

# The MULTICULTURAL MIRROR

One School  Many Cultures



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Linda Liu  
editor

## Happy Holidays! & a Happy 2017! The MAC members

Greeting s School of Dentistry Family,

I am so happy to extend salutations and well wishes to you all as we come to the end of 2016. In light of all the tremendous change that is taking place in our world, it is a great joy to be able to work in such a wonderful dental school community. Our Multicultural Affairs Committee has been busy this year planning activities such as the Taste-Fest, Veteran's Day Celebration, LGBTQ Ally Training, Multicultural Mirror publications, lunch and learn events and community conversations. We have also entered into the implementation phase of our Diversity Equity and Inclusion (DEI) Five Year Strategic Plan and have launched our Cultural Competency Training Series on "Navigating the World of Unconscious Bias." We are so grateful for all of you who have been able to enjoy our fall events and learning opportunities. It is with great expectation that we look to the coming year with renewed hope and promise. Let me take a moment to thank each and every member of our Multicultural Affairs Committee (MAC) and MAC/Implementation Committee for your tireless dedication and commitment in helping us live out our sacred values of diversity, equity and inclusion in a joyous manner. Next year, in the month of February we look forward to our DEI Day Celebration where we will commemorate Twenty Years of MAC, you don't want to miss this event. Have a joyous holiday season and please enjoy this special edition of the Multicultural Mirror. May your holidays and New Year be filled with Love, Joy, Hope and Peace!

Dr. Todd V Ester, Director of Diversity and Inclusion

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**SCHOOL OF  
DENTISTRY**

UNIVERSITY OF MICHIGAN





We are happy to announce the  
2016 Taste Fest Winners!

## Entrée

**Dinella Crosby**  
(Diversity, Equity and Inclusion)  
*Mac 'n Cheese*

## Dessert

**Priyata Agrawal / Kiranpreet Gurm**  
(3rd Yr Students)  
*Ladoo*

## Other

**Paul Spears**  
(Patient Services)  
*Collard Greens w/  
Turkey and Cornbread*







The annual Veterans Day celebration was held on November 10, 2016 in the Atrium. **Fourteen military personnel** participated representing veterans, students, active duty, and reserve duty. **Thirty-three guests** attended the celebration including faculty, staff and students of the School of Dentistry as well as special guest, Brooks Groom, son of BMS adjunct faculty member, Dr. Thomas Groom.

The two guest speakers were both are current UM police officers with significant military service prior to joining the UMPD.

**Donald Spence** has been a UMPD officer since 2011 and is currently in the Army Reserves. He served active duty for 17 years.



**Garry Veld** has been employed with UMPD since 2000. He is also an instructor at Washtenaw Community College Police Academy Emergency Vehicle Operator. He served in the Army for 20 years. Both discussed why they became police officers and how their military training prepared them for the job.

They expressed their appreciation for being asked to speak, noting that typical visits to the our school are often in response to problems.

We are honored to have them as a part of our community.



Dean McCauley expressed thanks to all in the school with a military affiliation. She emphasized how much the school values their time and dedication in service to our country. She surprised everyone with a special gift sent by Sean Meyers (Dental Informatics), captain in the U.S. Army, currently on assignment in Afghanistan.

The gift was a framed shadowbox with an American flag, flown over Afghanistan on September 11, 2016 in honor of The Multicultural Affairs Committee. Sean noted in a letter, how proud he is to work in a place that honors our military and "celebrates our students, staff, and faculty for their many diverse talents and service."

Thank you to all of our military and their families.





# Unconscious Bias Workshop: An Afternoon Well Spent

Photos courtesy of Lynn Monson

By Cheryl  
Quiney

For those who helped plan the Cultural Competency Training on Unconscious Bias on November 16, 2016, our expectations and anticipation ran very high! The hard work greatly paid off in the end.

From the table decorations, delicious lunch, beautiful training packets, insightful Words of Inspiration booklet and video, wonderful welcome from Dean McCauley to the inspiring and mesmerizing presentation from the Keynote Speaker, **Allison Manswell** of Cook Ross- we all basked in this time of learning and reflection.



We were purposefully arranged at tables with people we didn't directly work with on a daily basis. We learned about each other and from each other. We gained a greater appreciation for each other. And, as Ms. Manswell spoke to us, we learned more about ourselves than we thought we knew. We probably suspected we possessed some degree of unconscious bias, but found out we possess a *greater* level of it after this workshop.

