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OTHERS' STORIES

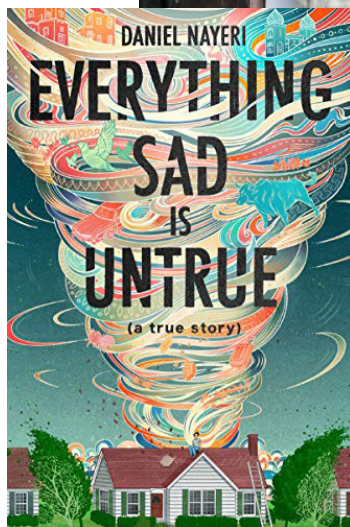
...IT'S BOTH OUR PRIVILEGE AND OUR OPPORTUNITY TO DO WHAT WE CAN TO REFLECT AS BROAD A REALM OF HUMAN EXPERIENCE AS POSSIBLE.

This is not a book review (!), but I can't pass up the chance to recommend a new discovery: *Everything Sad is Untrue* (a true story), by Daniel Nayeri. It's a young boy's account of being compelled to flee his homeland in Iran with his sister and mother (via Dubai and then a refugee camp in Italy) to make a new home in Oklahoma, which in many ways seems to have been a challenging place for a child to land in. Compelled to flee because his mother, a Shiite Muslim, converted to Christianity.

I'd never heard of this book, but am so deeply grateful that a friend urged it on me. What it did for me was throw open a window into the life of the displaced, a theme I had not given the attention it deserves.

Especially into what it means to be displaced as a child, an experience I've never had (unlike my forebears, a few generations back), but something it was time for me to understand better. I'm just not able to be as understanding, empathetic, or compassionate as I need to be as a Christian, without the benefit of hearing and giving close attention to someone else's story, such as this one. (I'm glad BUL [has a copy](#)).

All this is true in a general way, but in a particular way also for libraries like ours, because it's both our privi-



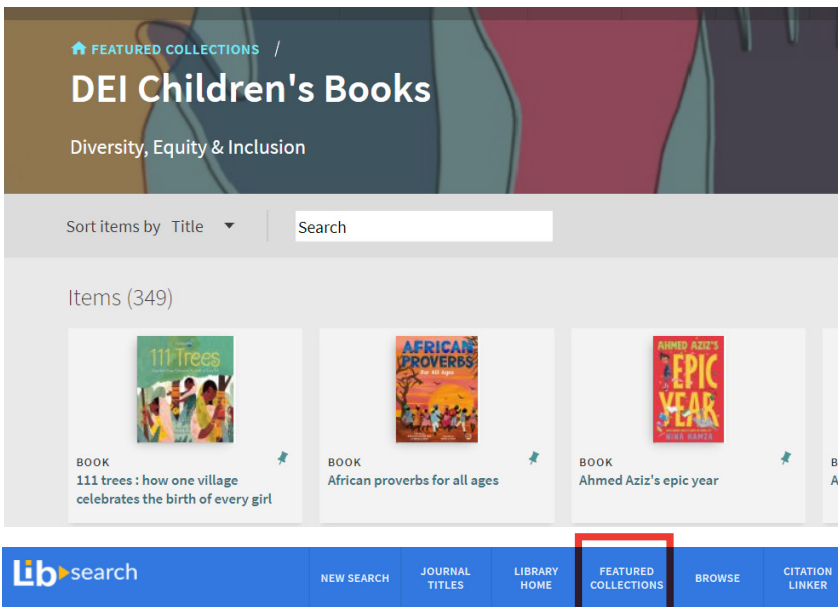
lege and our opportunity to do what we can to reflect as broad a realm of human experience as possible. In my view, Bethel's identity as a private university in the Christian tradition makes this even more important, because hospitality (and all that it encompasses) is so central to Christian witness.

Nobody, including Bethel University Library, has the wherewithal to do justice to every culture, but its importance to us is evidenced in various ways – the resources we buy, the works of art on display, the pro-

grams we offer, the diverse range of students and faculty we serve.

