities”
Hardenbergh Hall – College Ave campus
October 19, 2023 | *6:00pm to 7:30pm*

[More info](#)

“The 2023 Culture Conference”
Mental Health Implications of Discrimination
October 27, 2023 | *9:30am to 3:00pm*

[More info](#)

Building an Inclusive Academy

Diversity Plan Progress Summit

November 14, 2023 | 9:30am to 6:00pm

[More info](#)

