

# **Celebrating Diversity**

Acceptance, Respect, Understanding, Inclusion

HSC Office of Diversity and Inclusion, in collaboration with the Belknap Office of Diversity and Equity

# "Who Says I Can't?!" Inspiring Future Health Professionals from W.E.B. DuBois Academy

by: Tonia Thomas, Program Director, Post-bac Pre-med Program, HSC Office of Diversity and Inclusion

The HSC Office of Diversity and Inclusion hosted a Health Sciences Center Campus visit that included the School of Medicine and School of Dentistry for 22 6<sup>th</sup> and 7<sup>th</sup> grade students from the W.E.B. DuBois Academy. Their chaperones included staff from the school; Mrs. Paula Cathey, Counselor and Mr. David Sullivan, Mental Health Counselor; as well as Mr. Greg Vann, Generalist of Black Male Achievement with Jefferson County Public Schools.

The W.E.B. DuBois Academy is a new, innovative middle school



in Jefferson County Public Schools (JCPS) that opened during the 2018-19 school year. The DuBois Academy is open to all male students and has an innovative learning environment that offers an Afrocentric and multicultural curriculum that is both rigorous and engaging. While many schools focus on academic achievement as the sole measure of success, they believe both academic and social emotional excellence are needed to raise our young lions into the kings they were meant to become. They guarantee each student will demonstrate growth by becoming more adept mathematicians, readers, writers, and speakers, while also becoming better role models, listeners, and leaders in their homes and communities. To learn more about the W.E.B. DuBois Academy, visit their website. The school is lead by principal Robert Gunn.

From the moment the students got off the bus, I was impressed. They had on their school uniforms which consisted of a blue blazer with a collared shirt and tie. I knew then that this wasn't your typical middle school student. To kick things off, the students introduced themselves. Each of them addressed themselves as lion or young lion at the beginning of their name. They were asked what the meaning was behind using lion or young lion in their name. One of the students shared that the seventh grade students are lions and the sixth grade students are young lions. They don't currently have an 8<sup>th</sup> grade class but when they do, they will be called Kings. I found this very intriguing because your name is very important and having a title before it that exemplifies strength, royalty and respect is impressive and impressionable.

Faculty and staff from the Health Sciences Center Campus; Dr. Faye Jones, Dr. Dwayne Compton, Dr. Sherry Babbage, Ms. Sharon Gordon, Mr. Xian Brooks and Mr. Ryan Simpson were on hand to present to the students. They spoke about their



backgrounds, where they were raised, what schools they attended and what their roles were at the University of Louisville. They also dropped some jewels of advice and encouragement. When the students seemed a little overwhelmed with the information and presentations, we took a brief dance break to the 90's throwback hit, "Everybody Dance Now!" by C & C Music Factory. Surprisingly, they knew the song and got up for a few minutes to dance around to get re-energized.

After presentations, our students were on the move! Two young ladies from the Student National Medical Association lead the students around the Instructional Building. Kevin Martin, Director of Operations at the Paris Simulation Center, showed the



students around the facility and told them about the services they provided to the Health Sciences Center Campus. The students were able to touch the simulated mannequin and see how it operates. They watched the mannequin breathe, dilate its eyes and they found its pulse points.

The Dental School Simulation Center was a BIG HIT thanks to Dr. Sherry Babbage and the U of L School of Dentistry. She arranged for them to wear scrubs and dental masks while they learned and practiced dental procedures on simulated mannequins. Dr. Babbage also shared some dental tips for them to take good care of their teeth.

The students received a tour of both the medical and dental schools. They were fascinated by the view from the 14<sup>th</sup> floor of the Health Sciences Center Tower in the court-



yard. From there they were able to see all of downtown Louisville and parts of Southern Indiana. A few of them were afraid of heights, but they managed to take a look.

