

ALL OF US

RESOURCE GUIDE FOR:

Asian American and Pacific Islander (AAPI),
Black, DREAMer, LGBTQIA+ (Lesbian, Gay,
Bisexual, Transgender, Queer and
Questioning, Intersex, Asexual),
International and Latinx Students



California
Lutheran
University

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DIVERSITY, EQUITY, INCLUSION AND JUSTICE COMMITMENT

The California Lutheran University mission is to educate leaders for a global society who are strong in character and judgement, confident in identity and vocation, and committed to service and justice.

Aligned with our university mission, the faculty and staff members at Cal Lutheran are called and empowered to challenge barriers that limit human potential as we prepare students to lead a life of meaning and purpose in pursuit of socially just communities.

We advocate for equity in our policies, practices and programs. Diversity is essential to academic rigor, decision-making, social enrichment and spiritual growth, and these differences and multiple perspectives are key to the fulfillment of our mission to educate leaders for a global society.

We are committed to an inclusive environment that values individual differences and respects each person's dignity. We strive to open our doors to students from all walks of life and assist them once they arrive. Many of our students are the first in their families to attend college, and their insights add greatly to the overall educational experience. Our Hispanic-Serving Institution (HSI) designation demonstrates the university's commitment to living out its mission within the changing context of student demographics. It is also a transformation that focuses on student success for all historically marginalized students*, including low-income students.

This resource guide for students from traditionally marginalized communities was created to help students identify spaces and groups where they can be in a community with others with shared identities. **We are excited to have you join our community!**

**Historically marginalized individuals are those who identify as Latinx, Black/African American, Asian American and Pacific Islander, Indigenous, Alaska Native or any combination of these identities.*



IMPORTANT DEFINITIONS

Diversity

Diversity at California Lutheran University refers to the differences that individuals and groups bring to the community as we contribute our own unique gifts. Diversity comes in the form of intersectional identities related to race, ethnicity, national origin, age, religious beliefs, gender identity, sexual orientation, socioeconomic status, physical characteristics and being differently abled. Diversity also comes from the differences in thought and perspective that are associated with lived experiences.

Equity

Equity at Cal Lutheran means providing students, faculty and staff members with specific opportunities, access and resources to reach their full potential. Equity acknowledges that each of our starting points *to* and paths *through* Cal Lutheran are different. Therefore, equity means we commit to supporting individuals and programs with what they need now to succeed here. This support varies from person to person and from program to program. As such, equity is not synonymous with equality.

Inclusion

Inclusion at Cal Lutheran goes beyond being *invited* to the community. It means creating the space for everyone to *fully participate and engage* in the community. As such, it necessitates the creation of structures and systems that foster genuine belonging and connections, including those inside and outside the classroom.

Justice

Justice at Cal Lutheran is putting into practice diversity, equity and inclusion concepts as we transform institutional practices, policies and norms. Justice is achieved by embodying our Lutheran values, confronting challenging issues, examining biases and dismantling structural and systemic barriers. We model justice so Cal Lutheran students go on to become what our mission describes: leaders for a global society who are strong in character and judgment, confident in identity and vocation, and committed to service and justice.



RESOURCES FOR ASIAN AMERICAN AND PACIFIC ISLANDER STUDENTS

STUDENT CLUBS

- **Dear Asian Youth (DAY)** | Instagram: @dearasianyouthclu

Dear Asian Youth is a California Lutheran University student organization aimed at activism, especially toward Asian issues. We strive to uphold Dear Asian Youth's missions:

1. Empower Asian youths to be proud of their heritage
2. Increase political engagement through education
3. Push our narrative in a world that too often overlooks the unique issues we face

- **CLU Filipino Club (FILO)** | Instagram: @clufilipinoclub

The purpose of this organization is to provide a fun and social experience in learning about Filipino culture. We aim to achieve this by:

1. Bringing people together to share their experiences of being Filipino American at Cal Lutheran, in our communities and in the world
2. Exploring, educating and sharing appreciation for the Filipino culture with the broader Cal Lutheran community, which may include learning about the different traditions, customs, foods, music and dance that Filipino culture has to offer

- **Kupa'a Hawaii Club** | Instagram: @calluhawaiiclub

Kupa'a Hawai'i Club is open to all Cal Lutheran students who are interested in learning more about the Hawaiian culture such as food, traditions, etc. Students are given an opportunity to meet new people and interact with others who have the same interests in the culture.

