

OVP DEI *Community Newsletter*

Celebrating Pride Month

Gaining insight about the past as we move forward

UMOR DEI Committee



June is LGBTQ+ Pride Month! This month-long celebration commemorates years of struggle for civil rights and the ongoing pursuit of equal justice under the law for the lesbian, gay, bisexual, transgender, and queer community and the month also highlights how LGBTQ+ Americans have strengthened our country, by using their talent and creativity to help create awareness and goodwill.

The organized pursuit of gay rights in the United States reaches back to at least



1924 and the founding of the Society of Human Rights in Chicago by Henry Gerber. But the event that catalyzed the gay rights movement came in June 1969 in New York City's Greenwich Village, at the Stonewall Inn. In the early morning hours of June 28, police raided this popular gathering place for young gay men, lesbians, bisexuals, and transgender people—arresting the employees for selling liquor without a license, roughing up many of the patrons, and clearing the bar. The employees and those that were “cross-dressing” were the most visible law-breakers, and therefore the most vulnerable to arrest. Inspector Pine ordered all “cross-dressers” detained, and while a few were able to escape in the commotion, several were arrested. By that evening (Saturday June 28), thousands of protesters had gathered at the Stonewall and in the surrounding area. Although police reinforcements dispersed the crowd, riots waned and waxed outside the bar for the next five days, and these Stonewall riots (also called the [Stonewall Uprising](#)) provided the spark that ignited the gay rights movement in the United States^{1,2}.

Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBTQ+ Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that LGBTQ+ individuals have had on history locally, nationally, and internationally.

The University of Michigan's Spectrum Center (in collaboration with the Center for Academic Innovation) offers a free 5-hour online mini-course entitled, “LGBTQ Pride: From Origins to Evolution Teach-Out” which explores Pride's origins, the complexities of Pride as an event and as a feeling for individuals with the Lesbian, Gay, Bisexual, Transgender, and Queer community, and its meaning in the time of COVID-19 from multiple perspectives.



[Commonfund](#) (a grant-founded asset management firm), in conjunction with its Pride Month subcommittee has created a [Pride Month resource guide](#) that points to a number of educational materials to help recognize the impact that the LGBT+ individuals have had on history locally, nationally, and internationally.

¹ DEI Celebration Resources Cornell University. <https://diversity.cornell.edu/our-community/dei-celebration-resources>.

² The Stonewall Uprising of 1969. Library of Congress. <https://www.loc.gov/item/today-in-history/june-28>.

Leadership Insights

Our Insights feature highlights the thoughts and ideas of different OVPR leaders related to DEI. We provide three (3) questions for each individual to reflect upon and ask that they share their thoughts with the OVPR community. This edition's Insights features **Lisa Rabaut, Managing Director of the Exercise & Sport Science Initiative.**

What have you learned related to DEI themes (racial justice, inclusion in the workplace, etc.) in 2020?

In 2020, as we were experiencing a pandemic, I learned more about social disparities in health. People of color, due to a history of discrimination and exploitation, are disproportionately represented in low-wage jobs, including positions in retail, construction, and hospitality, all of which were substantially impacted by COVID-19. The individuals working in those industries typically did not have the ability to work from home, increasing exposure to the virus. They were also more likely to get laid off during the pandemic, negatively impacting health and increasing the likelihood of housing and food insecurity. This is just a small glimpse into the social disparities that exist. As we move forward, I hope to see more being done to reduce health inequities.

What do you hope to see change in 2021?

Specifically focusing on U-M, in 2021, in addition to DEI committees, which typically consist of one representative from each unit, I would like to see other DEI-related groups offered so all interested employees would have an opportunity to become involved. For instance, Employee Resources Groups could serve as support systems for employees from different communities, provide resources and professional development opportunities, and address DEI-related concerns alongside leadership. I also hope to see more mandatory DEI trainings for all employees, regardless of their level within the organization. In addition, it would be great to see more campus units collaborate internally and externally on DEI research, initiatives, and events. I hope continued strides are made to develop a pipeline to recruit and retain diverse students, staff, and faculty, as well as to ensure events and communications across campus are accessible and include a diverse array of individuals.

What do you want to contribute moving forward?

I would like to continue my involvement in the UMOR DEI Committee, contributing to the DEI strategic vision, identifying bias and eliminating barriers, implementing DEI-related activities and events, and helping evaluate success. On a larger scale, I hope to play a role in informing U-M policy decisions related to reducing social inequalities. To successfully infuse DEI into organizational culture, employees need to feel not only that DEI permeates throughout their job, but also that prioritizing and incorporating DEI leads to both personal and professional growth, enabling them to do their job better.



Ways to engage in DEI: Juneteenth

Juneteenth, also called Jubilee Day, Freedom Day, Liberation Day, or Emancipation Day, is the designated federal holiday commemorating the freedom of the slaves in the United States, traditionally observed annually on June 19th. The anniversary of the June 19, 1865 recognizes the day - almost two and a half years after the Emancipation Proclamation had officially outlawed slavery (January 1, 1863) - that the announcement by Union Army Major General Gordon Granger, proclaiming freedom from slavery and the end of the Civil War was delivered to Galveston, Texas.

We would like to share some ways to learn more about the history of Juneteenth.

If you have 10 or 15 minutes...

Read: [What is Juneteenth?](#) - New York Times (online)

Watch: [A Conversation on the History of Juneteenth](#) - Seton Hall University

If you have 30 minutes...