Our day ended with lunch and a student panel of young men from the Student National Medical Association and the Student National Dental Association, along with a dental hygiene student and one recent 2019 U of L School of Medicine graduate, Dr. Nick George. Their presence as African American men in professions that they are under-represented in was inspirational! They answered questions and shared advice and encouragement to the students. One of the questions they were asked was what other professions had they considered when they were younger? This brought a smile to the panelists' faces as they paused to think back on when they were younger. Ironically, becoming an astronaut came up several times, along with two wanting to be a pastor, one wanting to be a NBA basketball player and another wanting to be a chef; but ultimately becoming a health professional made the cut.

An amazing moment happened at the conclusion of our day, four of the students jumped up to lead the CREED for us to repeat after them:

I was born to achieve greatness.

I will not be defined by my mistakes, but my willingness to accept correction to learn and grow.

My greatness will be a result of my work ethic, mentorship, and support.

I will achieve all of my goals.

I will be accountable for my actions and responsible to positively impact my community.

I was born to achieve greatness, and I will determine the man I become.

Afterwards, they started clapping and had a chant that they yelled at the top of their lungs, "Who says I can't?." Mrs. Cathey shared with me that the quote was actually something they adopted from Mr. Rob Mendez who is a man from California who was born without arms and legs. They learned about him from an ESPN special and adopted it from their admira-

tion and love for his story of perseverance and resilience.

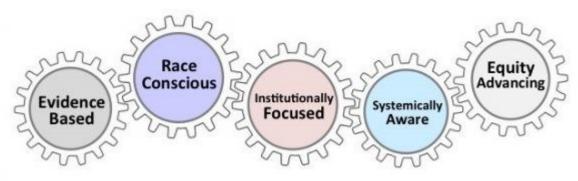
Although this visit was meant to inspire and encourage the students, I left there feeling inspired and encouraged by them and the wealth of potential that I saw in each student's face. Their smiles, their dreams and aspirations and the hope that they exuded made my day. We're looking forward to having the group back in the near future so that they can learn about the School of Nursing and the School of Public Health. The united effort from the Health Sciences Center Campus showed the students that they're not alone in this journey and that we're here to help them reach their full potential.



## **Equity Focused Faculty Hiring**

by: Ryan Simpson, Program Director, HSC Office of Diversity and Inclusion

One fairly common question offices of diversity, equity and inclusion (or related roles) get asked is



how departments or units can get more "diversity" in their unit. This is asked in terms of recruiting and admitting students, or recruiting and hiring faculty and staff, and is generally coming from units disproportionately white and/or male. Although some more representative units are continuously working to improve their practices, which is always advisable. These questions are heavily loaded for various reasons including (but not limited to): research on how to diversify units has been around for a very long time and has been largely ignored; the unit/department may be too toxic to bring people of color into; how people of color have been treated in the past by the unit and have left the unit/UofL because of its climate, and; People of color are now primarily being tasked (a.k.a. given this weighty responsibility without compensation) with changing the harmful recruitment and hiring/admission practices of the unit. But this short article, will mainly focus on one issue, a positive one, and it is that UofL now has an easy to use and readily accessible new resource to assist units in hiring faculty through an equity focus.

Through the support of the UofL Office of Diversity and Equity they were able to secure user friendly hiring resources put together by the University of Southern California (USC), Race and Equity Center and Center for Urban Education. While the suggestions and perspectives they suggest are not new, they are packaged in a way that most units can easily adopt and implement, and these resources can be attained by contacting the Office of Diversity and Equity.

Here are some, <u>but definitely not all</u>, of the steps units can take in changing their hiring practices as highlighted through the USC resources:

• Take an honest hard look at the unit's past and current practices through reviewing data. Gather 10 years (or as much as is available) of data on who applied for positions in the unit, who was interviewed, who was hired and who was retained and promoted. Disaggregate this data by race, gender, sexual orientation and any other identity which can be represented. If this historical data isn't available then start tracking this going forward. The figure below is a generic example that helps track racial/ethnic disparities.