FACULTY AND STAFF

- **API (Asian and Pacific Islander) Employee Affinity Group**

This group invites faculty and staff members to support each other, establish allyship with other employee affinity groups and support student voices as we build a community. For information, contact Edward Kang (ekang@CalLutheran.edu) or Vickie Chen (vickiechen@CalLutheran.edu).



RESOURCES FOR BLACK STUDENTS

STUDENT CLUBS

- **Black Student Union (BSU)** | Instagram: @bsucallutheran

The purpose of the Black Student Union is to learn about, raise awareness, celebrate and share with the campus the richness of Black history, as well as current issues affecting the Black community, and to enjoy the varied aspects of African culture in the United States and around the world. Events and programs include:

- » Weekly meetings and outings
- » Homecoming cookout
- » Holiday parties
- » Friendsgiving
- » Open Mic Nights
- » Annual SoulFest

"BSU is not only a club, it's a community, a family, a place where everyone and anyone is welcome to feel comfortable and vibe the way Black families vibe. The spread of love, care and support is why I like BSU so much." — Malik Walker '23

- **Sisters' Circle** | Instagram: @clusisterscircle

Sisters' Circle provides a safe space for Black women on campus, empowers them to use their voices in meaningful ways, and enriches the California Lutheran University community by highlighting Black culture and giving students of different backgrounds the opportunity to learn new things. Events and programs include:

- » Weekly meetings and outings
- » Slumber party
- » Holiday parties
- » Benefit party
- » Fashion show

"Sisters' Circle helped me create friendships I will have for the rest of my life. The bonds within the group are beautiful and I am happy to have been a member and served on the board for all four of my years at Cal Lu." — Maya Fleming '22

RESOURCES

- **The Alexander Twilight Legacy of Black Excellence**

The Alexander Twilight Legacy of Black Excellence is a space in the Student Union named for the first African-American to earn a bachelor's degree from an American university or college (Middlebury in 1823). The space came to fruition through the diligent efforts of the Black Student Union and Sisters' Circle. Their advocacy led to a number of meaningful changes to improve the experience of students campuswide, with one of these changes being the addition of the space, which is intended to be a safe and supportive place that fosters student development, inclusive programming and a sense of community and belonging. It's also home to BSU and Sisters' Circle leadership office hours and club gatherings. The Alexander Twilight Legacy of Black Excellence is supported by the Center for Cultural Engagement and Inclusion.

FACULTY AND STAFF

- **Black Employees Association**

Join the group that was created to provide networking, camaraderie, advocacy and support for students, faculty and staff members to celebrate and strengthen shared heritage, culture, values and aspirations.



RESOURCES FOR DREAMer STUDENTS

STUDENT CLUBS

- **Together WE DREAM** | *Instagram: @twdclu*

Together WE DREAM was created with the sole purpose of helping create a community and support group for all undocumented, DACAmented, DREAMer, first-generation and ally students at Cal Lutheran. We understand that even though we all may come from different backgrounds, we all dream of a better future. Through this club, we will support and provide resources for these students, and create a network for students by working closely with different offices around campus. Dare to DREAM because Together WE DREAM. Events and programs include:

- » Weekly meetings and outings
- » Workshops to support the needs of the students
- » Celebrate Us!

RESOURCES

- **Financial Aid: Access Grants**

Access Grants are awarded annually to California Dream Act eligible students. To be considered, students must complete a California Dream Act Application annually. The final amounts will be determined by the Office of Financial Aid.

- **DREAMer Ally Training for Faculty and Staff**

The DREAMer Ally Training provides training for faculty and staff members to learn about undocumented/DACAmented students or students who come from mixed-status families.

POINT OF CONTACTS

While you will have many allies on campus, there are a few key allies you should know about. They are known as your Points of Contact and are ready to help answer any questions you may have.

- Matt Ward | Ally
- Diana Hernández | Applying to Cal Lutheran, Living on Campus, DREAMer Allies, DREAMer Meetings
- Erashel Vaiz | Academic Services
- Elena Jaloma | Student Support Services
- Caitlin Hodges | On-campus housing
- Leslie Madrigal | Financial Aid
- Cynthia Duarte | DREAMer Allies
- Vanessa Frank | Immigration Attorney

QUESTIONS?

