



DIVERSITY & INCLUSION UPDATES FOR THE DEDMAN COLLEGE COMMUNITY AT
SOUTHERN METHODIST UNIVERSITY



Celebrations in DCODI

We are excited to share that interim Dedman College Diversity Officer Dr. LaiYee Leong will be staying on as part of the Dedman College diversity team. The student-run Asian Council has already recognized her tremendous service to campus with the naming of the Dr. LaiYee Leong Community Champion Award for student leaders. We will certainly benefit from having her officially on board with John Georges and Jill Kelly!

Our very own Dedman College Diversity Officer and Director of Academic Services John Georges completed his Doctor of Education degree in Higher Education Administration at the University of Southern Mississippi. Congratulations, Dr. Georges!



We also want to send the heartiest of congratulations to our student worker, Jordyn Harrell. Jordyn graduates this month with a B.A. in English and B.A. in Journalism. While we will certainly miss her (this is her last newsletter with us), we wish her the best for her new career in broadcasting in Charlotte, North Carolina! Be sure to check out her great work in this semester's physical copy of *Daily Campus*.

Diversity & Inclusion in STEM

In addition to our regular updates and coverage of events, this issue of the DCD&I Outlook focuses on STEM in Dedman College. Read on to learn more about faculty, students, and student organizations and get involved! Our toolkit links to some new resources for inclusive pedagogies in STEM and beyond.

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DCODI Spotlights

Meet Graduate Student

Adaeze Gbufor

Adaeze Gbufor joined SMU in Fall 2022. Coming to the U.S. was a big challenge for her because the U.S. is filled with unique people from diverse cultures backgrounds. It was not something that she was used to, she says. Gbufor lived in Malaysia for 10 years before coming to the U.S.

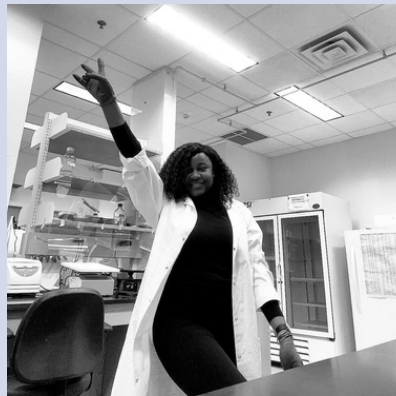
"One of the major things for me was adapting to the culture of how to relate to people and communicate in the right way," she says, in addition to getting used to the education system and managing time.

Gbufor chose to attend SMU because of the friendly, knowledgeable faculty members and the research facilities matched her interests. She also considered institutions in Canada, but "I was also running away from the cold," she laughs.

Gbufor is pursuing a Ph.D. in neuroscience in the department of biological sciences. She has always been in the science field – whether it was through her education in pharmacy and biotechnology or earning her Master's. Biology is her favorite thing to study. "So, I just continued in that same career path of studying biology and trying to solve real life problems," Gbufor says. When pursuing her bachelor's degree, she won the Young Researcher's Award in Biotechnology for her research on food microbiology to reduce microbial activity that could cause sickness.

At SMU, she studies aging, specifically how to revise the aging

process and locate the healthy lifespan for people. Her long-term goal is to uncover a lot of neurodegenerative diseases. "As we get older, we are associated with a lot of diseases," Gbufor says. "One of the major interests for me is to see how we can treat some of these diseases like Parkinson's disease and brain diseases." After she completes her research, she plans to see how it can be applied in the industry.



The journey for Gbufor to get to where she is now was not easy, but she continued to fight. In 2015, Gbufor lost her dad, who was her only support. "I took some minor jobs like doing research for people and teaching students just to make money," she says. "I had to put myself through school from my bachelor's to my master's."

One thing that she wants people to know is that despite the conditions you find yourself in, there is hope. You must believe in yourself, be true to yourself and keep trying.

