



# CHBS Canopy

## Inclusive Excellence

Volume 3 | Issue 2 – September 2, 2024

The CHBS Canopy is our college’s newsletter that highlights inclusive excellence efforts within the college, provides insights into issues of inclusion and diversity, and shares learning opportunities on campus and in the region.

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## CHBS Highlights

### Staff Invited to Participate

Many CHBS staff (and faculty) are front-facing with students and community members representing the JMU “we care” brand. When students are struggling, they may be at your desk trying to communicate that they need assistance in a way you may not recognize. When we are frustrated, our communication skills are not the best either. Individuals with less awareness of neurodiversity may respond negatively to these attempts. A simple way to think about students who may fall into the neurodiversity populations is that their brains simply function differently.



Staff is invited to attend the session –

### Recognizing a Neurodiverse World - [register here](#)

September 24, 3:30 – 4:45 p.m., HBS 4041

### Title IX New Rules

Have you considered how Title IX of the Education Amendments Act of 1972 implicitly protects pregnancy? It always has, and parenting students, too. The US Department of Education issued new regulations focusing on the rights of pregnant and parenting students and to make colleges and universities more responsive and accessible for this population. More than 180,000 students experience pregnancy every semester. The 2020 National Postsecondary Student Aid Study estimated that 107,000 female undergraduate students and more than 35,000 graduate students were enrolled in higher education while pregnant. What was their experience?

JMU’s new Title IX Director, Laura Sider Jost, will highlight new information while providing updates at our upcoming faculty training (see below). Faculty are encouraged to contact her if they have any concerns about Title IX in their faculty role. The director served under JMU’s previous Title IX Coordinator, Amy Sirocky Meck, who left over the summer. *CHBS staff can anticipate a Title IX update training this semester.*



**Title IX Update Training** - [register here](#)  
(For faculty who missed it last year and new faculty)  
October 2, 2024  
3:00 – 4:00 p.m.  
(Virtual)

Want to know more? [Read](#) the 118<sup>th</sup> Congressional Committee Action Hearing.

Did you know the HBS building has a *lactation room*? Open to faculty, staff, and students. To gain access, contact our fabulous building coordinator, Loran Bowes, [bowesln@jmu.edu](mailto:bowesln@jmu.edu)

***Did you know?***  
Last year, AUHs and unit leaders participated in a three-hour trauma-informed Title IX training to prepare themselves to assist others in their unit. CHBS is learning and growing together.

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### Hispanic Heritage Month begins

September 15 – October 15

The 2024 theme is “*Pioneers of Change: Shaping the Future Together*,” which encapsulates the “*spirit of innovation, resilience, and unity that define the Hispanic experience*.” September 15<sup>th</sup> was selected because it coincides with the Independence Day celebrations of Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Later Mexico, Belize, and Chile declared their independence during that time period. Let us continue to learn about Hispanic/Latinx culture and introduce their contributions within our professions or areas of engagement to our students. Here are some quick questions with answers at the end of this Canopy:



- What Congressman first introduced the idea of Hispanic Heritage Month?
- What year did Congress pass its observance?
- What USA president issued the first Hispanic Week Observance? Hispanic month?
- How many Hispanic faculty members do we have in CHBS?

According to the Virginia government, Hispanics comprise 10.6% of the state’s population, with 56% being U.S. born. Harrisonburg’s Hispanic population is 20.8%. Check out [Virginia’s Noteworthy Hispanic](#) People; included is Isabel Castillo, a Harrisonburg High School and local advocate.

More Hispanic/Latinx students may arrive at JMU and within our college. JMU reported just over 7% of students identifying as Hispanic ([2022](#)). You can see [trends](#) from 2015-2023. To foster a sense of belonging

where every member of the CHBS can thrive, let us acknowledge, recognize, and use the resources available to our Hispanic/Latinx students.



Remember to support local community service agencies like the [Futuro Latino Coalition](#) or [Shenandoah Valley Migrant Education Program](#) both are part of IIHHS in the Campbell Building. On-campus are the [Latin American, Latinx and Caribbean Studies](#) student organization and the [Latino Community Engagement](#) minor. [Madison Hispanic Caucus](#) offers mentoring. [Scholars Latino Initiative](#) (SLI) is also supported locally. [Celebrate](#) our local Hispanic business community.

**Don't forget to check for the answers to the questions at the end of the Canopy (p.8)!**

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### New Funding

The Division of Diversity, Equity & Inclusion has established a dedicated **DEIAB Innovation Fund** to support projects that advance an innovative approach to DEIAB at JMU and serves to encourage campus-wide efforts that promote, enhance, and celebrate diversity, equity, inclusion, accessibility, and belonging (DEIAB). Selected grants will be funded between \$500 and \$1,000.

Students, staff, and faculty are eligible to apply. Requests of up to \$2,000 may be considered under unique circumstances. The first *deadline to apply is October 6, 2024*; funds are available upon approval of the application and are to be expensed by May 30, 2025.

