

TADOHE

Texas Association of Diversity Officers in Higher Education

Message from the Chair

Sherri Benn, Ph.D.

TADOHE Members,

I hope your fall semester is off to a safe and fruitful start. I pray that you are faring as well as you possibly can and are in good health given all that has been transpiring nationally as well as globally. I am aware that there have been losses of family, friends, and colleagues among us due to the pandemic. I know that some of our communities have been disproportionately impacted by COVID and I extend a heart of compassion to all members of our TADOHE family who are struggling and grieving. These are indeed challenging times for our campus communities, as well as our nation. We are not only trying to persist during the COVID-19 epidemic, the US is at the crossroads of an existential moment during a polarizing electoral season compounded by the historical seeds of racial injustice that continue to exact a disparate toll on the lives of far too many BIPOC. [Continue Reading Here](#)



Newsletter Highlight

TADOHE 2020 FALL SUMMIT

FRIDAY, OCT. 9TH

[Registration](#)

SUMMIT COMMITTEE MEMBERS



CHAIR
DR. SKYLLER WALKES,

Dr. Skyller Walkes serves as Assistant Dean of Diversity and Inclusion and Assistant Professor of instruction for the College of Pharmacy at the University of Texas at Austin.



COMMITTEE MEMBER
DR. DANA FITZPATRICK

Dr. Dana Fitzpatrick serves as Coordinator for Black Student Initiatives for the Office of Institutional Inclusive Excellence at Texas State University.

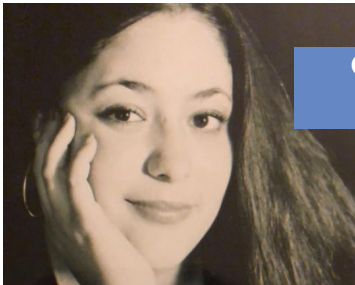
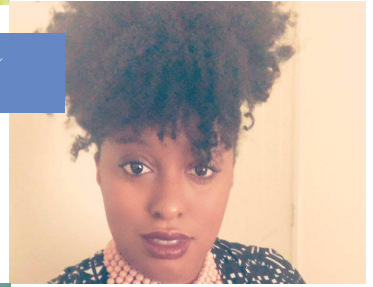
CO-CHAIR
JOSHUA QUINN

Joshua Quinn serves as Coordinator of Women, Gender & Sexuality Programs for the Office of Student Diversity, Equity & Inclusion at the University of Houston-Clear Lake.



COMMITTEE MEMBER
STEPHANIE TILLEY

Stephanie Tilley serves as a Program Coordinator for the Office of International Programs at Prairie View A&M University.



COMMITTEE MEMBER
AJA RODRIGUEZ

Aja Rodriguez serves as Coordinator of Diversity Programs for the Office of Student Diversity, Equity & Inclusion at the University of Houston-Clear Lake.



COMMITTEE MEMBER
TORI AMASON

Tori Amason is an emerging scholar and Doctoral Student within the Educational Leadership & Policy Studies at the University of Houston and serves as a Research Assistant.

“Conscientious transformation is rarely easy... yet it encourages us to envision our unique selves as contributing members of a broader community in our plural world—a world in which we have a vocational purpose and commitment to serve.”
~Dr. Skyller Walkes

COMMITTEE MEMBER
HANA ZEWDIE

Hana Zewdie serves as Assisnt Director for the Office of Student Diversity, Equity & Inclusion at the University of Houson-Clear Lake.



What's New?

Student Initiative and Young Leaders Spotlight Award

Over the course of this year, we have seen young people around the country demonstrating their leadership by demanding responses to racial injustice, police brutality, immigrant rights, transgender rights, environmental issues, and other matters of import to the future of this nation and beyond. They have created intersectional trans-generational coalitions to advance the cause of justice as they work to dismantle unfreedom.

