

NEWS LETTER

While February is *Black History Month*, NCBI celebrates the contributions of African-Americans all year long. Head over to our [Facebook page](#) for more info.

2019 Issue 1

INSIDE THIS ISSUE

PG. 2

MUSC Breaks Top 15 on Forbes List of Best Employers for Diversity.

The Citadel Awards NCBI Team Leaders

PG. 3

NCBI Affiliate and City Chapter Join Forces on Conversations about Race

NCBI Rochester Presents Training on White Privilege

PG. 4

Jewish – Muslim Friendships by NCBI Switzerland

PG. 5 & 6

NCBI Campus Affiliates strengthen their teams with trainings



NCBI: A Beacon of Hope and Leadership in Challenging Times

NCBI continues to provide a beacon of hope and leadership in these unusually challenging times.

There were so many NCBI moments I drew strength from in this past year. For the first time ever, NCBI hosted a webinar for our campus affiliate teams on “Finding Common Ground: Understanding the Free Speech vs. Hate Speech Conversation”. Twenty NCBI campus teams participated in a powerful interactive session learning how to apply NCBI principles and practices to the free speech/hate speech controversy on campuses. Dozens of new college campuses reached out to NCBI in 2018 looking to

build an NCBI team on their campus. We welcomed a number of new and returning campus affiliates this past year growing our Campus Roster from 25 to 30 campuses.

Our K-12 school work continued to bring resources on diversity, equity, and inclusion work to schools. NCBI has partnered with the Fairbanks North Star Borough School District to launch a NCBI school affiliate in Fairbanks. Our NCBI DC team, housed at the DC Office of Human Rights led dozens of NCBI workshops in the DC public schools.

We began partnering with several new organizations to integrate NCBI principles and skills into the work of their organizations including: United for Respect, Nashville

Davidson County Office of Family Safety, the Union for Reform Judaism, and the US Department of Agriculture.

I had the honor of leading chapter development work this past June for all of our NCBI chapters in Switzerland. I continue to be very proud of all of the work our Swiss NCBI teams lead, particularly on the issues of Islamophobia, xenophobia, and anti-Semitism.

As hopeful as this past year was, it was also a painful time of tragic shootings in the U.S. I was personally connected to many from the Tree of Life Synagogue in Pittsburgh...

Continued on p. 6

NCBI Campus Affiliate in Houston is chosen for multi-million-dollar Inclusive Excellence Initiative

The University of Houston-Downtown (UHD) recently was selected by the Howard Hughes Medical Institute to participate in their Inclusive Excellence Initiative. UHD was one of 33 schools nationally—and the only school in Texas to be chosen. The Initiative is a multi-year, multi-million-dollar effort to develop best practices for attracting and retaining under-represented and marginalized groups to the Science, Technology, Engineering, and Mathematics fields (STEM)

A key element of UHD’s winning grant proposal was the use of NCBI Diversity, Equity, and Inclusion workshops for both student cohorts, as well as for all faculty and staff involved with the initiative. In particular, Dr. John Hudson helped write sections of the grant detailing the impact that NCBI workshops would have in successfully completing the initiative objectives at UHD. The initiative will begin at UHD in the fall of 2019 and continue for five years.

NCBI is certainly making a difference at UHD.

*- Dr. John Hudson
NCBI Team Leader at UHD*



MUSC Breaks Top 15 of Forbes List of Americas Best Employers for Diversity

Last month, NCBI's Campus Affiliate, the Medical University of South Carolina (MUSC) was ranked No. 13 out of 500 organizations on the Forbes 2019 list of America's Best Employers for Diversity. In addition, MUSC ranked No. 3 among the 30 institutions listed in the education category.

The criteria in the rankings included: diversity among top executives and board members, the existence of a department or position responsible for diversity, and proactive communication related to a diverse company culture. Being an NCBI Campus Affiliate helped MUSC secure the ranking.

The MUSC chief diversity officers are Willette Burnham-Williams and Anton J. Gunn. Willette is also the NCBI Campus Affiliate Director.