"Every day is a learning opportunity," Gbufor says. "Whether I fail or succeed, I know that I will learn from it and move forward."

SACNAS

*Society for Advancement of
Chicanos/Hispanics & Native
Americans in Science*



SACNAS is an inclusive organization focused on supporting and helping Chicanos/Hispanics and Native Americans college students and professionals succeed in the STEM field -- whether that is obtaining advance degrees, careers or leadership positions.

SACNAS shares that less than 35% of the STEM workforce is made of people of color. The Hispanic community makes up 6% whereas Native Americans fall under 1%.

The organization is multidisciplinary -- including biology, chemistry, engineering, life sciences and mathematics -- and multicultural. It offers opportunities for students and professionals to come together and advance their education and careers through its chapters, conferences, webinars, leadership programs, professional programs and Native American programs.

SACNAS currently has over 8,200 members and has 126 student and professional chapters.

Although there is not a SACNAS chapter on SMU's campus as of now, the DCODI would like to highlight the inclusive efforts of the organization.

Click [HERE](#) to learn more about SACNAS.



Student Organizations You Should Know

Get Psyched



Get Psyched is a five-session workshop series that took place this semester, Spring 2023, here at SMU. Hosted by the Women and LGBT Center with ongoing support from interim director Matthew Esparza, seven doctoral students in the Clinical Psychology doctoral program collaboratively created an interactive, educational program centered on Internalized Stigma.

This team came together as members of the Psychology Department Diversity Committee with the shared goals of uncovering and alleviating the impacts of minority stress in our local community through psychoeducation.

The first session, led by Eli Bell and Caroline Lee, introduced intersectionality as a critical framework within which psychological conditioning and mental health should be evaluated. Bell and Lee are self-identifying queer psychometricians in training who aim to amplify the voices of marginalized groups in clinical psychology.

Together, budding experts in health (Sumaiyah Syed), aging (Iris Yang), and cognition (Julie Pham) led the second and third sessions of *Get Psyched*. From stereotype threat, the tendency to underperform when group-based expectations are low, to the minority stress model, which depicts the path from social stressors through physiological responses to health disparities, this team of three guided the audience through scientific studies about the impacts of bias.

With this foundation established, colleagues Sofia Uribe, budding expert in mood and anxiety, and Jamie Nguyen, violence and intervention researcher in training, discussed

the importance of gender-affirming care, pathways to care, and basic strategies to battle internalized stigma.

Throughout this workshop series, these seven students tied in themes of identity and societal power dynamics into critical discussions about the expectations we hold, knowingly or otherwise, for ourselves and others. Ultimately, they hope that *Get Psyched* has provided attendees with tools to challenge social norms that threaten their agency and well-being.



SHPE

The Society of Hispanic Professional Engineers (SHPE) is a nationally established organization with over 13,000 members nationwide. The chapter at SMU aims to help all Lyle and non-Lyle students with three key areas of development: professional, leadership and academic.

SHPE at SMU also serves the community by working with local high schools to motivate students to pursue STEM degrees and help their families learn more about the college application process.

In March, the organization hosted a



networking event dedicated to showing engineering majors the various industries they can enter with their specific degree with several prominent companies like Microsoft,

Nokia, Jacobs, and more in attendance.

This semester, the organization helped reinstate and sponsor their first-ever SHPE Jr. chapter in the history of their chapter at Cristo Rey Dallas College Prep. In partnership with the SHPE DFW Professional chapter, they hosted a Noche de Ciencias for the SHPE Jr. chapter in April.

SHPE's efforts have resulted in many of their current members and alumni obtaining offers from top companies such as Apple, JPMorgan Chase and Co., AT&T, Boston Consulting Group, and several others.

DCODI Spotlights

Meet the Faculty

Anindita "Dia" Das

On her desk in Fondren Science, sits a medium-sized rectangular container of different colored spheres and grey pegs. Anindita "Dia" Das, assistant professor in the Department of Chemistry, shuffles through the spheres before picking up a model composed of three spheres. She pulls the model apart until she is holding a single sphere. Everything in this world is composed of atoms, she says. Dia uses these spheres and pegs to model atoms and bonds. The models help students understand the structure of chemistry.

