

# DIVE IN DIGEST

OFFICIAL NEWSLETTER OF THE VIMS DIVERSITY AND INCLUSION COMMITTEE



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## Cultural Diversity at VIMS

BY DIVEIN

The definition of "culture" can be confusing. One commonly used definition is, "that complex whole which includes knowledge, beliefs, arts, morals, laws, customs, and any other capabilities and habits acquired by [a human] as a member of society." Cultural diversity often refers to the co-existence of a difference in behaviour, traditions and customs. UNESCO's governing body adopted the UNESCO Universal Declaration on Cultural Diversity in 2001, and designated May 21st as International Day for Cultural Diversity. VIMS celebrated this day with a week's worth of events designed to honor the cultural diversity of our local communities.

**Dive** Diversity@vims.edu  
**VIMS Diversity & Inclusion In**

# CULTURAL DIVERSITY WEEK

## RECAP

### MAY 20-24

WE ARE, AT ALMOST EVERY POINT OF OUR DAY, IMMERSSED IN CULTURAL DIVERSITY: FACES, CLOTHES, SMELLS, ATTITUDES, VALUES, TRADITIONS, BEHAVIOURS, BELIEFS, RITUALS  
RANDA ABDEL-FATTAH.

## MONDAY

MAY 20, 2019

### KACEY CARNEAL ART INSTALLATION

LOCAL ARTIST MS. CARNEAL SHARED HER WORK AND HOW SHE INCORPORATES THEMES OF DIVERSITY



## TUESDAY

MAY 21, 2019

### WHAT IS CULTURAL DIVERSITY? LUNCH N LEARN

MS. PAULA BAZEMORE FROM VCIC ENCOURAGED US TO DEFINE DIVERSITY BROADLY.



## WEDNESDAY

MAY 22, 2019

### A TASTE OF CULTURE POP UP SOCIAL

THE SOCIAL SUBCOMMITTEE SHARED FOODS FROM DIFFERENT CULTURES



## THURSDAY

MAY 23, 2019

### DEBORA MOORE: CULTURAL IDENTITY IN THE 21ST CENTURY

WE LEARNED HOW TRADITIONAL POTTERY HELPS PRESERVE INDIGENOUS CULTURE



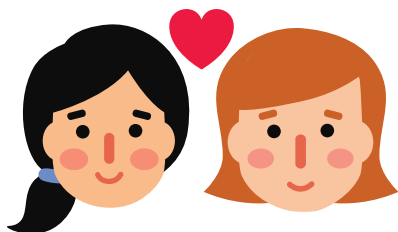
## FRIDAY

MAY 24, 2019

### CULTURAL CRAFT LUNCH

WE SHARED HOW CRAFTS HELP US FEEL CONNECTED TO DIFFERENT ASPECTS OF OUR PERSONAL HISTORIES





## June is Pride Month

COMPILED BY DIVE-IN COMMITTEES

Many people may be aware that June is LGBTQIA+ Pride Month, but fewer people are familiar with history surrounding the inaugural Pride celebrations.

In the early hours of June 28, 1969, New York City police raided the Stonewall Inn, a gay club located in Greenwich Village in New York City. At this time, engaging in gay behavior in public (holding hands, kissing, or dancing with someone of the same sex) was still illegal. The raid sparked a riot among bar patrons and neighborhood residents as police roughly hauled employees and patrons out of the bar and forcibly checked the sex of individuals suspected of cross dressing. The event led to six days of protests and violent clashes with law enforcement outside the bar on Christopher Street, in neighboring streets and in nearby Christopher Park.

**The rainbow has been a symbol of the gay rights movement since 1978, and has now been expanded to represent the diversity of ages, cultures, races, etc represented within the LGBTQIA+ community**

Today, Pride is a commemorative month is to recognize the impact that lesbian, gay, bisexual, transgender, and queer individuals have had on history locally, nationally, and internationally. It is a time for individuals who have historically (and who continue to) face discrimination for their sexual orientation or gender identity to celebrate their lives with parades, symposia, workshops, and concerts. It is also a time to remember and honor those who have lost their lives due to HIV/AIDS or hate crimes, or who have been victims of discrimination.

In 2016, President Barack Obama designated the site of the riots—Stonewall Inn, Christopher Park, and the surrounding streets and sidewalks—a national monument in recognition of the area's contribution to gay and human rights.

Information adapted from  
<https://www.history.com/topics/gay-rights/the-stonewall-riots>  
<https://www.loc.gov/lgbt-pride-month/about/>  
[https://www.washingtonpost.com/news/wonk/wp/2015/06/29/how-the-rainbow-became-the-symbol-of-gay-pride/?utm\\_term=.8d39375bf7c7](https://www.washingtonpost.com/news/wonk/wp/2015/06/29/how-the-rainbow-became-the-symbol-of-gay-pride/?utm_term=.8d39375bf7c7)



# Dive-In Subcommittee Updates

BY DIVE-IN COMMITTEES

This quarter, the **Policy Subcommittee** has been active in helping the Diversity, Equity and Inclusion (DEI) Task Force in developing recommendations for improving diversity, equity, and inclusion at VIMS. Those recommendations were based on items from the VIMS Diversity Action Plan that still needed implementation. We met with VIMS personnel from the Marine Education Program to determine what has already been accomplished at VIMS in relation to “Diversifying Public Outreach Efforts,” and made recommendations on additional ways to improve outreach. We helped the DEI task force gather new data on the diversity climate at VIMS.