There is always room for growth, for new and creative ways to do what we can to reflect the full range of human experience. And this is a good time to express my gratitude to the BUL staff, who work so diligently to serve the members of this community, whatever their own personal stories may be.

Happy Reading!
David Stewart, Director of Libraries

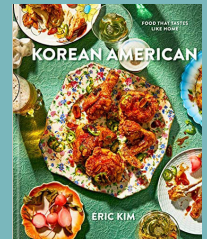


RECENT DEI ADDITONS

Friends funds have helped us add these multicultural treasures. Food is a great window into another culture!



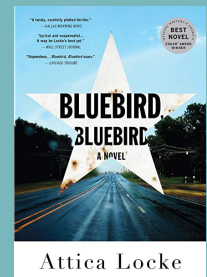
[*In Bibi's Kitchen: The Recipes and Stories of Grandmothers from the Eight African Countries that Touch the Indian Ocean*](#)



[*Korean American: Food That Tastes Like Home*](#)



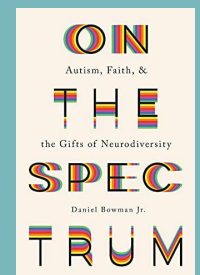
[*Mi Cocina: Recipes and Rapture From My Kitchen in Mexico*](#)



[*Bluebird, Bluebird: a novel*](#)



[*Joan is Okay*](#)



[*On the Spectrum: Autism, Faith, and the Gifts of Neurodiversity*](#)

COLLECTING DEI

WE WANT EVERYONE IN OUR COMMUNITY TO BE ABLE TO FIND THEMSELVES REPRESENTED IN OUR RESOURCES.

The Library fully embraces Bethel's commitment to Diversity, Equity, and Inclusion, or what we now call "inclusive excellence." One of the most important ways we support that commitment is through our collections, which we actively shape to reflect the breadth and variety of God's diverse creation.

Bethel's history in a church tradition that has prioritized educating men and women for service like missions work has meant that our library has always collected materials about various peoples and cultures, but thinking around all those activities has evolved, in some cases dramatically; it's imperative to reflect contemporary knowledge and insights that support our efforts to fully represent the breadth of human knowledge and experience.

Additionally, our own community has also changed substantially,

from a place dominated by Scandinavian heritage to one that is much more diverse. Libraries are places people go to learn, to explore, to find respite and support. We want everyone in our community to be able to find themselves represented in our resources. A substantial portion of the items we've added in recent years reflects that value.

Our library's discovery system, LibSearch (libsearch.bethel.edu), allows us to highlight "featured collections."

We are delighted to offer among these a DEI Children's Books collection that highlights some of our recent additions. While it's important for everyone to feel reflected, it's especially important that our children see themselves in our literature and media. Check it out!

Rhonda Gilbraith
Associate Director/
Collection Development Librarian



HONORING A NATIVE WOMAN ARTIST

On Thursday, November 3rd, the Friends of the BU Library, along with the Art Department and the First Nations United Cultures of Bethel group, co-sponsored a special Primetime event focused on acclaimed Native artist Wendy Red Star and her stunning *Four Seasons* series, along with some additional insight about the Native American art scene. Minneapolis Institute of Art's Associate Curator of Native American Art, Jill Ahlberg Yohe, was our distinguished speaker.

In 2017, Bethel's Art Department galleries director, Michelle Westmark Wingard, had the unexpected opportunity to purchase one of only 10 editions of Red Star's *Four Seasons*. She is rightfully proud of that

acquisition, which she considers one of the most exciting in Bethel's long history in purchasing noteworthy, nationally and internationally respected art work.

When the Library had the good fortune to become the home for this series, we knew that we wanted to find an opportunity to raise awareness of this artist and these beautiful pieces, as well as the larger Native American art scene. November, being Native American Heritage Month, seemed like an appropriate time.

Ahlberg Yohe has worked with the artist on a few different occasions and is deeply acquainted with her work. From this wealth of experience, she was able to share

fascinating details about Red Star's background; commonly-used materials and subjects; recurring themes (such as the adornment of everyday life, the power and strength of Native women, Native regalia); the prominence of humor in her work; and her deep interest in research and history.