She taught us through real life stories and situations how to recognize bias in our personal and work lives. She then taught us the 6 ways to mitigate unconscious bias:

- ♦ Recognize and accept that you have bias
- ♦ Develop the capacity to use a flashlight on yourself
- ♦ Practice "constructive" uncertainty
- ♦ Explore awkwardness and discomfort
- ♦ Engage with people you consider "others" and expose yourself to positive role models in that group
- ♦ Get feedback

And when confronted with a potential or are in an actual bias situation and need to make a decision before it gets out of hand, Ms. Manswell instructed us how to P.A.U.S.E:

- ♦ Pay attention to what's actually happening
- ♦ Acknowledge your own reactions, interpretations and judgments
- ♦ Understand the other reactions, interpretations and judgements
- ♦ Search for the most empowering, productive way to deal with the situation
- ♦ Execute your action plan

# Unconscious Bias Workshop: An Afternoon Well Spent

Photos courtesy of Lynn Monson

By Cheryl  
Quiney



I asked people to give me some feedback about the workshop. They said it was: necessary, beneficial, enlightening, eye opening, impacts how we should treat others in the workplace and personal lives.

The Unconscious Bias Workshop was very timely. Coming after the results of the Presidential election, no matter what side of the result one stood, this workshop caused us to pause and look at ourselves and reflect on how we will govern ourselves. Will we react to others with differing opinions or will we P.A.U.S.E.? This is a question to ask ourselves for all those difficult situations we face on a daily basis at work, at home, at the grocery store, at the beauty salon, at church, at school....wherever, whenever....

Yes, 1pm to 5pm on Wednesday, November 16, 2016 was an afternoon well spent.



# To Me, Supporting Our LGBTQ+ Community Means...

## Comments made by dental school community members

"Understanding and respecting that love is love is LOVE"

"Respect people with different opinions and without judgement"

"Standing up for what I believe in, and supporting my friends & family :)"

"Supporting family & friends—supporting equal rights for everyone"

"Treating everybody the same!"

"Asking appropriate questions and maintain a judgement free environment"

"Appreciating all the beautiful diversity in our world!"



"Tolerance - Love"

Tolerance + Living with others without judging despite differences"

"Being kind, supportive, and loving to everyone"

"Respect, support, thoughtfulness and LOVE"

"Being the caring part of this world."

"We are all the same!"

"Having love for all people from all walks of life!"



"Everybody love everybody"

"Being visible! Being outspoken! Challenging the norm!"

"Love for all"

"Treating people the same and without bias"



"Being LGBTQ really shouldn't be a discriminating factor"

"PEACE and LOVE"

"Treating everyone with respect"

"We support Y'all!"

"Using inclusive language, recognizing micro aggressions, and doing my best to prevent them"

"Supporting many of the people who I care about"

"Seeing the community as my equals"

"Supporting my family, friends, and the entire world regardless of any of their differences"

"Fairness, equality - the obvious right thing to do"

"Being an active voice for those who can't be heard"

"Letting my friends know that they're welcome and loved in our community"

"Loving and respecting each person for who they are"

"I'd want everyone to feel like they belong here"

"Supporting my guy friends, learning about the types of discrimination LGBT people experience"

"Being a supportive, loving, and caring human beings for all other human beings"

"Not assuming anyone's sexual orientation or gender identity. Equality and support of friends & family"

"Recognizing that everyone has a right to love whoever they want!"



"Loving everyone regardless of everything"  
"LOVE"

"Understanding-Kindness-Respect-Inclusive"





# What and How Do You Celebrate?



## Vernor's Float By: John Girdwood

The maternal side of my family came to Detroit during the Great Depression. At some point, they established the holiday tradition of an orange sherbet Vernor's float which is a variation of a Boston Cooler or a root beer float.

We are not sure how the orange sherbet got into the recipe. Perhaps it was simply "around" the Vernor's one year and got mixed but has become a tradition ever since. Vernor's celebrates its 150th anniversary this year! There is also a locally famous Vernor's mural in downtown Flint where I live now. Vernor's is a holiday tradition in my family connected to our Detroit cultural roots!



# What Do You Celebrate? - Diwali



## Diwali

By: Shyrie Patel

Thank you for letting me partake in this, it is nice to share things about different cultures!

Diwali is a festival which has gained its popularity owing to the nature of its celebrations. It has long been considered to have a religious significance in Hinduism, which is in some way overplayed by its universal feelings of goodness and joy which envelop everyone on this day. Of all the traditional Indian festivals, Diwali can be safely said to be the most widely accepted and loved by the people of India.