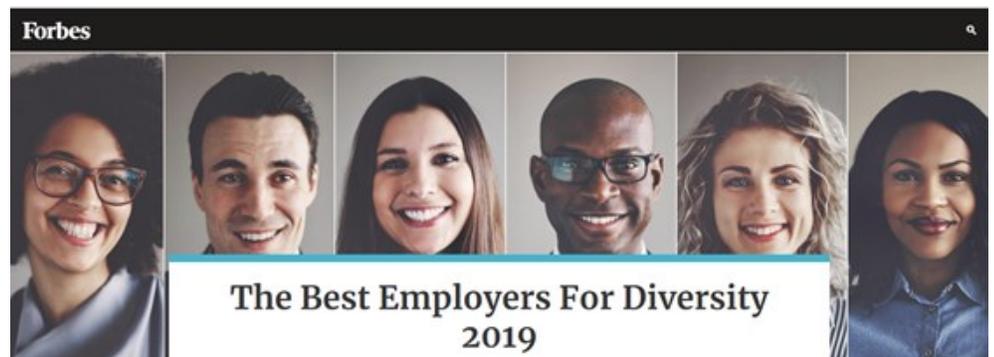
"There are three reasons why embracing diversity and inclusion is of pivotal importance," said MUSC President David J. Cole.

"First, it is who we should be as an institution. It has to be part of our vision and self-definition. Second, it is how we build upon who we are and what we can achieve together. Third, it affects the bottom line. It is about being our most productive and effective. People who feel valued are empowered to contribute and to be at their best," Cole said. "This noteworthy recognition on the Forbes list, for the second consecutive year, affirms the value and impact of this tremendous body of the

work that is ongoing at MUSC."

NCBI is pleased that a key part of the successful diversity work taking place at MUSC is the work of our NCBI team on campus.

To read the full article, consult MUSC's News Release Section [here](#)



The Citadel awards NCBI's Campus Team Leader for her work and commitment to Diversity, Equity, and Inclusion

Julie Lipovsky is the 2019 recipient of the Black History Month Intercollegiate Consortium's MLK award. Lipovsky, a professor of psychology, served as The Citadel Assistant Provost for Diversity and as a co-chair of the Diversity Equity and Inclusion Council for years. She currently serves as the team leader for the National Coalition Building Institute Campus Affiliate program at The Citadel and has had direct involvement with more than 1000 faculty, staff, and students receiving diversity and inclusion training

through NCBI since the program was introduced in 2011. The Black History Intercollegiate Consortium is comprised of representatives from Charleston Southern Charleston, Medical University, College of South Carolina, The Citadel and Trident Technical College. The consortium's mission is to promote the study of Black History and to coordinate the programs that each institution plans in celebration of Black History Month. The consortium's flagship program is the Dr. Martin Luther King Jr. Day Celebration where each school recognizes an individual who

who has embodied the characteristics of Dr. King in serving their institution and/or community. NCBI is proud of Julie for receiving this award and for all her NCBI work on diversity at the Citadel.

- The Citadel's Today News Section. Read the article "Black History Month Intercollegiate Consortium MLK Program" [here](#)

CommUNITY Conversations: NCBI Affiliate and City Chapter Join Forces

California State University - Monterey Bay NCBI Campus Affiliate Director Caroline Haskell and Coordinator Steven Goings used NCBI principles as the framework to facilitate a dialogue on race between White People and People of Color.

The event was dubbed CommUNITY Conversations and marked a significant collaboration between the NCBI's Monterey County Chapter and CSU Monterey Bay NCBI Campus Affiliate.

The event was highlighted by the Monterey County Weekly. Author Marielle Argueza – who attended the event – writes, “Talks like this invite people to make mistakes – and learn from them.”

I witnessed, in these discussions about race, that it's OK to be vulnerable. It's OK to ask honest questions. It's OK to admit ignorance.”

Here are a few specifics of how local non-profits have applied what they have learned at the NCBI program.

Monterey Peninsula Pride, a local LGBTQ+ organization shrunk the size of their board to ensure more equity between Whites and POC. A member of League of United Latin American Citizens (LULAC) found an ally to vent with before approaching an all-male city council about unconscious sexism; and a member of Whites for Racial Equity learned that rather than wait for the government to make financial reparations to POC for past inequities they can independently donate time and money to minority organizations.”

- Steven Goings
NCBI Team Coordinator
At CSU Monterey Bay



NCBI Rochester presents “PRIVILEGE: Taking out the Sting. Taking in the Reality.”

As she arrived for her first NCBI Rochester workshop, a participant said that she saw the word “building” in the acronym and figured that she would meet people from the construction trades. Bravely, she decided to see what would happen.

During a workshop on “Privilege” intended for White people who want to take on racism, participants took part in exercises designed to open their hearts and thinking. They explored how race and destiny met in a “What if” exercise.

In the afternoon, participants practiced skills for confronting oppression, shifting the attitudes of those who make oppressive comments, and becoming allies.

In evaluations, one participant commented, “Looking at privilege is not easy work,” NCBI believes it requires healing, action, conversation, and engagement.

The woman I met in the morning expressed gratitude for the learning and the connections she built through NCBI.