For more information – [here](#).

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### Dukes ACE Civility Campaign



August was National Civility Month. [According to NIH](#), the “month emphasizes the importance of treating others with kindness, empathy, and respect. It’s an opportunity to reflect on how our actions affect those around us and find ways to improve ourselves in this regard. By fostering professional communication and conduct, we can create a safe space for difficult conversations, helping employees feel acknowledged, appreciated, and more receptive to feedback”.

A long list of resources are provided by this campaign. One that stood out was Give Yourself Grace –

- Remember to also cut yourself some slack. The practice and the implementation of being civil in the professional space can be taxing. Refer to self-reflection practices, affirmations, and include “me time” to help avoid burnout.

Not too late to be involved. Learn more [here](#). Kindness is always in vogue!

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### Have a Concern or to Report an Incident

Sometimes, consultation and support to determine actions needed regarding a situation or concern require us to know where to start or what resources exist. AUHs or a more seasoned peer can be helpful starting points. Remember, the Dean’s Office is also available to support college concerns. Knowing [JMU policies](#) is essential to our actions.

[This link](#) may provide positive starting points for incidents requiring more significant support. It includes links to seek support or report concerns about accessibility barriers, student concerns, including misconduct, or Title IX concerns. Students may also benefit from learning about this link.



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### Some IE Observances

Check out JMU Cultural Observances

- September is Alzheimer’s Awareness Month, National Suicide Prevent Month
- September 15 – October 15 is Hispanic Heritage Month
- September 17 – National IT Professionals Day
- September 23 – Bi – Visibility Day



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## LEARNING OPPORTUNITIES

### CHBS Professional Learning Community (PLC) Sessions

Detailed descriptions and registration for these sessions on Neurodiversity, sessions for universal design, and Title IX can be found [here](#).

Presenter: Presenter: **Daisy Breneman**, Justice Studies Advising Coordinator, teaches in the major, is co-coordinator of the Disability Studies Minor, and is active with ODS faculty efforts

#### Session 1: Recognizing a Neurodiverse World [Open to STAFF and Faculty]

- Tuesday, September 24, 3:30 – 4:45 p.m., HBS 4041 [Faculty & Staff]
- *Provides an introduction and conceptual framework for academic engagement.*

#### Session 2: I AM In Your Class

- Monday, October 7, 2:00 – 3:15 p.m. Taylor 306
- *Introduces universal design as a strategy to improve teaching and learning for all students, recognizing that some forms of diversity are hidden.*

#### Session 3: Creating Accessible and Inclusive Learning Environments for Diverse Learners

- Wednesday, October 23, 1:00 – 2:15 p.m., HBS 5040
- Provides strategies for developing a positive learning environment.

### Learning Access Through Universal Design (LAUD)

- A self-paced Canvas site to understand universal design and to develop instructional processes that enhance the student learning experience. Individuals may join when ready. Look for the link in the Canopy.

### Building an Inclusive Learning Environment - Starting with a Dynamic and Accessible Syllabus

- Joint session with JMU Libraries
- Date and location: TBD

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## External Opportunities

### Introduction: Explore Universal Design for Learning ([Online](#))

Sponsored by: CAST is a leading nonprofit education research and development organization

8-week course with 4 modules

Cost: \$850

### Palliative Care Symposium ([Virtual](#))

September 20

Sponsored by VCU Health

- This symposium is designed for interprofessional team members, including nurses, physicians, social workers and chaplains who are involved in working with patients who have life-limiting illnesses and/or have need of palliative care, as well as their families. Topics this year will include: cancer pain management and OUD, cultural communication, and advance.

### Good Grief Conference ([Virtual](#))

October 21

Sponsored by VCU Health

- The Good Grief Conference is designed to educate and equip interprofessional teams, chaplains, volunteer caregivers, and others working with those experiencing grief, whether related to health crises, chronic or life-changing situations, end-of-life issues, or bereavement issues.

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## EVENTS... EVENTS... EVENTS... EVENTS...

### **CMSS SOGIE Welcome Back Fest**

August 21, 2024; 4:00 PM - 6:00 PM; THE YARD, Student Success Center

*Sponsored by CMSS*

- Join CMSS & SOGIE for the Welcome Back Fest on The Yard of SSC! Food, DJ, games, and come out to meet the teams. Faculty welcome to drop by.

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### ***Americans Who Tell the Truth***

Grace Street Gallery in Duke Hall

August 21 - September 30, 2024

*Sponsored by multiple JMU entities, including IHHHS*

Fifteen (15) portraits from acclaimed artist Robert Shetterly's [\*Americans Who Tell the Truth\*](#) collection will be visiting James Madison University in the Fall 2024 semester. Shetterly's work focuses on current and historical figures who have exhibited exemplary citizenship, compassion, bravery, and excellence in facing thorny problems in many aspects of American life. The JMU exhibit is designed to share these beautiful paintings, and the inspiring stories of their subjects, with the university and local community, in hope of promoting dialogue about what it means to be an excellent citizen and to consider the connections between art and the pursuit of justice. Portraits in the exhibit include Niki Giovanni, Langston Hughes, and other Black literary figures. This exhibit will be on display from August 21 through September 30, 2024. Many JMU units support this exhibit including IHHHS.