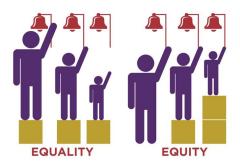
	Hiring Process  Step 2: (e.g. Meet Step 6: (e.g. Has Step 7: (e.g.															
Racial/Ethnic Group	Step 1: (e.g. Who applies)		your educational		Step 3: (e.g. Grant experience, NSF,		Step 4: (e.g. Has published in "major" journals)		Step 5: (Has strong curricular evaluations)		strong community service		Recommened by Hiring Committee for Interview)			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
African American/Black	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
Asian American	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
His pa nic/Latinx	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
Native Hawaiian/Pacific Islander	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
American Indian/Alaska Native	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
White	10	11%	10	12%	10	15%	10	20%	10	24%	8	20%	8	50%	1	100%
More than one race	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
Other	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
Unknown	10	11%	9	11%	7	11%	5	10%	4	10%	4	10%	1	6%	0	0%
TOTAL	90	100%	82	100%	66	100%	50	100%	42	100%	40	100%	16	100%	1	100%

• Review how hiring practices and criteria have reproduced whiteness. Here are some examples of hiring criteria which can reproduce whiteness. Preferring:



- 1. PhDs over EdD's (or someone with neither but significant practical experience)
- 2. Highly selective/ivy/R1 university experience over everyone else
- 3. Experience at large predominantly white institutions (PWIs) over HBCU or community college experience
- 4. Characteristics that "fit" in the unit over someone who will purposefully challenge unit norms or is very different (in whatever sense) than the unit's norms
- 5. Publishing in "major" journals over valuing other forms of publishing, validating and marketing their work.
- 6. Research experience only over those who have significant experience advising students (faculty and staff of color frequently bear the [heavy, undervalued, uncompensated, and unrecognized] load of advising students of color)
- 7. Participation in exclusive professional networks over the networks the candidate has had access to or values
- Reflect on how the false notion of "merit" has been used in selecting candidates. Who has typically determined what qualifies as merit based criteria, and how has this reproduced whiteness? Some traditional merit components may still be necessary, such as proven communication skills, knowledge in the subject matter, leadership skills, and some version of professionalism. However, using hiring criteria which reflects a dedication to equity is required to change unit norms, and to lead to broader diversity goals. This including looking for characteristics which demonstrate:
  - 1. Critical consciousness
  - 2. Self-reflection
  - 3. Focus on instructor/institution responsibility
  - 4. Use of position to support student success
  - 5. A view that students are capable and possess knowledge that is an asset
- The USC Race and Equity Center and Center for Urban Education resources secured by UofL provides a list of sample interview questions that units can directly implement in their next hiring opportunity to focus on equity experience.
- Train and select hiring committee members who have a deep interest in changing hiring practices and norms to be more equity focused. Using HR's required online search committee training is not significant enough, and deans and chairs should continually and publicly evaluate equity performance standards on par with research expectations.
- Analyze position announcements for equity. This is another easy resource USC has provided.

## Taking the Lead on Equity and Opportunity: Equity-Mindedness



**Equality** is about sameness; it focuses on making sure everyone gets the same thing. **Equity** is about fairness; it ensures that each person gets what he or she needs.

An equity focus recruits and hires faculty who value diversity, equity and inclusion no matter the candidate's identity. It's not safe to assume all people of color who apply value equity. Nor is it safe to assume anyone who can talk a good game about equity and inclusion should be hired. Under the suggestions provided, every candidate should have to demonstrate equity experience in order to be considered and progress in the hiring process. These are fairly easy and new readily available resources that every unit could utilize to change oppressive hiring norms.

Next comes some strategies to improve harmful unit climate issues.....but that's for another article.

### Group of Minority College Men Take Weekly Quilting Lessons at UofL

by: Amber Smith, Kentucky Spectrum News 1



Mr. "Sunshine" Joe Mallard

Every Wednesday, all-American quilter "Sunshine" Joe Mallard imparts his knowledge on a new generation. He learned how to quilt from his great-grandmother. It has become his life passion ever since.

"The most important thing she taught me was that anybody can start a project, but it takes a special person to finish what you start," Mallard said.

His work is known around the world. He has made quilts for former presidents Jimmy Carter and Barack Obama to name a few. While his quilting success brought many happy moments, Mallard



said there is nowhere he would rather be than at the University of Louisville Cultural Center leading sessions with a group of African American and Hispanic young men.

