

MULTICULTURAL NEWSLETTER OF THE UNIVERSITY OF MICHIGAN SCHOOL OF DENTISTRY

The **MULTICULTURAL MIRROR**

One School



Many Cultures

Meet the Multicultural Affairs Committee – 2010-11



Student members are D1s **Isabel Castillo** and **Ashok Rohra**, D2s **Willis Lay** and **Priscilla Johnson** (absent from photo), D3s **Ricardo Lugo** and **Miran Forsyth** (both absent), D4 **Evelyn Lucas-Perry**, and Dental Hygiene Junior **Elizabeth Easter**. Staff members are **Judy Craft**, **Nancy Kelly**, **Diane Nixon**, **Cheryl Quiney**, and **Eileen Quintero**. Faculty members are **Maria Regina (Ninna) Estrella** (absent), **Marita Inglehart**, **Catherine Krull**, **Kenneth May**, and **Henry Temple**.

The Multicultural Affairs Committee (MAC) is a group of faculty members, staff members, and students that meets regularly to plan events for the School of Dentistry to help raise awareness of the challenges and joys that come with being in a diverse community.

If you are interested in joining the MAC, please send an e-mail to mri@umich.edu or cquiney@umich.edu. We are looking for new members and would love to hear from anyone who is interested.

Meet the Newest Members



Left to right: **Elizabeth Easter**, DH2; **Isabel Castillo** and **Ashok Rohra**, D1s; **Eileen Quintero**, staff member; and **Catherine Krull**, faculty member

The Multicultural Mirror is produced by the Multicultural Affairs Committee of the School of Dentistry, University of Michigan, and is edited by [Elizabeth Rodriguez](#) in BMS.

Celebrating the Diversity of Holidays within the Dental School Community

When the Multicultural Affairs Committee members decided to have a Holiday edition of the Multicultural Mirror, we started collecting information from members of our school about the ways they celebrate holidays. We wanted to know which holiday they liked best, what they liked best about this holiday, and what their favorite food was. We ended up with over 200 responses from dental students, nearly 30 from dental hygiene students, and a few emails from staff and faculty members and learned a lot about holiday traditions. The responses ranged from the light hearted responses of two Pastafarians who explained that they celebrate all holidays – see separate article – to the serious explanation of a staff member who is a Jehovah's Witness and informed us that Jehovah's Witnesses do not celebrate any holidays – see separate article.

	Frequency	Percent
Christmas	168	63.7
Thanksgiving	42	15.9
Halloween	14	5.3
July 4	8	3.0
New Year's	8	3.0
Eid	6	2.3
Easter	4	1.5
Hanukah	3	1.1
St. Patrick's Day	2	.8
One response each for Diwali, Kwanza, Memorial Day, Persian New Year, Valentine's Day, Guy Fawkes Day, don't have one, every day, all holidays, birthday		

When we looked at the answers to the question which holiday is the favorite, Christmas was by far the most favorite holiday with 168 responses, followed by Thanksgiving with 42 votes and Halloween with 14.

Some interesting responses came from Dr. Fontana who reports that her family celebrates January 6th when the kids get presents from La Befana – which is an Italian tradition – and from Emily Springfield who celebrates Christmas but also exchanges winter gifts on the Winter Solstice and does a hearth and home blessing with traditional Irish food on February 2nd (Imbolc/Bridget's feast day). Prof. Ridley described that her family celebrates December 6th, the feast of St. Nickolas, with putting gifts in their children's boots.

In response to the question what the respondents liked best about these holidays, we received a wide range of responses, but the most common response was related to getting together with the family (50 responses), sharing meals such as Christmas or Thanksgiving dinner or brunch (22 responses), or enjoying decorating or decorations. Some traditional activities are more widely shared such as attending church services, carving pumpkins, lighting the menorah, decorating the Christmas tree, spinning dreidels and singing together, having egg fights on Easter, or dressing up on Halloween. Other traditions are family traditions such as watching "The Grinch" or other holiday movies, driving around to see Christmas lights, or playing certain games.