Generation Z is the leadership for today as well as tomorrow. They have been engaged in the hands-on experiential work of diversity, equity and inclusion from the Black Lives Matter Movement to their efforts as high school students in Parkland to reform gun laws. These young leaders are tech savvy with a highly proficient ability to use social media to elevate their voices and bring attention to that which is fundamental for the perpetuity of a just and democratic society. These young people are in the streets and in our classrooms bringing fresh perspectives to our lives and work. Their efforts help move our work as DE&I professionals, from the margins to the short lists of our institutions' agendas.

DE&I work has greatly benefited from their ideas, commitment, and envelope pushing. They have helped further justice and inclusive excellence within education communities. And TADOHE will recognize their efforts and honor their work.

Therefore, we are asking you to nominate students from your campuses who have been engaged in activism, organizing and community based reform efforts for the Young Leaders Spotlight Award. Applications Coming soon.

Those who are selected will be recognized at our spring 2021 state meeting and asked to serve on a newly formed TADOHE Young Leaders Advisory Board. In order for us to better understand how their activism can inform our work, we need to have them at the table. This is our opportunity to thank, support, elevate and nurture them as they are leading the charge to change our schools, communities and nation.



Resources



Tips for Campuses During Election Season

Consider appointing a student, faculty/staff task force for the 2020 Election season to help your campus promote an educational campaign that maximizes student engagement and opportunities to participate in the electoral process. This will help your campus:

1. Engage in respectful discourse
2. Keep community members safe during campaigning and voting activities, particularly in reference to COVID-19.
3. Promote inclusion and contending with bias
4. Promote voting and civic engagement
5. Prevent voter suppression
6. Address political speech concerns (free speech)
7. Prepare for polarization and student activism
8. Prepare for election night and post-election processing



Texas State Employees Union

TSEU is a 11,000+ member organization of state employees. Our members come from every part of our agencies and from every part of our state. We unite state employees across all lines of job title, geography, and employing agency to build the strongest possible grassroots organization, on that has the strength to speak forcefully in the Capitol and within our agencies. Our long term agenda includes:

- Fair pay so that state workers and our families have a decent life.
- Affordable, quality health care for state workers and our families.
- A secure pension plan that assures a decent life for retired state employees and our families.
- Resources, especially funding and staffing, and public policies that allow us to provide first class services to the people of Texas.
- The right of Texans to have services provided by public employees that are accountable to elected officials and to the taxpayers.
- Fair treatment on the job for state employees

Visit the TSEU's website for more information at <https://cwa-tseu.org/about-tseu/>

Resources



Self-Care for Diversity Professionals

These are some things we all need to do for ourselves but sometimes forget when we especially need them. Find some that appeal to you and give them a try when you're feeling tense or nervous. When really stressed you can check-in with yourself with HALT. Ask yourself, "Am I Hungry, Angry, Lonely, or Tired?" and pick something from the lists below to extend compassion to yourself.

- **Sleep.** Work at home and other stresses can lengthen the day, but you need your sleep. The mind rejuvenates at rest. Getting enough sleep helps you feel refreshed and relaxed.
- **Eat healthy.** Stress, burnout and secondary trauma deregulates stress hormone levels, but you can help restore order through consistent exercise and healthy eating habits. Eat small meals or healthy snacks every few hours to keep your blood sugar balanced. Drink plenty of water.
- **Exercise.** Reduce stress hormone levels through exercise. Exercise—including walking, hiking and dancing—will help you feel better while improving overall stamina and health. The right exercise even can be fun.

For more information on self-care tips, visit NADOHE and their webinar on "Self-Care" at <https://www.nadohe.org/wednesday-january-9-2019-webinar>



PAULETTE GRANBERRY RUSSELL, J.D.
PRESIDENT'S MESSAGE

Pain. This last week has been one of utter pain. Deep in the soul pain. Watching cities burn. Calling out the names of George Floyd, Ahmaud Arbery, and Breonna Taylor. Watching horrified as protesters and law enforcement collide—riot gear, tear gas, rubber bullets, and burning buildings—lives lost.

Trauma. It is unceasing. I was talking to a 25-year old Black man who told me if he had been present while the police officer was kneeling on the neck of George Floyd as he was dying he would have pushed the officer off of him. I said what I felt in my heart, "and you would have been killed." [Continue reading](#)

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