"There's been amazing conversation," Mallard said.

Mallard was approached by UofL Interim VP for Diversity and Equity, Faye Jones, about the idea a while back. Mallard held similar teaching sessions at high schools in the past, so he was happy to help out. While Mallard said he had no doubt students would want to participate, assistant professor Ahmad Washington said he wasn't so sure.

"Ideally we would have liked 24 to 25 participants. We were a little concerned we wouldn't meet that threshold," Washington said.

That's because, for some students, quilting was never a hobby on their minds.

"Quilting or anything like that is not in my nature," student Deion Moore said.

However, some other students on campus like Lorenzo Rowan signed up right away.

"I had a really good time with it in my art class in high school, but I never picked it up again," Rowan said.

The first session was January 15 and dozens of students have been showing up each Wednesday since. They are all working on designing their own necktie to represent their cultural backgrounds. When all of the students are done in mid-March, Mallard will incorporate all of the ties into a large quilt.

That message of bringing

different cultures and backgrounds together mirrors the goal of the group. While students work, they talk about anything and everything. Mallard said the deep conversations he hears during the sessions are inspiring.

"There are many African and Latino young men who are striving for excellence and they want to make a difference in the world. I am glad to be apart of that," Mallard said.

These conversations help UofL reach a broader goal of making everyone feel heard and welcome on campus.

"Creating a very organic, honest and vibrant space for black and brown men is very vital. We hope this is the impetus for something ongoing into the future," Washington said.

Once the quilt is done, the group will head to Washington D.C. together in April to visit the National Museum of African American History and Culture.



A tie inspired by the black power movement.

# UofL Hosting ACC Student Leadership Symposium

by: Niki King, Communications Specialist, Office of Communications and Marketing

This weekend, UofL will host students from the Atlantic Coast Conference, but not for the usual athletic match ups.

For the first time, the Student Leadership Symposium, a program sponsored by the ACC Academic Consortium, will be on UofL's campus. The annual event brings together 75 students from across ACC universities to work together for three days on local issues that advance students' capacity for global leadership. Student leaders learn through educational sessions, keynote addresses and immersive experiences.

Faculty, staff and students in <u>UofL's Office of Student Involvement</u> identified the theme of "Reaching Social Change through Storytelling" for the

symposium and developed programming to support it.

"Everyone has a story and it's so important to listen to one another in order to better understand and even more important to give agency to others that might not have the opportunity or privilege to speak up for themselves," said Kathy Meyer, assistant director, Student Leadership.

DIYERSITY

The event will kick off at the Muhammad Ali Center on Feb. 28 and will feature special guest Graham Shelby, storyteller and speech writer for Metro Mayor Greg Fischer. Additional speakers include Jessica Bellamy, founder of Root Cause Research



UofL students participating in the 2020 Student Leadership Symposium, a program sponsored by the ACC Academic Consortium: Aditya Mehta, Elayne Harrington, Arsushi Gupta and Eli Cooper. Aiko Jones, not pictured, is also participating.

Center, a grassroots-led organization training community members in research and data storytelling; <u>Hannah Drake</u>, local writer, activist and spoken word artist; and Darcy Thompson and Joe Manning of the <u>Louisville Story Program</u>.

Elayne Harrington, a UofL freshman from Independence, Kentucky, said the topic was a huge draw for her and one of the reasons she applied to participate in the symposium.

"Learning how to share stories is especially important in the world right now, as that is a way for people to understand everyone's different back-

> grounds, cultures and perspectives in a way that brings people together," she said.

> A highlight of the program will be a special storytelling event on Saturday evening, where 10 students will be chosen to share their personal narratives in front of their peers.

They'll also do a service project for CASA, court-appointed advocates for abused or neglected children. The students will stuff toy mascots from each ACC university, writing a note with each one that says it was made especially by a student who cares.

"Hopefully it will inspire them to know they have special support from students all over the country," said Harrington, who is currently interning at CASA.

Harrington, who is a psychology and communications major, said

that being involved in things like the symposium is exactly what she hoped for in a college experience.