[Continued on next page](#)

Celebrating w/in Dent School Community (cont)

When we asked about favorite food, we received about 100 different responses. While turkey, stuffing, and mashed potatoes were named by quite a number of respondents, the other responses really are a sign of the diversity of our dental school community. Some ethnic foods mentioned were Arabic food, Thai food, Korean food, Russian food, fattoush salad, Mexican food, Indian food and sweets, Romanian food, Persian food, Italian food, Colombian food, Soulfood, spanakopita, Chinese food, Hungarian food, and Middle-Eastern food, and many more. Many different main courses were listed such as lasagna, pizza, crab legs, eggplant with rice, smoked white fish salad, hamburgers and hot dogs, sushi, stuffed peppers, cheese fondue, ham, stuffed cabbage, chicken pesto pasta, meat and potatoes, Wiener schnitzel, rice and beans,

ribs and shrimp, macaroni and cheese, steak. Our favorites were all the different sweets mentioned ranging from candy such as candy canes and Skittles™ to desserts such as raspberry chocolate cheesecake, fruit cake, grandma's coffee cakes, sugar cookies, pumpkin pie, sweet potato pie, apple strudel, pecan pie, strawberry cake, brownies, maamol (cookies with dates), chocolate cake, Oreo™ cookie jar blizzards from the Dairy Queen™, and cinnamon buns.

After reading through these many responses, one thing became clear: our dental school community is rich in traditions, has a treasure chest full of wonderful family recipes and represents the world under one roof. May 2011 bring us many opportunities to get to know each other better!

- Marita Inglehart &
Dalia Mammo
POM



Jehovah's Witnesses' Approach to Holidays

One response to the email about holidays was from a Jehovah's Witness. We share this response with you because we found it very interesting. This staff member wrote:

I am one of Jehovah's Witnesses and I do not celebrate Christmas or other holidays and events such as, Halloween, Thanksgiving, New Years or Birthdays. I will usually stay at my desk and continue working when others in the office are celebrating. I do believe in

giving gifts and showing appreciation for my family, friends and workmates. The holidays are generally historically linked to pagan observances and were integrated into Christianity. It is for this reason that my Christian beliefs will not allow me to participate in these events and celebrations. The following url will provide more detail on this

http://www.watchtower.org/e/bh/appendix_14.htm

Christmas Markets in Europe

The following was written by Nancy Kelly of Academic Affairs, who lived in Germany for a year and got to know the Christmas Markets during her stay there.

Many of our traditions surrounding Christmas have their roots in Europe – or more specifically, Germany, Austria & Switzerland. Beginning at the end of November, when the Advent season begins (Advent is the 4 Sundays leading up to Christmas Eve), Christmas Markets (*Christkindlmarkt* or *Weihnachtsmarkt*) are held in many cities. Usually, these markets are set up in the old city square (Rathaus Platz), where you can find the largest and oldest church plus the seat of the city government. These areas usually have cobblestone streets and are the oldest part of the city.

Vendors from the surrounding areas set up wooden booths with wooden awnings trimmed in pine boughs. Christmas lights are on every booth. In the olden days, they used candles. But they stopped using candles when electric lights became available, because these wooden booths became tinder dry and were fire hazards by the end of the season,) so the *Weihnachtsmarkt* shines on dreary winter days and in the evening with all the twinkling lights. These booths hold many beloved items related to Christmas. First, let's explore some of the food: hot spiced wine (*Glühwein*); hot pretzels; hot, thick Belgian waffles with warm applesauce; roasted chestnuts

and almonds; Beer, of course!; *Lebkuchen* (gingerbread); and *Wurst* (sausages of every kind and shape: some in bundles with sausages as thin as pencils; foot-long sausages; big fat red or white sausages; spicy or mild) – and if you're a true fan, you'll get the sausages with spicy brown mustard. Other booths are full of Christmas decorations, toys and candy: Handmade wooden ornaments for the tree; wooden toys; candy – enough to make even an adult's eyes grow wide, such as *marzipan* (almond paste) molded into hundreds of different shapes like fruits, vegetables, and toys, and all kinds of peppermint bon-bons and chocolates of every size and shape; lace and other decorative items; traditional arts & crafts from that region; handmade candles; winter gear like hats, mittens, scarves, etc.; crystal wear; pottery; and so much more!

People start filling the markets by mid-morning and as the day wears on, families come after school and work. Later in the evening, it is more of an adult gathering. People enjoy the season and the *Gemütlichkeit* (festive friendly gathering of friends). Young children may play games of chance, their parents enjoy the hot spiced wine, grandparents buy trinkets for the *Kinder* (children), and there are often choral groups wandering around singing *Weihnachtslieder* (Christmas carols). Sometimes there are street performers. Tradition is the key to these markets – materials are natural, and food and crafts are traditional. Whole families come often during the season. In some cities, the *Weihnachtsmarkt* closes on Christmas Eve (the holiest time of the Christmas season in Germany); in some areas, they continue thru to January 6, which is *Drei Königstag* (3 Kings Day) when the Magi finally reach the Christ child and share the gifts they have brought. The gifts from the 3 Magi are the foundation of gift-giving at Christmas today.



