



In this fall edition of the Lavender Learning Newsletter, you will grasp more key terms, explore present-day challenges for sorority recruitment and be introduced to a must-read book to add to your list!



A central graphic of a smartphone with a white screen and a black keyboard. The screen displays a blue speech bubble with the question "WHAT DOES TOKENISM MEAN?". Below the question, a grey speech bubble contains the definition: "Tokenism is a practice of including one or a few members of an underrepresented group in a team or company." To the left of the phone, a blue speech bubble asks "WHAT IS XENOPHOBIA?". Below it, a grey speech bubble defines xenophobia: "Xenophobia is prejudice or a dislike for people from other countries. It's usually rooted in the perception that members of the outgroup are foreign to the ingroup community." Below that, another grey speech bubble provides an example: "For ex: since the pandemic started, Asian Americans have become the target of xenophobic attacks, much like Muslims were blamed & scapegoated after the 9/11 attacks." To the right of the phone, a grey speech bubble asks "WHAT DOES MARGINALIZATION MEAN?". Below it, a blue speech bubble defines marginalization: "Marginalization means to exclude, ignore, or relegate a group of people to an unimportant or powerless position in society." At the bottom right, another blue speech bubble explains: "These groups experience social, political and economic discrimination because of unequal power relationships across economic, political, social and cultural dimensions." The smartphone screen also shows a search bar, app icons, and a keyboard with a spacebar and return key.

RACIAL JUSTICE IN THE NEWS



Black Women Are Taking a Stand to Reimagine Sorority Recruitment Processes

With hundreds of sorority rush events happening across the nation recently, Black women are speaking up about performative allyship. Many sororities have not implemented equitable changes to ensure women of color are welcomed into their organization.



Read More

2022 Grammy Awards Will Enforce Equity and Inclusion Expectations for Production Staff

The Grammy Awards are now including a contract addendum incorporating a commitment to deepening and diversifying hiring pools, setting benchmarks and targets for hiring, collecting and thoroughly analyzing applicant and hiring data, and implementing accountability measures.



[Read More](#)

LEARNING IN ACTION



Test Your Implicit Bias with Project Implicit

Project Implicit is the product of a team of scientists whose research produced new ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgment and action. The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude you did not know about. Choose from a selection of tests to learn more about your biases [here](#).

GETTING SOCIAL



Follow this Instagram account to learn more about racism through the lens of a Black man in America: [@Thetylerrmerrittproject](#)

In his new book, *I Take My Coffee Black*, Tyler tells hilarious stories from his own life as a Black man in America. Throughout this book he seamlessly weaves in lessons about privilege, the legacy of lynching and sharecropping and why you don't cross Black mamas. He teaches readers about the history of encoded racism that still undergirds our society today.