

Wherever you are...

**we're here for you**

TITLE IX | ADA | DIVERSITY, EQUITY & INCLUSION

*the  
mission  
continues*

STEPHENS  
COLLEGE

✧ [News from Director of Diversity, Equity and Inclusion Shaashawn Dial '98:](#)

✧ We, Stephens College, condemn racism and stand with BlackLivesMatter.

We say the names of:

✧ George Floyd

✧ Tony McDade

✧ Trayvon Martin

✧ Eric Garner

✧ Ahmaud Arbery

✧ Tamir Rice

✧ Michael Brown

✧ and other murders of Black men, women, and non-binary individuals.

✧ We stand against police brutality. We fight for justice.

✧ We commit to #SayHerName because in the words of Dr. Kimberle' Crenshaw, "If all Black Lives Matter, Black lives across gender have to be lifted up." We affirm that Black women are not an afterthought. We say their names:

✧ Breonna Taylor

✧ Pamela Turner

✧ Sherida Davis

✧ Domonique Clayton

✧ Atatiana Jefferson

✧ Korryn Gaines

✧ Shantel Davis

✧ Iyanna Dior

✧ Sandra Bland

✧ and too many more.

✦ We affirm our commitment as individuals to do our individual work, recognizing that systemic racism hurts us all and hurts us differently, therefore, we have different work to do as white people and as people of color. We have work to do as Stephens community members - residential, online, graduate students, faculty, staff, board of trustees and alumnae. It is our collective responsibility to self-educate, to lead uncomfortable conversations with people in our spheres of influence and take action. We affirm our commitment as an organization to intentionally identify where and to what extent systemic isms like: racism, sexism, classism, heterosexism, ableism, lookism, anti-Semitism, transphobia, islamophobia and many other isms and phobias are embedded in Stephens which is part of the U.S. social institution of education.

✦ For people of color it is ok to acknowledge the navigation of a pandemic disproportionately impacting our communities is layered with worry, anxiety, grief, anger, fear, sorrow, confusion, frustration, isolation, and intersections of emotions we can't name at this moment. To people of color, it is ok to name that we are not ok. To people not of color it is time to act. If you are not taking action to resist systemic racism you are complicit in its continuation. Where to engage at this crucial moment? Visit the Diversity, Equity, and Inclusion page for ten resources to start: [www.stephens.edu/about-stephens/equity-offices/diversity-equity-inclusion/](http://www.stephens.edu/about-stephens/equity-offices/diversity-equity-inclusion/)

#### 🏠 [News from Title IX Coordinator Shannon Walls '93:](#)

It can be difficult for any survivor to report a sexual assault, but survivors of color face an additional burden along with being a survivor: Racism.

Racism and sexual violence are intimately connected. It is so important for us to understand the connections, and I've taken some time to educate myself more about them.

#### SOME FACTS:

- The likelihood that a person will experience interpersonal violence, including sexual violence, relationship violence, and stalking increases if they are Black, Brown, or Native. [End Rape on Campus](#) has compiled data about [prevalence rates](#) including:
  - While 80% of rapes are reported by white women, women of color are more likely to be assaulted than white women.
  - For every Black woman that reports her rape, at least 15 Black women do not report.

- Approximately 60% of Black girls experience sexual abuse by age 18.
- Black women students in various academic settings who reported experiencing rape: 16.5% in a high school sample and 36% in a college sample.
- 13% of Black transgender people experience sexual violence at the workplace.
- Approximately 7.9% of Latinas will be raped by a spouse, boyfriend or ex-boyfriend during their lifetime.
- Married Latinas are less likely than other women to immediately define their experiences of forced sex as rape and terminate their relationships; some view sex as a marital obligation.
- According to a compilation of studies, between 21-55% of Asian women report experiencing intimate physical and/or sexual violence in their lifetime.
- In a study of Indian and Pakistani women, Indian and Pakistani women born in the US or who had immigrated before adolescence were more likely to experience physical violence, sexual assault, and stalking compared to those born outside of US or immigrated post adolescence.
- Native American women are 2.5 to 3.5 times more likely to experience sexual assault compared to the statistics of all other races.
- 44% of Indian Health Service emergency rooms reported not having an accessible protocol, or trained personnel in place for sexual assault.
- According to a 2010 study, US attorneys declined to prosecute 67% of sexual abuse, homicide, and other violent crimes against Native women.

Mainstream anti-sexual violence organizations, victim services and the legal systems have traditionally focused on the needs and experiences of white women. We must do better to – and at Stephens we resolve to:

- Educate ourselves and others on the history of sexual violence and historical trauma for communities of color;
- Create culturally sensitive policies, practices and procedures;
- Remove barriers for reporting;
- Provide programming with the goal of promoting lasting social change that will ultimately prevent sexual violence; and
- Honor the resilience of survivors of color and the communities they belong to.

SOURCES:

[Racism & Sexual Violence: What's the Connection?](#)

[Racism & Sexual Violence: Implications for Movement Building and Victim Services](#)

[Ending Racism is Necessary to End Sexual Violence](#)

[End Rape of Campus](#)

The Title IX Office is open and available to support all students and employees.

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

As a reminder, though the Student Success Center is closed during June and July, the ADA/Section 504 Coordinator is still reachable via email. Please don't hesitate to email her directly: [smayer@stephens.edu](mailto:smayer@stephens.edu) or [adacoordinator@stephens.edu](mailto:adacoordinator@stephens.edu).

Spending more time at home due to social distancing during COVID-19? If you have the time, check out Interact Center's "We Are Not Disposable" art exhibit.

The [Interact Center of Minneapolis](#) is a visual arts studio, which works every day to "challenge perceptions of disability." The Center's new online exhibit is "an artistic response to public perceptions of disability and how access to critical healthcare is threatened for people with disabilities in the face of the COVID-19 pandemic." The virtual exhibit features artwork by 44 artists as well as resources for further research and reading such as ["Disabled Oracles and the Coronavirus" by Alice Wong](#). Any purchase of exhibit artwork will bring a 50% donation to the work of the [Disability Visibility Project](#), "an online community dedicated to creating, sharing, and amplifying disability media and culture."

And while you are reading Alice Wong, you might also want to check out her article posted on the Disability Visibility Project website: ["Freedom for Some Is Not Freedom for All"](#).

And for those at home with health conditions who are unable to take part in the crucial protests and rallies that are bringing change across our nation, check out this [republished list](#) on the Disability Visibility Project site regarding what you can do from your home to support the ending of police violence and institutionalized racism as a whole.

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

**Shaashawn Dial '98**

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