"I always wanted to go to school in a city that has a warm feeling and values diversity," she said. "UofL allows you to be whoever you are. You don't have to change. UofL will accept you. I've really gotten involved in a lot and met a lot of passionate individuals."



### Fellowships Offer UofL Employees a Chance to Explore New Career Paths

by: Janet Cappiello, Communications and Marketing Specialist, Office of Communications

The University of Louisville is offering a creative new way for employees to explore different career paths within the institution.

From March 2 to March 20, the Human Resources Employee Development and Success Office is taking applications for a pilot program in which staff members can spend time in a department or office different from the one in which they work. The short-term learning opportunity is similar to an internship or a practicum in which the staff member will get real-life experience in an area of interest and can learn from university colleagues.

The Staff Fellowship Program supports the 2019 Strategic Plan goal of ensuring UofL is a great place to work "because it is a workplace dedicated to personal growth and professional development."

"Being a great place to work means giving employees a way to explore



UofL staff members at an ice cream social

their career interests, especially at a university where education and growth are such pillars of our mission," said Brian Buford, director of the Development and Success Office. "The beauty of working at a university is that there are endless opportunities to test the waters and discover new paths. You don't have to leave UofL to figure out your perfect fit."

The Employee Development and Success team will choose up to 10

employees for the pilot and work with them to create their fellowship placements. A fellowship will generally consist of 30 to 60 onsite days that could be done all at once or incrementally, depending on the nature of the work to be done and the employee's workload in their home department. Participants will develop agreements with their unit heads for temporary staff release and to discuss how the employee will cover work assignments for the duration of the fellowship appointment.

"Giving employees the opportunity to consider other jobs might seem counterintuitive in some ways, because we don't want to lose them. But I am confident the gains will far outweigh the risk of seeing good people leave," Buford added. "When people work in departments where they feel valued, have opportunities to grow, and know that someone cares about their development, things like loyalty and engagement go way up."

Visit here to apply or learn more.



Brian Buford



#### **Events And Announcements**

#### Spring Patient Simulation Session

Participation in a Patient Simulation Session is *required* to earn a certificate of completion for the LGBTQ+ Affirming Healthcare Series

When: Thursday, March 5, 2020; 5:30-8:00pm

Where: Kosair's Clinical Translational Reserarch Building (CTR), 505 S. Hancock Street

Patient Simulations offer an interactive approach to learning in which LGBTQ+ community members role play patient encounters with participants and offer feedback. There is a \$30 registration fee for non-s tudents. Students register for free! You can register fot the <a href="Spring Patient Simulation by clicking here">Spring Patient Simulation by clicking here</a>. \*Please note, this is your last chance to complete the Patient Simulation Session for the 2019/2020 series.\*

#### Transgender and Nonbinary Affirming Medical Examinations

When: Thursday, March 26, 2020; 11:30am Lunch, 11:50-1:00pm speaker

Where: Kornhauser Auditorium

Speaker: Chance Krempasky, WNHP-BC, FNP-BC, AAHIVS

This session aims to increase knowledge of affirming communication skills and language when conducting medical exams with patients who are transgender and nonbinary. By the end of this one hour training, participants will be able to identify at least three ways to affirm patients during med ical examinations and build patient-provider trust.

#### PINK

When: March 28, 2020; 7:00pm

Where: UofL, Student Activities Center, Ballroom; 2100 FloydStreet

In addition to providing great entertainment, PINK is an opportunity for students, faculty, staff and the broader community to celebrate the rich culture and diversity of our campus LGBTQ+ and Ally community. Now in its 23<sup>rd</sup> year, PINK is the longest running student-produced fundraiser on campus. Proceeds benefit the University of Louisville LGBT Center.

#### **Additional Info:**

- PINK is an all-ages event
- ASL Interpreters provided
- Paid parking available in Floyd Street Garage; Miller Parking Lot; and meters around campus
- Tipping is part of the fun, so bring those dollar bills and show your support of our student performers!