Listen: [The History and Meaning of Juneteenth](#) - New York Times (podcast)

Watch: [The Importance of Juneteenth](#) - Vanderbilt University

Read/Watch: [Juneteenth: Celebration of Resilience](#) - National Museum of African American History & Culture (includes videos)

If you have an hour (or more)...

Listen: [The History of Juneteenth](#) - NPR (podcast)

Watch: [Stories of Juneteenth: A Conversation with Ms. Opal Lee](#) - Harvard T.H. Chan School of Public Health

DEI RESOURCE HIGHLIGHT

SPECTRUM CENTER

The Spectrum Center at University of Michigan is a collaborative space in which all members of the university and local community are welcome. With sexual orientation, gender identity and gender expression as its framework, the Spectrum Center is committed to enriching the campus experience. The nation's first LGBTQ+ support center to be formed on a college campus, the Center works toward enhancing the campus climate and support services for LGBTQ+ students, staff, and faculty at the university through education, advocacy, and community building. The Center also envisions an inclusive campus community free of discrimination in all forms where social justice inspires community engagement and equity.



The Spectrum Center's Education & Training team works with students, faculty, and community members who may or may not identify in LGBTQ+ community, to discuss best practices when creating and maintaining spaces open to LGBTQ+ identified individuals. In addition to trainings and workshops, the Spectrum Center also provides consultations to staff and faculty units/departments regarding LGBTQ+ competency and organizational allyhood. Offerings include short term and long term consultations, organizational needs assessment, goal-

setting and training recommendations. One of the Center's key program offerings, online allyhood development workshops, are currently being offered during the summer. These workshops can range between one to two hours and can be requested by staff, faculty and students. Workshops can be requested through their [Education & Training Request Form](#).

U-M faculty and staff can find a number of Health Care and Medical resources, as well as information on Social and Support Services in the [Resources](#) section of Spectrum Center's website. This section also includes a number of campus resources for students as well. Access to educational resources such as information on the Pride Teach-Out offering, and a number of other online LGBTQ+ learning opportunities is also available through the [Educational Resources](#) section of the Center's website.

Spectrum Center manages two listservs for Queer Transgender Indigenous People of Color (QTIPOC) and Lesbian Gay Bisexual Transgender Queer (LGBTQ) staff communities at the University of Michigan. Sign up to receive information pertaining to the events happening throughout the year.



DEI Events at U-M

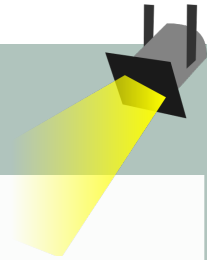
June 25 - 12:00 pm - 1:30 pm

[Black & Free: Exploring Liberation and Freedom in the 21st Century](#)

June 26 - 1:00 pm - 3:00 pm EST

[Pride on the Diag](#)

OVPR Unit Spotlight



IRWG SOAR program

Just in time for Pride Month and the [40th anniversary of the first five cases of AIDS in the U.S.](#), the Institute for Research on Women and Gender (IRWG) received a five year, \$1.2 million grant from the National Institute of Mental Health (NIMH) and the National Institutes of Health's (NIH) Office of Behavioral and Social Science Research (OBSSR) to implement an innovative academic and research mentoring program for undergraduate students across the University of Michigan's Ann Arbor campus. The program will encourage participation from sexual and gender minority students and those from groups identified by the NIH as underrepresented minorities in U.S. biomedical, clinical, behavioral and social sciences research.

The [Student Opportunities for AIDS/HIV Research \(SOAR\) Program](#), scheduled to launch in September, is a two-year experience for juniors and seniors that aims to prepare students for graduate education and eventual careers in behavioral and social science research involving HIV, with a focus on sexual and gender minority communities of color.

This program is historic in that it is the **first time** that NIMH/OBSSR has funded an HIV-focused undergraduate training program that a) is located at a University in the Midwestern US, b) provides a two-year pipeline support program to assist with the transition from undergraduate to graduate education, and c) focuses on sexual and gender minority and

underrepresented minoritized students.

“Sexual and gender minority people and communities account for the [vast majority of HIV cases in the United States](#), with Black and Latinx people disproportionately affected,” said Gary Harper, professor of health behavior and health education in the School of Public Health.

“The next generation of HIV researchers should reflect these communities and have an understanding of the complex system of social factors that fuel the HIV epidemic in the U.S. including racism, poverty, homophobia/transphobia, unemployment and lack of access to healthcare.”

Harper and IRWG Executive Director Anna Kirkland are leading the new program, which includes HIV-focused research experiences, seminar courses, holistic support and mentoring. “There is nothing else in the country like this program, and we’re thrilled to launch it from our feminist research institutew,” said Kirkland.

The SOAR Program is in alignment with the U.S. Department of Health and Human Services’ [Ending the HIV Epidemic in the U.S. \(EHE\)](#) initiative which aims to reduce the number of new HIV infections in the United States by at least 90 percent by 2030.

To learn more about this historic initiative visit the [SOAR Program website](#), and read the article in the [U-M University Record](#).



OVPR Diversity, Equity, and Inclusion (DEI) Unit Contact Information

Find the DEI Unit Contact for your unit: <https://research.umich.edu/diversity-equity-inclusion/#contacts>
To share your ideas or feedback please contact the OVPR DEI Committee – UMORDEICOMMITTEE@umich.edu