"Atoms come together to make molecules and then you can use those molecules to solve big problems," she says reassembling the model.

Dia joined the Hilltop in Fall 2020. She found the transition to campus interesting and different because it was during the middle of the pandemic. She says the people at SMU were not only friendly but helpful in her transition.



Dia leads the newest chemistry research lab on campus. The [Das Research Group](#) is based on material chemistry.

They synthesize new kinds of materials to address some of the current grand challenges in the world like capturing carbon dioxide in relation to the issue of global warming. The lab also develops materials for biology.

With her lab starting during the pandemic, Dia says it was initially challenging to recruit students. "I did not really get any grad students during my first year, so I started my independent chemistry lab with an army of very talented undergraduate students," Dia says.

The undergraduate students helped Dia set up the lab and begin the initial experiments. It was her first experience with undergraduate students. She says the questions the students asked helped her reflect on how to improve her teaching style. Her lab is now a mixture of graduate and undergraduate students. For Dia, it is an inspiring experience to work in the lab with students. She learns as much from them as they do from her. "When I look at the students in my lab, every person is very creative and curious," she says.

Dia's biggest piece of advice to students is to not forget to share good news with their professors. She is proud that two of her undergraduate students, who were part of the first group to join her lab, are graduating this spring. One student received his first offer letter from a medical school and the other student was accepted by UC Santa Barbara. "The happy memories or moments for most professors are when students do well. "That's the reason why most professors or teachers get into this profession."

The Cairns Lab

[The Cairns Lab at SMU](#) is an interdisciplinary research lab with ongoing studies on topics ranging from sustainable fashion to transboundary water management. The lab team is composed of graduate and undergraduate students from Dedman College, SMU Cox School of Business, and the Meadows School of the Arts.

While the lab is research-oriented, one of the hallmarks of the Cairns Lab is its commitment to promoting diversity, equity, and inclusion (DEI) in science. The lab actively recruits and supports students from underrepresented groups, including women and minorities, and provides them with opportunities to participate in research projects, attend conferences, and develop their scientific skills. The lab also promotes a culture of inclusivity and respect, where everyone's contributions are valued and respected, regardless of their background or identity. These efforts are manifested as mentorship opportunities, both top-down and bottom-up, and discussion-based workshops.



In these workshops, lab members candidly discuss their experiences as minorities in STEM, how to develop a good CV, or how to say "no" in the workplace. Other ongoing initiatives within the Cairns Lab include regular posts on social media in hopes of recognizing our member's achievements. Dr. Cairns, the lab's PI (Principal Investigator), is currently serving on the Dedman College Campus Climate Committee headed by the dean of Dedman College. On this committee, Dr. Cairns advocates not only for members of her lab but all those within the SMU community.

Going forward, the Cairns Lab hopes to continue collaborating with members of Lyle, Meadows, Dedman, Cox, and the Office of Information Technology. The lab also hopes to forge new collaborative and interdisciplinary relationships with other departments on campus. But they do not want to stop there. They are also actively seeking more inter-institutional and international relations in hopes of bringing more voices of differing backgrounds to the table.

Digital Toolkit



[Click to access full document](#)



INCLUSIVE PEDAGOGY

Culturally inclusive teaching requires critical reflection of our assumptions and the cultivation of pedagogies that reflect awareness of and respect for diversity in course content and classroom instruction. You need not adopt all of these. This is an opportunity to consider what works for you and your discipline and start building an inclusive classroom.