[continued on the next page](#)

Christmas Markets in Europe (continued)

The feeling is magical: warm with friendly greetings, bright, festive, and colorful, with traditional foods to satisfy everyone. The smell of fresh-cut pine boughs and the hot wine and wurst cooking attract young and old alike. These Christmas markets began hundreds of years ago, when people didn't travel but needed to get supplies before the harsh winter season began. The *Weihnachtsmarkt*, celebrating the Christmas season, began in Germany a couple hundred years ago and have become so beloved that they now exist in France, England, Germany, Denmark, Poland, and most other European cities. If you want to travel to Europe when there few tourists, go between the end of November and December 24 and you will



experience the wonders of the Christmas markets and holiday *Gemütlichkeit*.

- Nancy Kelly
Academic Affairs

Celebrating the Holidays as Pastafarians

When we sent out an email to our dental school community, two recent converts to Pastafarianism responded and told us about the way they celebrate holidays. We must admit that we were very ignorant and had never heard about this group. But Wikipedia enlightened us quickly and informed us about this parody religion which believes in the Flying Spaghetti Monster (FSM) (see the stained-glass window in the photo below).

We learned that Pastafarians believe in "Holidays" and celebrate all holidays because Pastafarians are encouraged to celebrate often and celebrate all holidays of their choosing. One of our dental school Pastafarians told us "I am OK with all of the holidays of the holiday season. 'Holiday' takes all of the holidays that different people celebrate into consideration and the joy of all are shared." They describe the way they celebrate in the following way: "As a Pastafarian, I celebrate this season how I please and take which ever day/days during the holiday season to enjoy as I see fit!".

They like holidays because "they get to spend time with family and the holiday is a enjoyable time to relax" and "It's also nice to have a vacation!". One Pastafarian told us that dressing up like a pirate is also fun during the holiday season. Both Pastafarians told us that their favorite food is of course spaghetti.

- Marita Inglehart
POM



Midnight Mass as Seen Through the Eyes of an Adult Catholic

I do not like Christmas – I grew up in one of those families that gets referred to as “dysfunctional.” As an adult, going “home” for Christmas was a source of such trauma that I would frequently try to induce illness during the month of December as a way of avoiding the whole thing. My mother’s death several years ago meant that my sisters and I had to learn new ways of celebrating the holiday as a family, and we have since evolved newer, more peaceful traditions.

Over the years, though, there is one tradition with which I was brought up and which I have come to cherish more and more as the years go by, and that is Midnight Mass. It is an utterly illogical thing to gather people in a public building in the middle of the night– and, yet, it is a profoundly human thing to band together on one of the coldest, darkest nights of the year, light some candles, tell old stories, and share a simple meal.

In my parish church, my husband and I arrive before 11 p.m., and it is my task to light bottle candles (bottles with wick and wax – very sturdy and breeze-proof) and put them behind the Stations of the Cross sculptures along the walls of the church. With very subdued lighting from the high ceiling and the candles flickering, the church is quite dim and induces a state of calm. People speak in hushed voices as they arrive and greet family and friends.



At 11:30, with the lights still down, we have a service of lessons and carols in which we hear the marvelous stories about the kingdom that is and will be – about lions and lambs lying down together, about a world in which all people are seen as moving toward their best selves, and about finding joy within the present reality. These words below from Archbishop Oscar Romero are read each year.

(First, some context: In December, 1978, in the midst of civil war the only Christmas Eve Mass in the nation of El Salvador was at the cathedral in San Salvador, and Romero, the nation’s archbishop sent these words out over the radio. As you read them, please recall that the bishop was talking to his people out of the deep well of a particular shared culture. I am not putting these in this newsletter to exclude anyone.)

This is the Christian’s joy: I know that I am a thought in God, no matter how insignificant I may be – the most abandoned of beings, one no one thinks of. Today, when we think of Christmas gifts, how many outcasts no one thinks of! Think to yourselves, you that are outcasts, you that feel you are nothing in history: “I know that I am a thought in God.” Would that my voice might reach the imprisoned like a ray of light, of Christmas hope – might say also to you, the sick, the elderly in the home for the aged, the hospital patients, you that live in shacks and shantytowns, you coffee harvesters trying to garner your only wage for the whole year, you that are tortured: God’s eternal purpose has thought of all of you. He loves you, and, like Mary, incarnates that thought in his womb.