**Tickets:** Tickets can be purchased online or at the door; <u>non-student</u> general admission is \$20. Students with a school ID (any school) get in gor free. <u>Click here</u> to purchase tickets online.

UofL LGBT Center wishes to offer a special thanks to the Engage, Lead, Serve Board (ELSB) for their leader ship and support of PINK 2020.

<sup>\*</sup>Proceeds benefit UofL's LGBT Center

## BECOME THE PHYSICIAN YOU ALWAYS WANTED TO BE!



Extended deadline: March 15, 2020!

POST-BACCALAUREATE PRE-MED PROGRAM

FOR CAREER CHANGERS

louisville.edu/postbacpremed 502.852.2712

UNIVERSITY OF **LOUISVILLE** 

**HSC Office of Diversity** and Inclusion

"Don't let the fear of the time it will take to accomplish something stand in the way of your doing it."

Earl Nightingale



#### Application Deadline: May 15, 2020

The Louisville Tango Festival Scholarship is available to full-time and part-time Hispanic and Latino/a/x students pursuing a degree in any major at the University of Louisville. Undergraduate and graduate students may apply. Preference given to students who have been active in Latino & Hispanic arts or community groups. Recipient will be notified by mid-June. The \$1,000 award will be publicly announced at the Louisville Tango Festival on Saturday, July 25<sup>th</sup>, and includes two passes for the recipient and a guest.

#### Applicants must meet the following criteria:

- Identify as Latinx/Hispanic
- Current, full-time or part-time undergraduate or graduate student at UofL who has completed at least one semester at UofL
- Hold a 2.75 or higher cumulative grade point average
- Submit a completed application (see below) as a single pdf and recommendation letter sent directly by letter writer by the May 15, 2020 deadline

#### **Completed Application must include the following:**

- 1. Application (available at http://www.louisvilletangofestival.com/scholarship.html)
- 2. Resume (include information about any involvement in Latinx/Hispanic arts or community groups)
- 3. Personal statement (maximum length 1 page) introducing yourself to the selection committee, addressing career goals and how the LTF Scholarship would assist you in pursuit of your degree
- 4. Unofficial copy of most recent college transcript (http://louisville.edu/registrar/online-services)
- 5. An agreement to attend the July 25, 2020 Louisville Tango Festival Showcase, held at the Henry Clay, for the public announcement (application check box). The presentation will be made at approximately 10:30pm.
- 6. One letter of recommendation from education or community professional knowledgeable of applicants' academic and/or volunteer performance (letters from relatives will not be accepted)

#### How to submit application:

Email items #1-4 as a single pdf file by the May 15, 2020 deadline to Marcos Morales at marcos.morales@louisville.edu, subject line "LTF scholarship".

Ask your recommendation letter writer to email the letter directly by the May 15, 2020 deadline to marcos.morales@louisville.edu, subject line "LTF scholarship letter".



#### Application Deadline: May 15, 2020

All applicants must complete this application and submit a resume, a one page personal statement, and an unofficial transcript emailed as a single pdf file to Marcos Morales at <a href="marcos.morales@louisville.edu">marcos.morales@louisville.edu</a>, subject line "LTF Scholarship".

Also required is a letter of recommendation from an educational or community professional to be emailed by the recommender directly to <a href="marcos.morales@louisville.edu">marcos.morales@louisville.edu</a>, subject line "LTF Scholarship Letter".

Applicant Name:	
	(first, middle, last)
Student ID#:	Major:
Current address:	
Phone:	Email:
GPA (overall):	GPA (major):
Degree program and	I projected graduation date:
attend the July 25, 20	indicate that as a condition of this scholarship, I understand that if selected I must 220, Louisville Tango Festival Showcase, held at the Henry Clay, for the public solarship award. The presentation will be made at approximately 10:30pm.
Recommender info	ormation (education or community professional who is not a relative)
Name:	
Mailing Add	ress:
Phone:	



## AL DIA EN AMERICA SCHOLARSHIP

Cultural Center's Hispanic/Latinx Initiatives

Established by Jose Neil Donis, publisher of Al Dia en America, the Al Dia en America Endowed Scholarship will be awarded to subsidize the cost of higher education at the University of Louisville for students with strong financial need, with preference given to students who self-identify as Hispanic or Latino. One \$500 scholarship will be awarded. Interested applicants please submit your application, upload all material and find out more about the scholarship HERE.