BASIC SYLLABUS CONTENT

- Add all major religious holidays to your course calendar (SMU lists these on our annual [academic calendar](#)). This informs you and your students of when some may be fasting, celebrating with family, and/or seeking an excused absence.
- Use [software](#) such as NameCoach so students may share with you and classmates accurate audio pronunciations of their names.
- Use [Comic Sans, Arial, or Dyslexie](#) for text on syllabus and handouts.
- Include a variety of SMU's on-campus resources, e.g., the Office of Diversity and Inclusion, SMU McNair Scholars Program, First Generation Initiative, Office of Social Change and Intercultural Engagement (OSCIE), Women and LGBT Center, Chaplain and Religious Life, and the [Bias Education Response Team](#) (BERT). Familiarize yourself with these and remind students about them.

CLASSROOM ENGAGEMENT

People need to “be themselves” yet also feel like they belong. When uniqueness and belonging are in balance we feel included. Thus, welcome people to fit in while supporting them in standing out.

- Seek out resources to help you identify and minimize implicit biases. Engage in [Hidden Scripts](#) workshops. Read *Blind Spots: Hidden Biases of Good People* by Anthony Greenwald and Mahzarin Banaji. Also, check out *Inclusify* by Stefanie Johnson.
- Co-develop [collaborative classroom guidelines](#) with students to build an [engaged space](#).
- Include photos from author pages of diverse authors assigned on classroom slides to help shift norms of who “[looks like a professor](#).”

Event Spotlights from Spring 2023

"Becoming Texans, Becoming Americans"



On April 10, more than 70 members of the SMU and Dallas community heard Dr. Betsy Brody (Collin College) discuss her oral history project featuring interviews with refugees from Vietnam who have made North Texas their home. After the talk, attendees viewed an exhibition of photographs of the interviewees taken by Byrd William IV. The exhibition can still be viewed on the first floor of Dallas Hall. The event was organized by the DCII Asian Studies and Asian American Experiences Research Cluster in partnership with the local chapter of the Fulbright Association.

"Share Your Story" Forum

SMU's Asian American faculty and staff association (AAPASA) and Asian Council jointly organized a "Share Your Story" Forum on March 30. Participants discussed what it means to be Asian in America and, specifically, on a US college campus. Faculty and staff spoke about their experiences and took questions from students.



DCSAB Tabling



The purpose of the Dedman College Student Advisory Board (DCSAB) tabling event was to reach out to the Dedman College student body to spread the word about the board's existence and assistance to the student body. The student body can use DCSAB as a resource to voice complaints and concerns. DCSAB wishes to impact the student experience at SMU positively.

Additionally, the event served to inform the student body about DCSAB's search for future board student representatives for many Dedman College departments.

Dedman College Faculty/Staff Mixer

The Dedman College Office of Diversity and Inclusion hosted its spring semester Dedman College Faculty/Staff Mixer in April.

This mixer serves as an opportunity for faculty and staff across departments to get together and foster community.



Spanish in the U.S.



The 28th Conference of Spanish in the US and the 13th Conference on Spanish in Contact with Other Languages was hosted at SMU. The two conferences brought in over 100 participants with 59 presentations and five keynote lectures.

The presentations included a debate on standardization, discussions on U.S. Spanish in the Media and Spanish contact in Asia, and a workshop about heritage pedagogy and curricular.

AAPI Symposium

More than 100 members of the SMU community and the Dallas community gathered on campus on April 25 for a day-long symposium addressing "Asian American and Pacific Islander Voices in Higher Education." The DCII Asian Studies/Asian American Experiences research cluster organized the landmark event, the first at SMU focused on AAPI scholarship and pedagogy.

The symposium was part of SMU's observance of AAPI Heritage Month and had the support of the Dedman College Interdisciplinary Institute, the Office of Diversity and Inclusion, the Center for Presidential History, the Department of History, the Asian Studies Program, the Women and LGBT Center, and the Women's and Gender Studies Program. Speakers represented a range of academic disciplines.