You'll want to come to the Library and see this thought-provoking series, but you may want to watch the video of this presentation before you arrive. You can find it in the Bethel Digital Library Community Video Collection under the title, "[Honoring Native Women: Wendy Red Star's Four Seasons](#)".

Rhonda Gilbraith



JILL AHLBERG YOHE

Dr. Jill Ahlberg Yohe, is Associate Curator of Native American Art at the Minneapolis Institute of Art (Mia), and is also on the faculty at the Minneapolis College of Art & Design. She previously served as assistant curator and Mellon Fellow of Native American Art at the St. Louis Art Museum, where she installed the museum's first permanent galleries of Native American art and collaborated with Lakota artist Arthur Amiotte and Crow artist Wendy Red Star to bring Native understandings to works from their respective communities.

She grew up in rural Pennsylvania, received her BA from

the University of Maryland, and studied anthropology at the University of New Mexico. For her Ph.D. work, she focused on Navajo textiles, learning the Navajo language and living on a Navajo reservation for 4 1/2 years.

Her initiatives at Mia have showcased Native Minnesota artists, highlighted the art of Native women, and brought Native perspectives to bear on the museum's collections. One of her notable recent projects involved co-curating the traveling show, *Hearts of our People: Native Women Artists*, which convened a groundbreaking advisory committee of Native women artists.

UKRAINIAN YOUTH AT PRIMETIME

PARTICIPANTS IN A YOUTH LEADERSHIP EXCHANGE PROGRAM CAME TO BETHEL TO DISCUSS THEIR EXPERIENCES OF LIVING THROUGH A TIME OF WAR IN THEIR HOME COUNTRY OF UKRAINE.



On September 6, six participants in the Global Synergy Group's Youth Leadership Exchange program (YouLEAD 2022) came to Bethel to discuss their experiences of living through a time of war in their home country of Ukraine. Since 2012, GSG has been running the YouLEAD exchange program to give young people in both Minnesota and Ukraine a chance to gain experience as cross-cultural ambassadors working to effect positive change in their respective communities. The delegates that came to Bethel ranged in age from 13 to 18 and were a part of a larger group of 18 Ukrainian youth who spent five weeks in Minnesota with YouLEAD '22.

HEARING ANYONE SPEAK ON THIS SUBJECT WITH THE AMOUNT OF POISE SHOWN BY THE DELEGATES WOULD BE INSPIRING, BUT TO HEAR YOUNG PEOPLE DO SO WAS PARTICULARLY POIGNANT.

The session was facilitated by Dr. Claudia May, professor of Reconciliation Studies at Bethel, and followed a Q&A format. The delegates had been given questions ahead of time on which to reflect, and each

took turns answering as Dr. May asked them. Some spoke briefly in English, but most spoke through a translator.

The questions covered things like how they responded to the news that their country was at war, what they have found most difficult about life during wartime, and how their families and communities support one another through it.

Their answers were consistently well thought out and articulate, often focusing on family relationships and finding strength in banding together with those around them in the midst of uncertainty and fear. Hearing anyone speak on this subject with the amount of poise shown by the delegates would be inspiring, but to hear young people do so was particularly poignant.

The event was well-attended; nearly 100 Bethel students, faculty, staff, and friends of the university watched in-person and virtually, and for those who were not able to attend in real time, a recording can be found in the Bethel Digital Library's Community Video Collection under the title "[The Power of Story: Ukrainian Youth Share Stories about Living in a Time of War.](#)"

Scott Kaihoi
Research and Instruction Librarian

TAKE ACTION



WE DESIRE TO AMPLIFY THE VOICES AND WORK OF BIPOC FACULTY, STAFF, AND STUDENTS WITHIN THE BETHEL COMMUNITY WHILE HUMBLY ACKNOWLEDGING THAT WE ARE THE BENEFICIARIES OF THEIR PATIENCE, GRACE, AND EFFORT RELATED TO EQUITY AND INCLUSION.

