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This edition of Diversity Spotlight focuses on **Gender, Gender Identity, and Gender Discrimination**.

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**The 2019-2020 Diversity Council:**

Aly Amidei (Theater)
Nadia Anderson (Architecture)
David Gall (Art & Art History)
Hali Hutchison (PAS)
Kim Jones (Dance)
Kelsey Klotz (At-Large)
Jennifer Whitaker (Music, Council Chair)

**Videos**

Videos and descriptions from YouTube.

**Why is Gender so Important?**
Why is my Gender Identity so important? Think for a moment about how you might describe someone. Now, what if you didn't know their gender? How would that change your description? How would it change their identity? Rikki Arundel will be taking us on a journey into the world between genders to explore how we can break from the prison of gender identity. (18:04)

**Hey Doc, Some Boys are Born Girls**
When we're born, a doctor instantly deems us to be one of two things: Male or female. But gender isn't just between our legs. It's also between our ears. So, what happens when we look on the outside clashes with how we feel on the inside? Do we settle? Do we change? And at the end of the day should gender really be as big a deal as society wants us to think it is? In this talk, Decker Moss explores these issues and more. (17:02)

**Implicit Bias - How We Hold Women Back**
Women still face adversity in the professional world. Leaning-in hasn't been enough to turn the tides of systemic biases, so it's time to take a different approach. After facing discrimination in her own career, Maureen proposes several much-needed changes to the way we address pink & blue biases in the professional world. Maureen F. Fitzgerald, PhD, JD, LLM, BComm is a Gender Diversity Advisor and the author of several provocative books. (17:54)
**Why Gender Equality is Good for Everyone -- Men Included**

Yes, we all know it’s the right thing to do. But Michael Kimmel makes the surprising, funny, practical case for treating men and women equally in the workplace and at home. It’s not a zero-sum game, but a win-win that will result in more opportunity and more happiness for everybody. (15:58)

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**Tackling Gender Inequality in the Art World**

Sonnet Stanfill is Acting Senior Curator in the Department of Furniture, Textiles and Fashion at the Victoria and Albert Museum, where she has worked since 1999. In this talk Sonnet asks, ‘Why aren’t more women getting the top jobs in the art world?’. (14:07)

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**Faculty/Staff Spotlight**

Working, performing, or holding an exhibition related to diversity and/or inclusion? Interested in sharing your efforts with College constituents? We want to support your efforts by highlighting your work in a future newsletter. If interested, please provide the details of your work with us [here](#).

- This semester Associate Professors of Theatre [Beth Murray](#) (Education) and [David Fillmore](#) (Lighting Design) co-taught a special topics class in applied theatre entitled *The Questioning Justice Project*. Students looked to themselves, our communities and resources to answer big, basic questions like: What is justice? And who decides what is just? Students used a variety of skills, from inquiry to interview to improv, to create and respond to collaborative performance art pieces. These included poetry and monologues submitted by young adults in the “Give Us a Minute” writing competition. The recent shift to online learning simply meant a shift to creative, episodic storytelling through short videos, original poems, interpretations of others' poems, and tiny audio plays shared in an electronic format. As the course closes, participants have found a few answers to questions about justice, but more frequently they have sharpened, deepened, focused and revised their questions—as each leans into action in their art making and in their lives beyond class and stage.

- In March, [Dr. Elizabeth Sullivan](#), Assistant Professor of Oboe, performed three works at the Music by Women International Festival. The festival is open to performers of all genders but solely focuses on music composed and taught by women.

- [Aly Amidei](#), Assistant Professor of Costume Design, chaired a panel on Inclusive Costuming at the Southeastern Theatre Conference (Feb 2020). Performing Arts Services Costume Lab Manager [Hali Hutchison](#) also served as a panelist.

- [Carlos Cruz](#), Associate Professor of Theatre, was a panelist for "The Work Within The Work: A Digital Panel Discussion on Equity, Diversity, Inclusivity, and Culturally Responsive Teaching Practices within Physical Theater" on April 1st and 4th. The virtual discussions were organized by the Dell'Arte International School of Physical Theatre. Cruz is a Dell'Arte alumnus.
Interested in collaborating with other faculty and/or staff in the CoA+A on diversity, access, equity, and inclusion projects? If so, we have created an open Google Sheet containing contact information of others interested in collaborating. If you would like your information added (i.e., name, email address, department/school, and DEI interests), please provide your information here. The spreadsheet will be updated once a month.

### On-Campus Resources

**Resources for Faculty**
- All-Gender Restrooms
- Office of Identity, Equity, and Engagement
  - Sexual & Gender Identity
  - WE MOVE
- Legal Affairs Nondiscrimination Policy
- UNC Charlotte Diversity
- Human Resources (Employee Relations)
- We Have Voice Collective (Code of Conduct)

**Resources for Students**
- All-Gender Restrooms
- Office of Academic Diversity and Inclusion
- Office of Identity, Equity, and Engagement
  - Sexual & Gender Identity
  - Activate! Social Justice Institute

### Additional Resources

**Books and Video Available Online through Atkins Library**

*Gender Discrimination and Inequality*, Justin Healey (Ed.)

*Sexual Orientation and Gender Identity*, Justin Healey (Ed.)

Transgender and Gender Identity *(Video)*

**Books (*Hardcopy available in Atkins Library Collection)***

*About Gender Identity Justice in Schools and Communities*,* by S.J. Miller

*Coping with Gender Inequities: Critical Conversations of Women Faculty*, S. Thompson & P. Parry (Eds.)
Gender and Our Brains: How Neuroscience Explodes the Myths of the Male and Female Minds
by Gina Rippon

Gender: Your Guide: A Gender-Friendly Primer on What to Know, What to Say, and What to Do in the New Gender Culture,* by Lee Airton, PhD

Lean In: Women, Work, and the Will to Lead* by Sheryl Sandberg

Overcoming Gender Inequity: Real, Raw, Unapologetic Stories, Tips & Strategies
by Theresa M. Robinson & CollabHERators

What’s Your Pronoun? Beyond He & She, by Dennis Baron

**Websites**

Equality Now: A Just World for Women and Girls

Gender Speaker (Rikki Arundel)

Gender Spectrum: Understanding Gender

He For She

The Trevor Project, Trans + Gender Identity

Trans Student Educational Resources

UNICEF: Gender Equality

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**Upcoming Diversity & Inclusion Learning Opportunities**

To register for the following training sessions, select [here](#) and enter your Niner credentials. Please note, presenters of Spring 2020 training sessions are considering offering their sessions via WebEx. Contact session presenter directly for confirmation.

**Safe Zone Training**
November 13, 2020, 10:00 am, Student Union 261

**Age of Learning: Adult Students at UNC Charlotte**
October 13, 2020, 1:00 – 2:30 pm, Colvard 5092

**Disability as Diversity: Creating an Accessible Workplace**
October 21, 2020, 2:00 – 3:30 pm, Colvard 5092

**Green Zone Training**
April 23, 2020, 2:30 – 4:00 pm
August 27, 2020, 1:30 – 3:00 pm, Colvard 5092

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Diversity Spotlight is distributed by the CoA+A Diversity Council to all CoA+A Faculty and Staff.