<http://www.beyondborders.net/Christmas/Romero-Advent.htm> - (translated from the original Spanish)

These words remind me that I am part of a vast family of humanity that is not bound by time, geography, language, or creed. These words creep into my heart and heal the broken places, and each year, I leave the church in the middle of Christmas Eve night feeling a little more whole, a little more human, a little more free. I am not sure that I will ever love Christmas, but I do love these moments of peace and simple fellowship.

- Elizabeth Rodriguez
BMS

End of Year Holidays in Japan

The following essay was written by Nancy Kelly in Academic Affairs. She lived in Japan for several years and looks back on that time with appreciative fondness.

The End of the Year in Japan

Christmas is not a religious holiday in Japan, and if December 25 falls on a week-day, people still go to work. It is, however, celebrated with Japanese animated style decorations, Santa-san, and with a "Christmas cake" (strawberry shortcake style) at home with the children on the evening of December 24. The typical greeting is "Merry XMAS!" With more Japanese people having lived overseas, recently there have been more Western style decorations around Christmas.

For the past 20 years, Japan has celebrated the emperor's birthday officially on December 23, which has become the beginning of the year-end school holiday and the beginning of some of the most heavily travelled days in Japan when people visit family. At this time, people begin preparing for the New Year holiday by preparing special foods in advance.

On New Year's Eve, most families gather quietly and may visit their local temple to

ring bells 108 times called joya-no-kane. It is said that the tolling of the bells purifies people of the 108 worldly desires. Families then spend the next couple of days visiting one another, much as we do for Thanksgiving.

A favorite food and activity at this time is Mochi-tsuki taikai. The Japanese make mochi (hot sticky rice) by pounding cooked sticky rice in a large marble outdoor mortar – children and adults take turns pounding the hot rice in the cold air with large wooden mallets. When it has reached a smooth, sticky consistency, the rice is formed into small balls, which are then dipped in favorite traditional sauces. It is a fun, open-air community event where everyone gets to participate. We can share in this fun every year at U-M, when the Center for Japanese Studies hosts this festival, usually the first Saturday in January.

<http://www.lsa.umich.edu/cjs/eventsprograms/specialevents>



http://www.netglimse.com/holidays/japanese_new_year/joya-no-kane.shtml



http://www.japonophile.com/article_mochi_en.html



U-M School of Dentistry

Monday, January 17, 2011

Join us as we celebrate MLK Day with the

Diversity Buffet with a Taste of Culture

Save the Date:

January 17, 2011

2:00-4:00 PM

Student Forum, Ground Floor

Featuring

Lively conversations in rotating small groups

Wonderful food from many nations!

Ida Gray Awards

Needed:

Discussion Facilitators

Sharing your favorite international foods

Please contact Marita Inglehart mri@umich.edu or Cheryl Quiney cquiney@umich.edu
if you would like to facilitate discussions.

Call for Nominations for the 2010 Ida Gray Diversity Award

What is the Award About?

The School of Dentistry Multicultural Affairs Committee has as its purpose:

"...to create an atmosphere where students, staff, faculty and patients can interact and benefit in a supportive environment by promoting justice and by exploring and celebrating differences and similarities".

Toward this purpose the Multicultural Affairs Committee honors and recognizes those individuals associated with the School who have contributed to the advancement of diversity and the improvement of climate for work, learning, research, and patient care. The Award has been named for Dr. Ida Gray, the first black woman to graduate from our school, the first black woman in the country to earn a formal D.D.S. degree, and the first black woman to practice dentistry in Chicago. Dr. Ida Gray's example represents the goals we continue to pursue, so that all persons have equity as they strive to realize their aspirations.

Who is Eligible?

Nominees must be faculty, staff or students with a present or past affiliation with the School of Dentistry. Three individuals will be honored--a staff member, a student, and a faculty member.

What is the Procedure for Nomination?

Nominations (at least 1 typewritten page) should include 2 or more of the following criteria:

1. Commitment to diversity
2. Shows creativity in creating a climate of care, acceptance and welcome
3. Offers their talents to continuing a climate of welcome and change
4. Willingness to serve as mentor or role model in the issues of diversity
5. Assists in the education of diversity through speaking, writing and living by example
6. Works to create new dialogue among persons of diverse cultural backgrounds

Names may be placed in nomination until Wednesday, January 6, 2010.