- Sandra Katz
NCBI Rochester
Team Member



NCBI Switzerland's Traveling Exhibition "Jewish-Muslim Friendships": Couscous as a Connector



On Wednesday, November 28, 2018, NCBI Switzerland kicked off the traveling exhibition in Zurich with the project "Respect" and UMMAH - Muslim Youth Switzerland. Under the motto "Jewish-Muslim Friendships and Acquaintances - Similarities and Differences", 12 inter-religious pairs were portrayed on big rollups with pictures and quotes. The opening brought Jewish and Muslim people together for an evening of exciting conversations about origins, marginalization and shared food.

Couscous as a connector

The evening began with a welcome by Christof Meier, head of the municipal integration office: "There is no majority in Zurich anymore, but many minorities who network through projects like NCBI to promote integration and coexistence." One of the 24 people portrayed in the NCBI exhibition is the Moroccan Benaissa Alyahiaoui from the Green Star Society who described the secret of his close friendship with Rabbi Ruven Bar Ephraim: "Couscous brings everyone together. We all share a love for couscous." Everyone laughed heartily and agreed. Couscous is enjoyed together at an annual event he organizes for people of all backgrounds and religions.

Another dyad, Alya and Eve - two neighbors, who met about 15 years ago - saw no reason to let religion be a limit. Over the years, their friendship has grown enormously through mutual support.

The imam and the rabbi - two good friends

Another pair featured in the traveling exhibition is Imam Muris Begovic and Rabbi Noam Hertig, laureates of the first Dialogue Prize of the Swiss Jews. They have been good friends for a long time.



Both are aware that their friendship may be judged negatively by some. But their joint appearance before Jewish youth on a Saturday in the Jewish Community Center reaped respect and interest. Asked whether he feels like a Muslim from Zurich or a Muslim Zurich, Imam Begovic responded, "I feel good about being from the Canton of Zurich, but, at the same time, I do not know if there will be a place where I can be buried in a Muslim cemetery."



Rabbi Hertig adds, "Just as one can be a son, father and husband at the same time, so can one be Jewish and Swiss and a Zurich. I also feel connected to Israel and by marriage to Holland. The Festival of Hanukkah reminds us that assimilation is not our goal."

The 60 guests came for a variety of reasons. A young Muslim refugee wanted to meet Jews for the first time, as this is almost impossible in his native country. The Jewish and Muslim participants repeatedly spoke with new acquaintances at the event, but as one participant said, "I could have discussed forever. It's really exciting to find out all that we have in common."

Project leaders Hajer Khan-Mokdad, Noemi Knoch, Nurit Blatman and Ron Halbright are very pleased with the interreligious cooperation. The communication between Jewish and Muslim people as well as the overcoming of anti-Muslim and anti-Jewish prejudice will continue to be jointly promoted.

Learn more about the Respect Project and the Traveling Exhibition can be found [here](#)

*- Ron Halbright,
NCBI Switzerland
Chapter Director*

NCBI Campus Affiliates Across the U.S. strengthen their teams through trainings

GMU on track to attain ambitious training goals!

George Mason University (GMU), a new campus affiliate, set a goal of delivering 700 NCBI workshops by end of Spring 2019 semester. Joyce Shabazz, NCBI's Senior Trainer who supports GMU'S campus team reports that since launching in May of 2018, they have delivered 500 workshops. Go GMU!

NCBI's Campus Team at LSU Grows!

The NCBI Team at Louisiana State University (LSU) has made significant strides since its establishment in the spring of 2017. The chapter has added 10 more team members and has spent the past semester reflecting on the role of NCBI at LSU. The implementation of committees has provided additional opportunities for NCBI facilitators to contribute their knowledge and expertise in efforts to enhance NCBI on campus. For example, the Assessment Committee has worked diligently to strengthen an assessment and evaluation process to identify the impact of the NCBI Welcoming Diversity and Controversial Issues workshops on campus.

The LSU School of Veterinary Medicine has adopted NCBI as part of their strategic plan for fostering a culture of inclusion for students, faculty, and staff within the college. During the fall 2018 semester, 100 incoming Veterinary Medicine students participated in an NCBI Welcoming Diversity workshop as part of the first-year curriculum, and several NCBI workshops were facilitated for faculty and staff.

NCBI at LSU is committed to partnering with many other LSU Schools to incorporate the NCBI Welcoming Diversity Workshop as part of their overall curriculum. The partnership with the LSU School of Veterinary Medicine was one step toward achieving this goal.

- Ariana Vargas, NCBI Team Member

MCW Students Standing For Change!

Several Medical College of Wisconsin (MCW) students who participated in the NCBI workshop expressed a strong desire to broaden their experience to all 200 new students embarking on their medical school careers.