Diwali is associated with lights and illumination and hence aptly is called the Festival of Lights. It is symbolized with lighting up the house with candles called *divas* (imaged above). Exchanging of gifts is an old age tradition in Diwali, and it is a time where people meet their loved ones, and share gifts as a token of love and good wishes.

Diwali, religiously, celebrates the account of Lord Rama's (an avatar of the Hindu God) win and return home after a 14 year exile. The lighting and decorating of a home is done to signify welcome of Lord Rama. The tale of Ramayan depicts this all in detail.

Socially Diwali is celebrated with many traditional foods, mainly Indian sweets called *Mithai*. The most common *Mithai*'s (right image) are *Ladoo*'s, *Barfi*'s and *Halwa*'s, and they are all enjoyed in the company of family and friends across the world.

They are delicious!



# What Do You Celebrate? - Chinese Mid-Autumn Festival



## Chinese Mid-Autumn Festival

By: Linda Liu

The Chinese Mid-Autumn Festival is one of the most important holidays in China (probably second after Chinese New Year). I greatly appreciate this opportunity to share this wonderful holiday in the Multicultural Mirror!

I have celebrated it ever since I was little, but as a child, I only knew of it as the holiday when our pantry was stocked with an endless supply of mooncakes (the delicious hallmark pastry which everybody should try, especially with hot tea). But as I grew older I learned that the holiday means so much more: It is celebrated on 15th day of the 8th month of the lunar calendar (late September or early October), which is when the moon is at its brightest and fullest. In Chinese culture, this symbolizes harmony, happiness, and the unity of family and friends. So on that day, loved ones gather together to give thanks, admire the moon, and share mooncakes. Many families also spend time together downtown at night laughing at the quirky lion dance shows and admiring the festive lanterns that completely illuminate the streets. It is such a joyful holiday and many other countries such as Vietnam, Singapore, and Malaysia each celebrate it with their own unique traditions.





# What Do You Celebrate?

## The Church of Jesus Christ of Latter Day Saints

By: Michael Halcomb



The Church of Jesus Christ of Latter Day Saints (Mormons) celebrate all major/national holidays typical of most Christian cultures. If provided the opportunity to visit Salt Lake City Utah (or any other "heavily Mormon populated area") please be sure to visit the Temple Lights. The pictures here depict the Salt Lake City Temple (*top 2 photos*), and the Mesa, Arizona Temple (*bottom 2 photos*). The temple squares are completely transformed the day after Thanksgiving every year.

The sights and sounds of the holidays fill both squares with hundreds of thousands of colorful lights; uniquely illuminated palm trees and flower gardens; an inspiring nativity scene; a display of Mary and Joseph on their way to Bethlehem, and a modern Visitors' Center open to all to recount the story of Christ's birth, atoning sacrifice, and resurrection. This spectacular annual display, provided by volunteers, is free of charge each evening of the holiday season.



One of the most famous performances during the holiday season is the Mormon Tabernacle Choir Christmas Concert and the LDS Church First Presidency's Christmas Devotional, which attracts visitors from all over the world (only featured at the Salt Lake City Temple Square in Utah).

<https://youtu.be/z51apErmAuW>

It was President Reagan who first referred to the Choir as "America's Choir." Since 1911, the Choir has performed for an additional nine presidents, including performing at the inaugurations of presidents Lyndon B. Johnson, Richard Nixon, Ronald Reagan, and both George H. W. Bush and George W. Bush. In 1963 the Choir provided the music for an event at the Tabernacle at which President John F. Kennedy spoke; and participated in a national broadcast honoring the passing of President Kennedy.



Although Christmas is a traditional holiday common to most living in the United States, the Mormon Religion is open when sharing this special holiday season with many due to its message of hope, love, change, and good-will towards all men.

Link to video of the Mormon Tabernacle Choir: <https://youtu.be/z51apErmAuW>

## Upcoming Events

<b>January 16, 2017</b>	<b>MLK DAY - 4 pm: Community Dialogue</b>
<b>January 2017</b>	<b>CE by Dr. Furgeson: Patient-centered care for Veterans</b>
<b>January 2017</b>	<b>Dr. Marti - GTKY: Global Outreach to Greece</b>
<b>February 2017</b>	<b>Celebrating 20 years of the MAC</b>
<b>March 2017</b>	<b>Women's History Month Tea</b>
<b>April 2017</b>	<b>Unconscious bias: Follow up event for staff</b>
<b>May 2017</b>	<b>Unconscious bias: Follow up event for faculty</b>
<b>May 2017</b>	<b>Unconscious bias event for students</b>

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