

Wherever you are...

**we're here for you**

TITLE IX | ADA | DIVERSITY, EQUITY & INCLUSION

*the  
mission  
continues*

STEPHENS  
COLLEGE

## **Now That You Have Some Time...**

The 2020 Census is happening now.

*Did you know the U.S. Census Bureau identified college students as among the hardest to survey during Census time?*

You can complete your questionnaire online, by phone, or by mail.

Census data determine the allocation of billions of dollars to support your state, county, community, and vital campus programs.

If you have not done so, you should register for the Census. April 1, 2020, was Census Day, a key reference date for the 2020 Census but not a deadline. Now that spring term 2020 and finals are in the herstory/theirstory/themstory/history books, YOU, can complete the census while you are practicing social distancing.

We, Stephens' Equity Offices, encourage you to go to [www.my2020census.gov](http://www.my2020census.gov) to complete the Census. The process takes approximately 10-12 minutes to complete.

Billions of dollars are at stake and by completing the Census you are being counted; doing your part to help your communities; securing money for schools, roads, hospitals and important programs that help people survive and thrive.

Need more inspiration, watch this:

<https://www.youtube.com/watch?v=IE8COWgnheM&feature=youtu.be#> and then complete the Census; crossing another item off your 'to do list' [www.my2020census.gov](http://www.my2020census.gov).

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## **Equity Office News**

 [News from ADA Coordinator Sady Mayer Strand:](#)

As you prepare for your summer, please know that Sady Mayer Strand, the American with Disabilities Act (ADA) Coordinator for Stephens will be available to answer questions/concerns that arise in June or July. Please do not hesitate to contact her via [adacoordinator@stephens.edu](mailto:adacoordinator@stephens.edu) or [smayer@stephens.edu](mailto:smayer@stephens.edu). If you are a student who is currently receiving ADA accommodations and you wish to renew academic and/or residential accommodations for the summer semester and/or fall semester, please email Sady. You are welcome to email now or closer to the beginning of the summer or fall semester.

#### **News from Title IX Coordinator Shannon Walls '93:**

The federal government has released new regulations regarding Title IX, the law that prohibits sex-based discrimination and harassment at schools, colleges, and universities. We've been anticipating these new guidelines for a long time.

Now the new regulations are here, and the real work begins: the work of understanding them, explaining them, and implementing them. The new regulations go into effect in August. Between now and then, our Title IX Team will make sure that our policies and procedures align with the new federal regulations, along with Missouri state laws, court decisions, and our values as a community. In the midst of changing laws and regulations, the Stephens way remains firm. We are committed to ensuring that all of our Title IX actions are based in respect, sensitivity, and dignity for all of our students, faculty, and staff members.

In the coming weeks we'll be sharing more information through these newsletters. In the meantime, please contact Shannon Walls at [sbwalls@stephens.edu](mailto:sbwalls@stephens.edu) or [titleix@stephens.edu](mailto:titleix@stephens.edu) with your questions, ideas, or concerns.

#### **News from Director of Diversity, Equity and Inclusion Shaashawn Dial '98:**

Discrimination based on race, sex, religion, national origin, disability, gender identity, sexual orientation, gender expression continues to be unlawful during this public health emergency. Discrimination may arise in different contexts, including education, employment, health and safety, housing, and places of public accommodation. Unlawful discrimination, during a global pandemic, discourages individuals from coming forward to seek treatment or information. If you believe you are a victim of discrimination you can find information about how to file a complaint at: <https://www.justice.gov/crt/how-file-complaint> and Complaints of employment discrimination can be filed with the EEOC at: <https://www.eeoc.gov/filing-charge-discrimination>. You can also contact the Civil Rights Division at toll-free 855-856-1247 or 202-514-3827. If you have information concerning the commission of violent acts or threats due to age, race, sex, religion, national origin, disability, gender identity, sexual orientation, gender expression, please contact your local FBI field office. A list of field offices is located here: <https://www.fbi.gov/contact-us/field-offices>. We possess responsibility as individuals, communities, and an organization to ensure fear, prejudice, stereotypes do not limit access to housing, food, transportation, schools, benefits, services, jobs, and information.


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## Self-Care Corner

### **Sady's Self-Care Tip:**

Need a mindful break to relax, unwind, and reconnect to yourself? Try the **Insight Timer** app for thousands of guided meditations, or simply use the app's beautiful bell timer to time your own meditating. <https://insighttimer.com/>

### **Shannon's Self-Care Tip:**

Check out the **myPlan** app available through the  App Store or at [www.myplanapp.org](http://www.myplanapp.org).

This is an excellent tool to help with safety decisions if you, or someone you care about, is experiencing abuse in their intimate relationship. **myPlan** is an interactive safety decision aid designed to assist intimate partner violence survivors in identifying and navigating their own safe path forward. Relationship abuse is often complex and dangerous, making it difficult for someone to evaluate their situation. Safety planning is the cornerstone of intimate partner violence interventions and the **myPlan** app was developed by the Johns Hopkins University School of Nursing to assist individuals in weighing risks and benefits and making informed decisions that impact their safety.

### **Shaashawn's Self-Care Tip:**

Control what you can control. Grant yourself permission to unplug from social media (Facebook, Instagram, Twitter, Snapchat, TikTok, LinkedIn and others) especially from the videos and images of people of color being attacked. Release the pressure of having to post, like, share, create, or edit content today. If it is too challenging to go for an entire day from all the mediums, start with one at a time or check it less frequently. It is ok to prioritize yourself!

<https://afropunk.com/2019/07/radical-self-care-25-tips-for-black-people/>

**We are Stephens. Let's continue to LEARN. GROW. LEAD.**

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