This task took several months. The students crafted a thoughtful letter highlighting the value they found participating in the NCBI Workshop and the impact it could have for all the other students. With guidance and assistance from the Office of Student Inclusion and Academic Enrichment and the Office of Diversity and Inclusion, the letter was signed by various student organization representatives.

The students were able to gain enough support to include the NCBI workshop in the first year medical students orientation! Hundreds of students have now taken the workshop and shared encouraging thoughts from their experience:

"This workshop gave me a starting point to help me become a promoter of diversity and inclusion."

"I learned that generalizations not only promote discrimination, but also prevent us from seeing the individual."

"I was able to recognize which identity groups were not present in our community and that something has to be done."

- Toni Gray, NCBI Team Leader

The Citadel NCBI team hosts NCBI Carolina Coalition Train-the-Trainer Program



NCBI's Carolina Coalition had a very successful Train-the-Trainer program in October, 2018. The Citadel hosted NCBI teams from NC State University, Wofford College, Presbyterian College, Western Carolina University, and University of Alaska – Anchorage. Three NCBI Leaders, Idella Glenn, Beverly Williams, and Theresa Pizzuto provided inspiring leadership.

NCBI's Carolina Coalition partnership was started in 2000. With yearly trainings, the Coalition helps NCBI teams on many campuses be sustainable over the long-term. It fosters more diversity in thinking, collaboration with other schools, creativity and innovation.

The Carolina Coalition is a model for how schools which are geographically close can work together and support each other to build NCBI teams, making it more cost effective for the participating institutions.



Our evaluation of the training revealed that most participants had a positive and impactful experience with the training. Participants commented:

“It changed my life...”

“Speak outs were extremely impactful... Hearing stories (of discrimination) is what makes this (training) come alive.”

“I loved all of the facilitators, each bringing their unique experiences to what they shared with the participants... These women expressed their love of this work,..their intention to create a loving and open world for all of us. What beautiful hearts and souls in action. I'm inspired.”

- Idella Glenn
- Julie Lipovsky
- Theresa Pizzutto

Building Bridges Through Diversity at Frostburg State University

Idella Glenn, Director of NCBI's Carolina Coalition and Robin Wynder, Director of the Center for Diversity, Equity and Inclusion at FSU facilitated an NCBI Train-the-Trainer program this past November at Frostburg State. Students overwhelmingly made up the roster of participants; many had just attended the Social Justice Summit (SJS) a few weeks before. The SJS includes the NCBI “Building Bridges Through Diversity” workshop which inspired these students to come back for more.



Those who participated seemed particularly pleased with the "Shifting Attitudes" skill set and the "[NCBI Controversial Issues](#)" process.

Naomi McCall-Smith, an Intern at Frostburg's Center for DEI remarks:

“We examined stereotypes we have about other groups ... Everyone was able to connect with each other on a deeper level to empathize and welcome the differences among each other. As a collective we became comfortable with expressing our emotions and being the support that someone may need in order for them to withstand their pain.”

She adds: “You realize that we all have something in common whether it's dealing with pain or wanting to be accepted...”

- Robin Wynder,
NCBI Affiliate Director
at Frostburg State University

New venue for NCBI Leadership for Diversity Institutes!

This year, we are excited to announce that all NCBI Institutes and meetings will be held at Embassy Suites Baltimore Hunt Valley.

This hotel by the Hilton chain is conveniently located between the DC Metro area and the Baltimore Metro area.

The 2019 Institutes will be held April 9 - 12, August 6 - 9, and Nov 12 – 15. You can learn more by visiting NCBI's website, at www.ncbi.org.

Registration is currently open for the April 2019 Institute. [Register today!](#)



Continued from P.1

NCBI: A Beacon of Hope

... and the outpouring of love and healing words that I and many of our Jewish brothers and sisters received from NCBI family all over the world was most heartwarming and healing. It is at painful times like this that I also get to remember the powerful relationships we are building with each other that sustain us through all kinds of challenges.

Following the shooting in Pittsburgh, Joyce Shabazz and I led a plenary session at the National Conference of the Women Donors Network on the issue of anti-Semitism, the intersection of Anti-Semitism and Racism, and Internalized Racism.

We are continuing to receive requests for sessions on anti-Semitism as many organizations are now recognizing the need to integrate work on anti-Semitism into

their anti-oppression work. It has been my joy and honor to continue to lead NCBI over the past 34 years. The need for our work is greater than ever and I love leading side by side with so many NCBI leaders all over the world who are rising up to meet the growing need for our work.

- Cherie Brown, NCBI CEO