Nominations should be sent to the Multicultural Affairs Committee, c/o, Cheryl Quiney, 3374B, cquiney@umich.edu, or to Diane Nixon, CBO Arbor Lakes, nixond@umich.edu.

The Awards will be presented at the School of Dentistry MLK Day Program, on January 18, 2010.

Cheryl Quiney and Diane Nixon



Reference:

Black Women in America An
Historical Encyclopedia, Volumes 1
and 2, edited by Darlene Clark Hine,
Copyright 1993, Carlson Publishing
Inc., Brooklyn, New York. ISBN 0-
926019-61-9

Ida Gray Nelson Rollins, an African-American dentist was born on February 20, 1867, in Clarksville, Tennessee; at an early age she and her parents moved to Cincinnati, Ohio. She attended Gaines Public High School in Cincinnati, graduating in 1887. She entered the University of Michigan Dental School and received her DDS degree in 1890. At this time Gray became the first Black woman in America to earn a Doctor of Dental Surgery Degree. She returned to Cincinnati where she established a very successful private practice.

It was reported that a newspaper editor said of Dr. Gray, "her blushing, winning ways makes you feel like finding an extra tooth anyway to allow her to pull." In 1895, Gray married James S. Nelson, and they moved to Chicago where she spent the rest of her life. Her husband, a Spanish-American and World War I veteran, died in 1926; and she remarried in 1929 to become Mrs. William A. Rollins, but was better known as Dr. Ida N. Rollins. She was also the first Black woman to practice dentistry in Chicago and mentored other African-American women into the profession.

She became active in several Chicago women's organizations, and she was often singled out as an example of what Black women could accomplish. She died on May 3, 1953.

http://www.aaregistry.org/historic_events/view/ida-gray-nelson-first-black-dentistry

So, What, Exactly is an “Official” Holiday?

University Holidays

Those of us who have been around the University for a few years frequently get asked questions this time of year about the University’s holiday policy. Here is the official information from the University’s Standard Practice Guide:

Subject to certain regulations prescribed by the University, faculty members and staff are to be granted time off work without loss of compensation in order to observe the following seven University-designated holidays:

- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- the day following Thanksgiving
- Christmas

University-designated holidays will be observed on the calendar day on which each falls except that holidays falling on Sunday will be observed on the following Monday and holidays falling on Saturday will be observed on the preceding Friday.

In addition to the holidays, the University does not want to unnecessarily heat buildings during a winter week when classes are not in session, and so we have something called “**Season Days**.” All regular employees are granted time off without loss of their regular compensation on the four working days that fall between the University-observed holidays of Christmas Day and New Year’s Day, subject to regulations prescribed by the University. Most University units and departments are closed during this time period. Seven-day operations and other departments that must schedule work during this period have the option to

declare any four regular work days between December 15 and January 15 as season days for those employees who are scheduled to work.

If there is a reason you must work on a holiday or a season day, you should consult with your supervisor regarding alternate days that you can take as time off from work with compensation. Similarly, if you have philosophical and/or religious reasons for taking alternative days off, you should work with your supervisor to determine those days.

Federal Holidays

We thought it would be interesting to look up the official federal holidays – the days when most government offices and financial institutions are not open. Here is the list for 2011.

- | | |
|------------------------------|-------------------------------------|
| • Friday, December 31, 2010* | New Year’s Day |
| • Monday, January 17 | Birthday of Martin Luther King, Jr. |
| • Monday, February 21** | Washington’s Birthday |
| • Monday, May 30 | Memorial Day |
| • Monday, July 4 | Independence Day |
| • Monday, September 5 | Labor Day |
| • Monday, October 10 | Columbus Day |
| • Friday, November 11 | Veterans Day |
| • Thursday, November 24 | Thanksgiving Day |
| • Monday, December 26*** | Christmas Day |

* January 1, 2011 (the legal public holiday for New Year’s Day), falls on a Saturday. For most Federal employees, Friday, December 31, 2010, will be treated as a holiday for pay and leave purposes.

** This holiday is designated as "Washington’s Birthday" in section 6103(a) of title 5 of the United States Code, which is the law that specifies holidays for Federal employees. Though other institutions such as state and local governments and private businesses may use other names, it is our policy to always refer to holidays by the names designated in the law.

*** December 25, 2011 (the legal public holiday for Christmas Day), falls on a Sunday. For most Federal employees, Monday, December 26, will be treated as a holiday for pay and leave purposes.

Sources for this are the University’s Standard Practice Guide and the US Office of Personnel Management