

Community and Belonging NOTE FROM DIANE

Dear Nazareth Community,

I'm excited to update you on the following efforts toward creating a community of belonging at Nazareth, with gratitude to all those who have supported them.

- The [Campus Climate Survey Executive Summary](#) can be viewed when signed into your Naz email. If you would like me to present the results of the survey to your division or department, please email atahou5@naz.edu.
- Based on the results of the Campus Climate Survey, the [attached recommendations](#) were made.
- The College is establishing the [Nazareth Bias Response Team \(NBRT\)](#), which will address incidents of bias involving students, faculty, and staff.
- The new Nazareth College [Association of Faculty and Staff of Color \(AFSOC\)](#) is an opt-in collegial networking, educational and advocacy group composed of members from racialized groups within the campus community. To learn more, please email dariza3@naz.edu.
- In case you missed it, check out the recordings of the 2020 MLK Jr. Commemoration featuring [Danielle Ponder](#) and [evening conversation featuring Simeon Banister](#).

Please take a moment to read through and learn about some upcoming events and best practices below!



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UPCOMING EVENTS

February RESEARCH GUIDE FOR BLACK HISTORY MONTH

February 1 - 7 ISLAMIC AWARENESS WEEK EVENTS

February 4, 11, & 18 BLACK HISTORY MONTH EVENTS ~ DINING WITHIN THE DIASPORA

11:30 am - 2:30 pm
Kearney Hall Dining Room

February 10 BLACK HISTORY MONTH EVENT ~ INTERACTIVE SEMINAR: COALITION BUILDING WITH CONA MARSHALL

4:00 pm - 5:30 pm
Shults Forum

February 13 THE RISING TIDE OF ANTI-SEMITISM

5:30 pm - 7:30 pm
Shults Forum

February 17 BLACK HISTORY MONTH EVENT ~ CRIMINALIZATION OF MARIJUANA PANEL

4:00 pm - 6:00 pm
Shults Forum

February 20 HOW TO BE A CHANGE-MAKER NOT A GATE KEEPER

3:00 pm - 6:00 pm
Shults Forum

February 22 BLACK HISTORY MONTH EVENT ~ ALUMNI AFFINITY BRUNCH

12:00 pm - 2:00 pm
Shults Forum

February 25 BLACK HISTORY MONTH EVENT ~ POST KWANZAA CELEBRATION

4:30 pm - 6:30 pm
Medaille Formal Lounge and Dining Room

March 3 HUNGER BANQUET

6:00 pm - 8:00 pm
Shults Forum

[Full calendar](#)

Request support from the Division for Community and Belonging for your next diversity program or professional learning opportunity.

BEST PRACTICES



First-Generation Spotlight

An Interview with Bryan Adams, Assistant Professor in the School of Business & Leadership

1). What do you suggest faculty are mindful of when working with first-gen students?

First-generation students are heavily invested in and care deeply about earning a college degree. Another important consideration is that first-generation students struggle to identify with family members who

have not been through the college experience. They selectively simplify expanded knowledge to maintain relationships with close family members. Therefore, first-gen students are incredibly self-motivated and fiercely independent. In some cases they may not seek support. In other cases, they are in constant need of affirmation.

2). What are your recommendations for supporting first-gen students in the classroom?

Face-to-face engagements, classroom activities, and hands-on learning are some of the ways first-gen students can direct their independent nature and self-advocacy toward developing themselves as leaders. Frequent "check-ins" help affirm and maximize their investment.

3). Is there anything else you'd like to share?

I'm speaking from experience as a first-gen student. I always enjoyed the relationship-building aspect of Nazareth College. As faculty, we have a unique opportunity to get to know our students on a personal level. That was important for me and I imagine important for most current first-gen students.



Building an Inclusive Community

- Only call roll or read the class roster aloud after providing students with an opportunity to share their requested name and pronouns, and what they care to disclose to the class.
- Acknowledge when you've made a mistake about someone's pronoun and correct yourself.
- Do not disclose students' gender identity unless you have obtained their consent.

[More on these and other tips »](#)



NAZARETH COLLEGE

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