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### **Pride Night at Sage Bird Cider**

August 28, 8:00 – 11:00 p.m.

A monthly event to support the LGBTQ+ community in conjunction with the Friendly City Safe Space (FCSS)! A portion of the proceeds will go to support the FCSS each night. LGBTQ+ or an ally welcome.

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### **Physician Assistant Student Society x BRFC 5K**

September 14, 2024; 8:00 AM - 12:00 PM; Festival 5K Route

- The Physician Assistant Student Society will host their annual 5K fundraiser for the Blue Ridge Free Clinic.

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### **2024 Furious Flower Conference - *The Worlds of Black Poetry***

September 18 – 21, 2025

Multiple locations, East Campus

- Intergenerational, international, and intentional in its focus on the expansiveness of the Black poetic tradition, the celebrates and is jointly dedicated to the inestimable Elizabeth Alexander and Kwame Dawes. All JMU students, faculty, and staff will receive free attendance to Furious Flower IV. You must register in the JMU form using your JMU email; if you do not use your JMU email your registration will be invalid and removed.
  - For more information - (540) 568-8883; [furiousflower@jmu.edu](mailto:furiousflower@jmu.edu)
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### **405 Exhibition**

September 17 – October 31, 2024; 150 Franklin Street Gallery, Harrisonburg, VA  
*Sponsored by Furious Flower Poetry Center*

- *Mistress*; together, the conversation between image and text explores the legacy of slavery on Black women and their sexualities. Learn more through the link.
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### **Harrisonburg's International Festival**

September 28, 12:00 – 6:00 p.m.  
*Sponsored by the Fairfield Center*

The [Harrisonburg International Festival](#) is a very special event that celebrates this area's rich cultural and language diversity. One of Harrisonburg's largest annual attractions, the festival draws more than 9,000 people every year from the Shenandoah Valley as well as areas such as Baltimore and DC. This family-friendly event is free, with plenty of food and crafts available for purchase, and activities for visitors of all ages. For more information call 540-434-0059 x 5 or [internationalfest.hburg@gmail.com](mailto:internationalfest.hburg@gmail.com)

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### **Beitzel Symposium (JUSTPEACE Week)**

September 25, 2024: 8:00 AM - 4:00 PM; The Union, Taylor 404  
*Sponsored by The Gandhi Center*

- The Gandhi Center's JUSTPEACE Week includes the Beitzel Symposium, with presentations by practitioners and scholars. The theme for 2024 is climate, peace, and justice.
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### **Deep Impact: Latin Heritage Month**

September 25, 2024; 7:00 PM - 8:00 PM; The Union, Warren 256  
*Sponsored by CMSS*

- Join CMSS & Madison Hispanic Caucus for the Hispanic Heritage Month speaker.
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### **Coming Out Monologues**

October 10, 2024; 6:30 PM - 8:00 PM; Success Center 1075  
*Sponsored by CMSS*

- Sexual Orientation, Gender Identity, and Expression (SOGIE) office to celebrate National Coming Out Day through this low-pressure open mic-style event. Listen to, or share your own stories of coming out or not coming out through song, poem, or just talking.
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### **Asian Student Union Culture Show**

November 9, 2024; 5:00 PM - 7:00 PM; Wilson Hall Auditorium  
*Sponsored by CMSS*

- JMU Asian Student Union will have its Culture Show for the general body members and the general public.
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### **Deep Impact: Trans Awareness**

November 13, 2024; 7:00 PM - 8:30 PM; The Union Ballroom  
*Sponsored by CMSS*

- Join the DEEP Impact Diversity Educators for a conversation exploring the experiences of Trans people during Trans Awareness Week!
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### **Transgender Day of Remembrance Open House**

November 19, 2024; 9:00 AM - 2:00 PM; Success Center 1075  
*Sponsored by CMSS*

- Transgender Day of Remembrance is an annual event to remember the lives lost to anti-trans violence and spread awareness on how we can be better allies in the fight for trans lives.
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### **Candlelight Vigil: Transgender Day of Remembrance**

November 20, 2024; 6:30 PM - 8:00 PM; The Union, Warren 256  
*Sponsored by CMSS*

- Join SOGIE and allies for a candlelight vigil to memorialize the lives lost due to anti-transgender hatred or prejudice and to spread awareness on how we can be better allies in the fight for trans lives.

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**Answers to Hispanic Heritage Month questions** – watch this quick [video](#)

- CHBS has two Hispanic faculty members within our over 170 faculty members.