Dear CEHD Community,

We have made some important progress since last summer 2020 in our work on justice, equity, diversity, and inclusion (JEDI). I am encouraged and motivated to move forward with the difficult but necessary JEDI work that still lies ahead for ODDI and our college. I want to personally thank my wonderful team in ODDI—including the Dean’s CARE interns we hired this Spring—as well as members of the equity and social justice collective (i.e., The Collective) for their selfless service and commitment to this work. You can read more about the work of The Collective over the past year and get to know our interns in this current volume of the newsletter. One of our primary goals for the upcoming academic year is to further grow The Collective not only in terms of adding additional people, but importantly, in making the work of this group more visible, concrete, and impactful.

As we approach and begin the Fall 2021 semester, we will make the ODDI strategic plan available to everyone in the college. We have worked hard on this plan over the past several months to make certain that it compliments and augments CEHD’s broader strategic plan, particularly in the areas of climate, recruitment, retention, and equity. It is our hope that you will read and reflect on the plan early on in the semester, and use it as a guidepost for the JEDI work we do individually and collectively in and through the college. Please do not hesitate to contact my team or me in ODDI if you have questions or want to learn more about our work going forward. I look forward to working with each of you in some capacity this upcoming academic year!

John N. Singer, Ph.D.
Associate Dean for Diversity and Inclusion
The Equity and Social Justice Collective (The Collective) was formally launched in 2020 to help the college address the myriad challenges that emerged in the midst of the COVID-19 pandemic, economic downturn, and racial reckoning the nation has been faced with since the murder of George Floyd by a Minneapolis police officer on Memorial Day 2020.

Over the past year we, the Collective has completed the following tasks:

- Conducted a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis for each college department
- Generated a list of strategic recommendations to enhancing diversity, equity, and inclusion for faculty, staff, and students
- Provided insight and leadership to the College on advancing justice, equity, diversity, and inclusion goals

Where Are We Now? CEHD Equity and Social Justice Collective One Year Later

The Collective conducted a comprehensive SWOT analysis across CEHD’s five departments that informed:

- The 2020 Annual Diversity Accountability Report (DAR)
- Recommendations put forth to the Dean’s Leadership Team.

2020-2021 Cohort Collective Members

Faculty, Staff, Graduate & Undergraduate Students
Climate Award Winners

The CEHD Climate Awards are intended to recognize individual excellence in the contribution to a positive workplace climate, advocacy for inclusive practices that recognize diversity, and/or the promotion of equity across CEHD.

**STAFF AWARD RECIPIENT**

NAHED ABDELRAHMAN, PH.D.
RESEARCH SPECIALIST I, EAHR

**FACULTY AWARD RECIPIENT**

ERINN WHITESIDE, PH.D.
SPECIAL EDUCATION, EPSY

Welcome CEHD's Dean’s CARE Interns!

The Deans Committed to Anti-Racism Efforts Internship, created by the TAMU Council of Deans, to provide TAMU students with the opportunity as an intern to work with the Dean and support our university’s steady progress toward a vibrant climate of diversity and inclusion.

**STAFF AWARDS**

WILLIE CJ HARMON
GRADUATE STUDENT, TLAC

EMILY BALL
GRADUATE STUDENT EAHR

**MANAGING STUDENT**

NAHED ABDELRAHMAN, PH.D.
RESEARCH SPECIALIST I, EAHR

EMILY BALL
GRADUATE STUDENT EAHR

**UNDERGRADUATE STUDENT**

DESIREE AKURUE
UNDERGRADUATE STUDENT, HLKN

WILLIE CJ HARMON
GRADUATE STUDENT, TLAC

MIKAYLA SLAYDON
UNDERGRADUATE STUDENT, TLAC
**Territorial Acknowledgment for College Station Campus of Texas A&M University**

"We acknowledge that Texas A&M University (College Station) is situated on the land of multiple Native nations, past and present. These original homelands are the territory of Indigenous peoples who were largely dispossessed and removed. We specifically acknowledge the traditional stewardship of this land by the Tonkawa, Tawakoni, Hueco, Sana, Wichita, and Coahuiltecan peoples. We pledge to support and advocate for the histories, cultures, languages, and territorial rights of historic Indigenous peoples of Texas and the Indigenous people that live here now. This statement affirms continuous Indigenous presence and rights, acknowledges the ongoing effects of settler colonization, and supports Indigenous struggles for political, legal, and cultural sovereignty."

Learn about [The Native American and Indigenous Student Organization (NAISO)](mailto:anna.nouzovsky@tamu.edu).

Learn and recognize which [Indigenous Territory you live on](http://example.com).

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**NCORE 2021**

**33rd Annual Conference on Race and Ethnicity in American Higher Education**

Individuals in CEHD and across TAMU attended the virtual week-long National Conference on Race & Ethnicity in American Higher Education (NCORE) conference hosted by the Oklahoma University’s Southwest Center for Human Relations Studies.

To learn more about the conference check out [NCORE](http://example.com).

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**CEHD Social Justice Book Club**

The CEHD Social Justice Book Club has been meeting since Spring 2021 to discuss various resources related to social justice, equity, and inclusion topics.

**No time to read?** You can still join the discussion-we provide books, movies, podcasts, etc so that everyone can engage with new material in a way that’s best for them!

Past materials include:

- *The Power of Disability Al李某* [image](image.png)
- *Code Switch Race in your face* [image](image.png)
- *Just Mercy* [image](image.png)

Interested in joining? Email anna.nouzovsky@tamu.edu to join the mail list and get updates on our next topic.