In the wake of George Floyd's murder in the summer of 2020, Psychology professors Sherryse Corrow and Rachel Anderson invited Bethel faculty and staff to join them to process what had happened and to find ways to be more active towards racial justice by reading and discussing Ibram X. Kendi's book, *How to Be an Anti-racist*. Twenty people responded and met weekly through Zoom over the summer to wrestle with what had happened and to deepen our understanding of racism in the U.S. and how we can better respond.

At the conclusion of the summer, Beth Lefebvre (Education) and Kent Gerber (Library) joined Sherryse and Rachel to plan how to continue the conversation into the next year and that effort became a more established group

that hosts regular discussion and book groups with and for Bethel faculty and staff called the Take Action Group. We chose the name Take Action because we wanted to commit to find ways to act at Bethel based on what we were learning informed by the awareness of the critique that ["When black people are in pain, white people just join book clubs"](#) (Johnson, Tre., *The Washington Post* (Online), Washington, D.C.: WP Company LLC d/b/a The Washington Post. June 11, 2020.) We've met bi-weekly (often weekly) for the last 2 ½ years and have focused on these primary purposes of our efforts.

First, we desire to amplify the voices and work of BIPOC faculty, staff, and students within the Bethel community. We humbly acknowledge that we

are the beneficiaries of their patience, grace, and effort related to equity and inclusion, and likewise seek to *"walk in a manner worthy of the calling [we] have received"* (Ephesians 4:1).

Second, we desire to support White faculty and staff who are interested in learning more about racism in the U.S. We recognize in ourselves a need for growth and accountability and intend for this group to serve as one part of that process – both individually and collectively.

Third, we desire to facilitate a brave conversational space wherein important connections can be made across departments and positions, ultimately with the intent of serving Bethel's community of color better. It is impossible to address systemic racism without the

NEW VICE PRESIDENT FOR INCLUSIVE EXCELLENCE INTRODUCED



In August 2021, Dr. Rahn Franklin joined Bethel as the new Vice President of Diversity, Equity, and Inclusion. He and his family, wife Rachel and sons Noah and Jonah, came from Northwestern College in Orange City, Iowa where he was director of strategic diversity initiatives. Dr. Franklin is an expert in strategic diversity planning, promoting multi-

cultural student thriving, and facilitating research, scholarship, and training that equips employees for culturally intelligent teaching and service. You can get to know him a bit more through the September 2021 [Bethel news article](#) introducing him to the Bethel community.

One major strategic change that Dr. Franklin made was to implement a



Image Courtesy of dalinas_379 on Vecteezy.com

WE RECOGNIZE IN OURSELVES A NEED FOR GROWTH AND ACCOUNTABILITY AND INTEND FOR THIS GROUP TO SERVE AS ONE PART OF THAT PROCESS – BOTH INDIVIDUALLY AND COLLECTIVELY.

collective efforts of many parts within a given system. Therefore, as Bethel community members, we seek to live out our mission in practical ways as Christ-followers and reconcilers by creating a forum wherein some of those efforts can occur.

Although the group is limited to current Bethel staff and faculty we make an effort to make space for and to connect with students in the United Cultures of Bethel groups and the Cultural Connection Center student ambassadors.

We've listened to and discussed some student-created resources like the *More Than a Single Story* podcast series and the Black at Bethel instagram account as well as some events like the [Black Student Union History and Culture Celebration 2021](https://youtu.be/6faOzVsd6z8j) [https://youtu-

[be/6faOzVsd6z8j](https://youtu.be/6faOzVsd6z8j)]. We invited some of these students to share their stories with us and we joined students in the CCC to watch and discuss the movie *Just Mercy* together in mid-November 2022.

We are also intentional to acknowledge any local or national news that included racial incidents so that we can better support the BIPOC community at Bethel by speaking about things such as the killings of other people of color after George Floyd, like Amir Locke and Daunte Wright, the Derek Chauvin trial, the January 6 insurrection, and Anti-Asian violence as a few examples.

We also partnered with the group of faculty and staff who created the Micah 6:8 training to share information and support one another's efforts.

We've heard about some assign-

ments that were a concern to students and also heard how the Psychology Department revised some aspects of its curriculum based on the discussions we were having together.