Deadline to apply is May 20th, 2020

To Apply you must meet the following requirements:

- 1. Current UofL Student
- 2. Majors in journalism, Spanish, Communications, and Business are preferred but all are encouraged to apply.

  UNIVERSITY OF
- 3. A minimum 2.50 GPA is required for the scholarship.
- 4. A resume which outlines community involvement.
- 5. 2 letters of recommendations.
- 6. A 500-750 word essay (see below)

All essay questions are required, 500-700 words max.



- 1. Specifically address how your Latino identity, family and ancestry and/or your understanding of the Latino Culture has shaped your expereince in the United States and your future goals.
- 2. Why does education matter to your community?
- 3. Pick an experience from your own life and explain how it has influenced your development.
- 4 State any special personal or family circumstances affecting your need for financial assistance.

### **APPLY TODAY**

Via Engage UofL Hispanic/Latinx Initaitives



# JOIN US

# **Cultural Center Celebration**

March 23, 2020 9am - 3pm



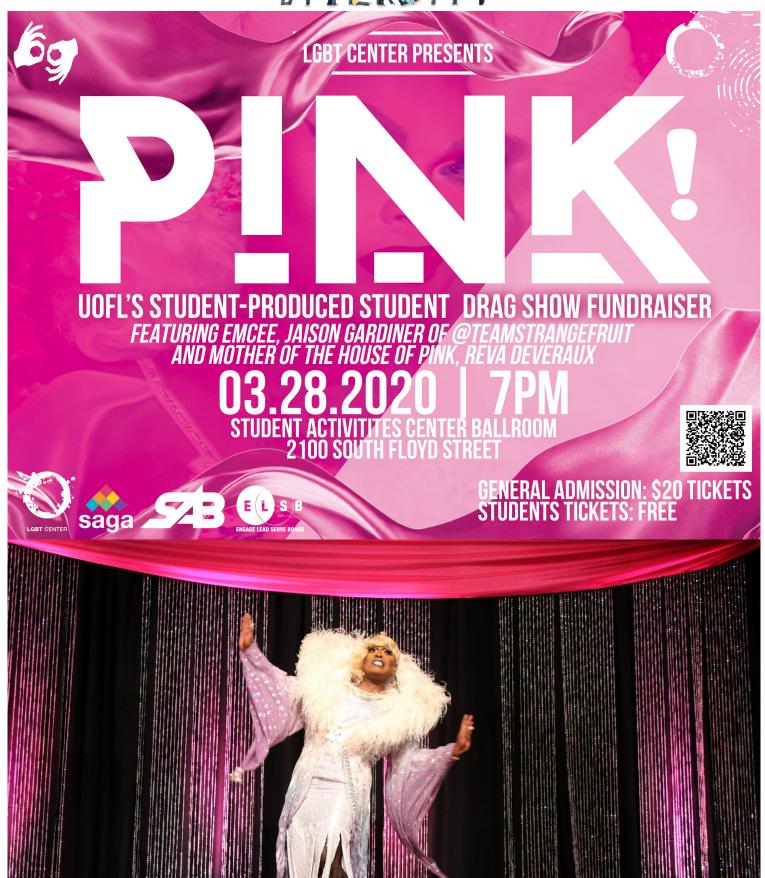
## STOP IN AND HELP US SAY GOODBYE

The Cultural Center is in the wonderful process of moving to a brand new location. First we'll celebrate and say goodbye to our home at 120 E. Brandeis, then we'll get cozy in our temporary space in Strickler Hall (1st and 2nd floor East) during construction of our new space. You are going to love our beautiful upgrade.

#### CELEBRATORY WORDS EXPRESSED AT 1:30

LEAVE NOTES • SHARE MEMORABILIA • TAKE PICTURES you belong.





Reva Deveraux, Mother of the House of Pink