The keynote address was given by Dr. Sadaf Jaffer, a Princeton University scholar and New Jersey assemblywoman who was the first Muslim and South Asian American elected to her position in her state. In a news release, research cluster leader Dr. LaiYee Leong noted that the excitement surrounding the event "testifies to the need and desire in the community for more Asian and Asian American voices in teaching and research."



Attendees at the symposium included SMU students, staff, faculty, invited speakers from across the country, guests from area universities, and other members of the Dallas community. (Asian Council)



Symposium organizers and invited speakers at the event. (Asian Council)

Asian Council Gala



Asian Council held its annual gala on April 14. The program featured performances and also honored graduating students. Ashish Doma received the Thear Suzuki Courageous Service Award and the Dr. LaiYee Leong Community Champion Award went to Jihoon Choi.



Workshops & Training Opportunities

IN THEIR OWN VOICES

Learn about the history of race at **SMU** and how **YOU** can lead at making a change!



Photos from Voices of SMU alumni interviews



Workshops & Trainings

"CIQ Hidden Scripts" (Part One via Canvas; Part Two in Person)

LGBT 101 and Ally Training (with Women and LGBT Center)

Searching Intelligently (For Departments Hiring Faculty)

In Their Own Voices (Student-Run!)

Click [HERE](#) to register

In Their Own Voices

"In Their Own Voices" is an educational experience that uses oral histories of SMU alumni of color to **explore issues of race and ethnicity** on campus.

Grounded in storytelling, "In Their Own Voices" strives to **cultivate empathy and community** and **create space for active problem solving** around issues of diversity, equity, and inclusivity on campus.

Click [HERE](#) to learn more

Contact ITOV at SMUVoicesCohort@gmail.com

World Changers Shaped Here

Get Involved on Campus with Student Organizations



Expectations of a Voices Fellow

- Participation from Aug 2023–May 2024
- Attend mandatory training sessions on Inclusive Leadership, Presentation Skills, Workshop Design & more!
- Collect data from SMU archives
- Organize create Voices workshops
- Navigate & mediate conversations on diversity with different communities

Benefits

- Resume-building
- Tight knit cohort
- Peer mentorship from fellows from previous cohorts
- Lots of SWAG
- Opportunity for volunteer hours/class credit



[CLICK HERE TO APPLY](#)

World Changers Shaped Here

Get Involved on Campus with Student Organizations

The poster features a large background image of a graduate in a blue cap and gown with arms raised in front of a classical building. Overlaid on this are three polaroid-style photos: two students walking, a couple smiling, and a group of students. A yellow circular badge on the right lists requirements for membership. The text 'DEDMAN COLLEGE' is in large blue letters, and 'Student Advisory Board' is in a white script font.

DEDMAN COLLEGE

Student Advisory Board

Must Be:

- ✓ First Year - Second Year
- ✓ Dedman College Student

DCSAB will be in charge of:

- advising the Dedman College administration about the needs of the students from students' perspectives
- offering ideas about how they can meet those needs

CLICK HERE TO APPLY

You can also find the application on the Dedman Diversity page under Initiatives

HAVE QUESTIONS?
email dedmandiversity@smu.edu

World Changers Shaped Here

Contact Us!

*Have requests for tools?
Ideas for speakers or events?*

Swing by the office:
Dallas Hall 222

Send us an email:
dedmandiversity@smu.edu

Visit our website:
<https://smu.edu/DedmanDiversity>

Student Assistant

Jordyn Harrell is a graduating senior from DeSoto, Texas. She is double majoring in English with a specialization in Creative Writing and Journalism and minoring in Cultural Anthropology.

Contact her at jmharrell@smu.edu



Jordyn Harrell

Fall 2023 Course Spotlights

HIST 3310

Problems in American History

HIST 3313

African Americans in the U.S.,
1607 - 1877

JOUR 4350

Human Rights and Journalism

Be sure to register for Fall 2023 courses!

Thank you to all who contributed to
the Spring 2023 *DC D&I Inside Look*!

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