The Take Action Group currently meets bi-weekly over Zoom and is open to any Bethel faculty or staff. You can find more information on the internal [Take Action Group Bethel website](https://sites.google.com/bethel.edu/takeactiongroup/take-action-group) [https://sites.google.com/bethel.edu/takeactiongroup/take-action-group] which includes a Google calendar, list-serv [take-action-group], and list of Resources that group members have read or suggested through our discussions.

Kent Gerber
Digital Initiatives Manager

ES FRAMEWORK FOR DIVERSITY EQUITY AND INCLUSION

framework developed for the [Association of American Colleges and Universities](#) by Dr. Damon Williams called *Inclusive Excellence*. Inclusive Excellence is a "comprehensive organizational change effort, which repositions diversity, equity, and inclusion as fundamental to institutional excellence, and drives change across every dimension of the institutional environment."

Change efforts are viewed through four major perspectives: Research and Scholarship, Access and Equity, Inclusive Campus Climate, and Learning.

This four perspective framework is the basis for a program that is more centered on the academically oriented units (departments and programs) within Bethel and is named the "*Academic Inclusive Excellence*

program". The 3-year program, lead by Sara Shady in her role as the Associate Dean for Academic Inclusive Excellence, involves a yearly cohort of academic departments and programs for each of the 3 years that will evaluate themselves on how they are doing in each of the four areas: Diversity Research and Scholarship, Access and Equity, Multicultural and Inclu-

sive Campus Climate, and Learning and Diversity. Dr. Shady will help these groups, individually and as a collective cohort, to ask themselves: What are they doing well in the four areas and where is there room for growth and improvement?.

The Library plans to participate in Cohort 2 next year during the 2023-2024 academic year.



Photo 123809166 © Rawpixelimages | Dreamstime.com

FAITH AND INCLUSIVE EXCELLENCE

“PRAY AS IF IT ALL DEPENDS ON GOD.
ACT AS THOUGH IT ALL DEPENDS ON YOU.”



Dr. Angela Sabates
Friends President

Dr. Sabates earned her Ph.D. in Psychology from Northwestern University in Evanston, Illinois. Her professional interests include Christian views of the human condition as they relate to social psychology research. She has published *Social Psychology in Christian Perspective: Exploring the Human Condition*. (IV Press)

Diverse voices ring across the Bethel University Library in a multitude of ways, including in the artwork, photos of people from all across the world, diverse speakers during the Primetime hour, and a collection of works by diverse authors. The Library has also agreed to host a future gathering for diverse faculty and staff of Bethel. Certainly, all of these efforts are consistent with Bethel’s mission of inclusive excellence, which by definition “seeks to incorporate diversity efforts into the core of organizational functioning.”

All such efforts, however, face a similar challenge: how can one be certain that they

are genuine attempts to be more welcoming to under-represented groups rather than just superficial efforts used to improve the optics of a space? Given my work with the Bethel University Library staff and the Friends of the BU Library Board, I can, without reservation, attest that these are genuine efforts.

I am convinced that these efforts are beyond mere optics because of the faith on which they are based. Faith alone of course does not make us immune from wrong thinking about inclusive excellence. But in my conversations with individual Library staff and the

collective Board, I have witnessed a humble acknowledgment that while we play an integral role in inclusive excellence, these efforts are not what ultimately give people a voice and dignity. Rather, they represent how we collaborate with God, who is the source of all human dignity. It is a seeming paradox reminiscent of a well-known adage often mistakenly attributed to St. Augustine: “Pray as if it all depends on God. Act as though it all depends on you.” It is my privilege to be connected to a Library staff that lives out that paradoxical truth in relation to loving all of our neighbors.

2022 SCHOLARSHIP WINNER

The Friends of the BU Library are happy to announce that the 2022 Connie Larson Scholarship for Library Student Workers goes to Anna Lee, Material Services Assistant!

Her supervisors, Kimberly Werner, Amy Reinhold, and Brooke Ballantine shared, “Anna has been a consistent and conscientious presence in the Material Services department since she began at BUL in September 2019. We have

never had reservations about giving her any project to tackle! Whether processing new materials, overlaying records in Alma, or conquering massive spreadsheets, Anna pays attention to detail and asks thoughtful questions. No task is too insignificant or daunting to her! She knows that all her behind-the-scenes work contributes meaningfully to the Library and so she gives it her best effort.”