We also held more sessions of the in-person implicit bias training for faculty searches (DiversityEdu), and these sessions included members of the faculty that were not necessarily on searches as well as members of the VIMS community at large. We also edited and updated a document that will be the new Dive-In Bylaws.

We are currently working on curating a list of resources on Diversity and Inclusion so that it is searchable by topic (e.g., race, gender, LGBTQ+) and includes links to online articles.



Taste of Culture PopUp Social

In mid-April, the **Social and Community Building Subcommittee** successfully launched the Community Pantry housed in the Galley in Watermen’s Hall. The premise of the pantry is to provide light, grab-n-go snacks and beverages for the VIMS community that are supported by our faculty, staff and students. It’s been great to see the success of the pantry fulfilling a true need in our community, and we hope the support continues!

We were excited to participate in Cultural Diversity Week at VIMS by having “A Taste of Culture” pop-up. There was a great turnout from the community to taste the varied treats and goodies from over 10 different countries represented. As new buildings come on-line and departments move in to their new offices, stay tuned for where we’ll pop-up next around campus!

In addition to the pop-ups, the Dive-In Community Awareness Board in Watermen’s Hall was updated this quarter to shine a spotlight on a Cool Person of Interest, Cool Research and a Cool Activity. Please stop by for a quick read to see how we’re keeping a focus on diverse and inclusive happenings around VIMS and beyond.

# Dive-In Subcommittee Updates

BY DIVE-IN COMMITTEES

This quarter, the **Communication Subcommittee** has been developing the social media presence of Dive-in: follow us on Facebook (@VIMSDiveIn) and Twitter (@VIMS\_DiveIn) to keep up with the activities of the VIMS Dive-in Committee. We also post articles and links of interest concerning issues of diversity and inclusion, especially in academic life. We assisted with the cultural diversity week logistics, including daily emails to help advertise all of the week's wonderful events. We are currently developing strategies to keep everyone informed of diversity-related events. Stay tuned!



Rochelle Seitz with visiting artist, Kacey Carneal

The **Training Subcommittee** coordinated the week-long Cultural Diversity Event with the help of all other subcommittees. By bringing in local community members and artists, we hoped to engage with the broader VIMS family, and prompt discussions and reflections about our personal and shared cultural identity. We have also been working with the Associate Dean of Academic Studies to plan events for Fall 2019 that address issues which arose from the 2018 Student Satisfaction Survey.

## Spotlight on Recent Events: MARINE SCIENCE DAY



Posters featuring an important message about diversity were featured in all of the main buildings during Marine Science Day 2019.

# Stay Connected with DiveIn!

**DONATIONS FOR THE GALLEY COMMUNITY PANTRY**

Welcome Anytime

  
**@VIMS\_DiveIn**

  
**VIMS Dive-In**

**HAVE A SUGGESTION FOR EVENTS? LET US KNOW!**

**NEW FACILITIES BUILDING**

Pop-Up Social  
TBA

## CULTURAL DIVERSITY LUNCH N LEARN



STAY IN TOUCH

VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES  
(804) 815-7950 / (757) 399-0720  
contact@inclusiveVA.org  
www.inclusiveVA.org

Facebook [www.facebook.com/inclusiveVA](http://www.facebook.com/inclusiveVA)  
Instagram [inclusive\\_VA](https://www.instagram.com/inclusive_VA)  
Twitter [@inclusiveVA](https://twitter.com/inclusiveVA)  
YouTube [www.youtube.com/inclusiveVA](http://www.youtube.com/inclusiveVA)

# COMMUNITY EVENTS

## PRIDEFEST2019

FREE + OPEN TO ALL

PrideFest is the largest annual LGBT festival in Virginia and the City of Norfolk's largest one-day festival!

Town Point Park  
1 Waterside Dr.  
Norfolk, VA  
June 22, 2019  
12:00 PM to 8:00 PM

## Pride Block Party

\$16 Ticket Master

The party of the summer.  
Dancing, Music, Magical Performers, and Live Art.

Scope Arena  
201 E Brambleton Ave  
Norfolk, VA  
June 21, 2019  
7:00 PM to 12:00 AM

## Pride at the Beach

FREE + OPEN TO ALL

VIP Lounge Experience with Music by Tezrah

Neptune's Park  
Virginia Beach Ocean Front  
June 23, 2019  
2:00 PM to 7:00 PM

For More Pride  
Events Visit

[http://www.hamptonroadspri  
e.org/pridefest-2019/](http://www.hamptonroadspri<br/>e.org/pridefest-2019/)