Congratulations, Anna!



Pictured left to right: Kimberly Werner, Anna Lee, Amy Reinhold, and Brooke Ballantine



MULTICULTURAL GALLERY

OUR HOPE WAS THAT THESE PHOTOS WOULD REPRESENT THE DIVERSITY OF OUR STUDENTS—ALLOWING THEM TO SEE THEMSELVES IN THE ART ON THE WALLS OF THE LIBRARY.

There is no doubt. Bethel is blessed with talented students. This is especially evident in the photos that students take as part of their off-campus study experiences.

Several years ago, Kent Gerber, the Library Digital Initiatives Manager, built a relationship with the Off-Campus Studies office to create a digital collection of [photos taken by students participating in off-campus study programs](#) around the world. These photos were celebrated in an annual photo contest sponsored by that office.

This was the starting point for selecting images for a gallery wall in the Library to showcase these photos as well as those taken as part of Bethel's award-winning Journalism program, [Textura](#).

Our hope was that these photos would not only celebrate the

different cultural experiences of the photographers, but also represent the diversity of our students—allowing them to see themselves in the art on the walls of the Library.

The gallery is on the second floor of the Library along a well-travelled hallway. Photo arrangements are placed so they can be seen from the atrium below, or as you move down an aisle of books.

These photos are just a sampling of the rich collection currently available to us. Our hope is to change the photos out from time to time to keep the collection fresh as new images are created.

Due to the generosity of the Friends of the BU Library, we were able to make this project a reality. Thank you, Friends!

Ann Gannon
Administrative Services

CELEBRATING DIVERSITY & STUDENT EXPERIENCE

Below are some of the images that are now on display as part of the multicultural photo gallery in the library.



Mother and Daughter

Textura, Guatemala
Talia McWright, 2022



I Am Because You Are

South Africa Term, South Africa
Honor Heindl, 2012



Estuardo

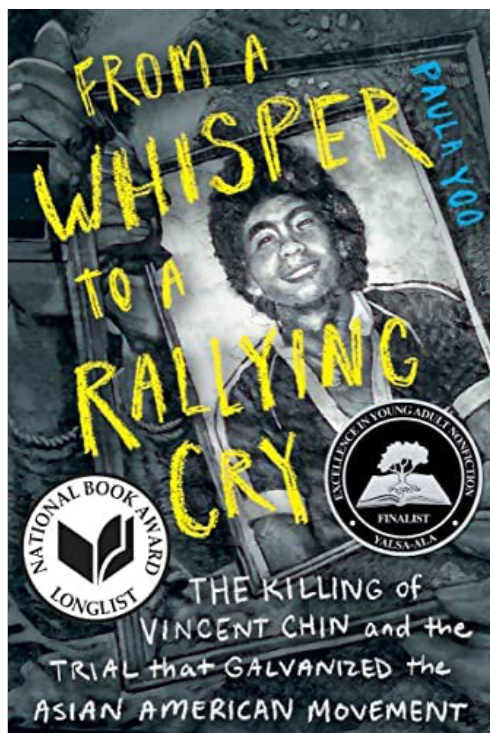
Textura, Guatemala
Savannah Hereen, 2022



Children at Play

China Studies Program, China
Tang Thao, 2002

BOOK REVIEW



June 19, 2022 marked the 40th anniversary of the murder of Vincent Chin. If the name Vincent Chin is unfamiliar to you, the book *From a Whisper to a Rallying Cry* by Paula Yoo is one I would highly recommend. It tells the heartbreaking story of Vincent Chin's death and its impact on the Asian American movement. Vincent Chin was a 27-year-old Chinese American man who was beaten to death by two white men in Detroit just days before his wedding. The tragedy was compounded for his family and community when the men who killed him pled guilty to manslaughter and were sentenced only to a fine and probation. The outcry from Chin's community led to the first civil rights case involving an Asian American. While the book is written for a

young adult audience, I would also recommend it to adult readers. Yoo does a wonderful job of including voices from all parts of the story: family members and friends of Chin, witnesses, law enforcement, and even the men who were convicted of the killing. Her extensive use of court transcripts and news reports, in addition to the interviews, makes for a difficult but fascinating read. In Yoo's 2021 afterword, she reflects on Chin's legacy in the context of increased racism and violence towards Asian Americans during the pandemic. She writes "COVID-19 is not the only virus plaguing our world. Racism is also a virus we must cure."

Kimberly Werner
Acquisitions and Metadata Librarian

CELEBRATING RESEARCH

Since 2010, the Friends of the BU Library have been awarding cash prizes for Library Research to students who conducted exceptional research as part of a class assignment.

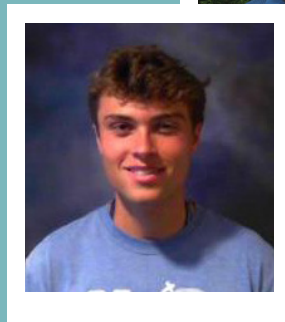
A few years ago, with the help of Library staff, the Friends board revised the Library Research Prize to focus on first-year students, hoping to impact and encourage students in the beginning of their college career to utilize library resources for their academic research.

The 2022 winners of the Friends of the BU Library Prize for Research - First-Year Students are Hailey Gregg, 1st place for her paper, "Big Numbers and Big Inequality"; Nathan Engman, 2nd

place for his paper "Nonverbal Communication During Interviews"; and Noah Schmit, 3rd place for his paper "From Tribalism to Picket Fences: The Competing Land Ethics of European Colonists and Native Americans". Congratulations to these researchers!

In order to alleviate staff responsibility for soliciting nominations and judging candidates for the prize, going forward the Library will honor outstanding undergraduate scholarship by working with faculty to identify students who have produced the best work in their courses and posting their work in Spark, the Bethel academic digital repository!

Pictured top to bottom: Hailey Gregg, Nathan Engman, and Noah Schmit



STUDENT KICK-OFF 2022

For the first time since the fall of 2019, the BUL held a full-fledged student worker kick-off night!

Thirty of our student workers came for an after-hours event that included a competitive trivia night and shot-book competition from the BUL balcony...and of course snacks!

Our current student workers have never experienced a kick-off event, so we were really excited to bring it back for them.

Kick-off is a way for the students from all of our internal departments to get acquainted and enjoy team building in a fun and relaxed way.



FOOTNOTES



01.



02.



03.



05.



04.

05. Library Directors Meet

The Council of Academic Library Directors (CALD) held its annual meeting at Bethel on Friday, November 4. Discussions at the meeting touched on staff recruitment, open educational resources, space design, and more. Thirty-two staff people from 26 libraries attended the meeting. - Photo & description courtesy of Minitex

01. So Long!

We said good-bye to Cory Whipkey, Research and Instruction Librarian, at the end of August.

We'll miss Cory's contributions to the Bethel University Zero Cost Course Resources Initiative, the Library space team, and his cheerful, helpful attitude.

Best wishes to Cory in his new role as Student Success Librarian at the University of Wisconsin-Stout.

02. Welcome!

We want to welcome a new member to the Friends of the BU Library Board!

Joseph (J.J.) Anderson-Gutiérrez is a Bethel graduate with a degree in Psychology as well as a former Library student employee.

He currently lives in California while he pursues his Ph.D. in Clinical Psychology.

03. Thank You!

Thank you to Lindsey Long for her service on the Friends of the BU Library Board.

Lindsey is stepping down from the board to concentrate her energy on her new role as Public Services Manager in the BUL.

04. Staff Retreat

The BUL staff held a two-day staff retreat in June. The first day — a work day at the Centennial Public Library — was spent sharing highlights and planning for 2023. The second day was spent at the Minnesota Landscape Arboretum, thanks to a gift from the Friends of the BU Library.



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The Friends of the Bethel University Library enhance the quality of the library collections, facilities, and services by encouraging gifts, awareness of library resources, and participation in library programs.

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