Please reach out to: dreamers@CalLutheran.edu with any questions. We're excited to help you!

RESOURCES FOR INTERNATIONAL STUDENTS

- **Center for Global Engagement (CGE)**

Holds events throughout the year celebrating international students' cultures and provides programs for students to engage with one another. Please visit the CGE office to learn more about study abroad, international services and international admission.

- **Office of International Students and Scholars (OISS)**

Advising for F-1 international students to keep their VISA status and to get assistance with:

- » Getting a temporary work permit for on-campus jobs
- » Getting a driver's license
- » Tips for filing annual U.S. income taxes
- » Applying for internships and applying for jobs after graduation

- **International and intercultural student clubs and organizations**

- » African Student Association
- » Club India
- » Desi Club
- » Dear Asian Youth (DAY)
- » CLU Filipino Club (FILO)
- » Latin American Student Organization
- » Model UN
- » PRIDE
- » United Students of the World



RESOURCES FOR LATINX STUDENTS

STUDENT CLUBS

- **Latin American Student Organization (LASO)** | Instagram: @clulaso

As a representative organization of Hispanics and Latinos at Cal Lutheran, we are dedicated to promoting cultural awareness and unity. Our club seeks to not only provide an atmosphere where Hispanic/Latino students can develop a strong sense of identity, leadership and participation, but to offer this experience to all Cal Lutheran students who seek to learn about the Hispanic culture, regardless of their own background. Through our cultural events, we intend to be a positive influence at Cal Lutheran and the surrounding areas by promoting diverse involvement and community service.

"LASO has given me a community where I feel safe to be myself and express my culture without judgment." — Estefania Landeros '23

"Being in LASO has helped me bring awareness and appreciation for my culture, as well as other cultures." — Yuliana Montes '23

FACULTY AND STAFF

- **Latinx Faculty and Staff Affinity Group**

Created to support, encourage and empower Latina/o faculty and staff on campus. Meetings take place several times each semester. For information, contact Elena Jaloma at latinxaffinity@CalLutheran.edu.



RESOURCES FOR LGBTQIA+ (LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER AND QUESTIONING, INTERSEX, ASEXUAL) STUDENTS

STUDENT CLUBS

- **PRIDE Club** | Instagram: @clupride

PRIDE (People Respecting Individuality, Diversity and Equality) works to create a safe environment for LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer and Questioning, Intersex, Asexual) students on campus while promoting equality and the visibility of universal and campuswide LGBTQIA+ issues.

RESOURCES

- **Safe Zone Allies**

Safe Zone training sessions are provided for students, faculty and staff members who are interested in learning about and demonstrating their support for the presence of a culturally diverse campus that embraces underrepresented groups, with special emphasis on the LGBTQIA+ community. For a list of Safe Zone Allies goals, visit CalLutheran.edu/students/counseling/safe-zone.html.

- **Preferred/Chosen First Name**

Did you know that you are able to submit a Preferred Name Form at Cal Lutheran? California Lutheran University recognizes that students may choose to identify themselves within the university community with a preferred first name that differs from their legal first name. Preferred first names will be used across university systems including but not limited to MyCLU Portal, Blackboard classes, WebAdvisor, Student Planning, Faculty Advisee lists, Student Self Service, Student Housing, email address and student IDs. If you would like to know more, feel free to review the Preferred First Name Policy.

- » Form: CalLutheran.edu/students/academic-services/forms/
- » Policy: CalLutheran.edu/students/academic-services/policies/preferred-name.html

SEXUALITY AND GENDER INCLUSIVITY

California Lutheran University is an intentionally diverse community committed to inclusivity and respect for the dignity and identities of individuals. As such, we welcome students, faculty and staff members who are or come to know themselves as gay, lesbian, bisexual, intersex, transgender, nonbinary and/or queer.

- **Gender-inclusive Restrooms on Campus**

There are gender-inclusive restrooms located around campus. For more information, visit CalLutheran.edu/allgender.

COMMUNITY RESOURCES

- **Diversity Collective Ventura County (DCVC)**

Diversity Collective Ventura County is a community-based nonprofit 501(c)(3) organization that promotes advocacy, education and mental and physical health for the LGBTQ community in Ventura County via its community resource center, programs and events. All proceeds raised through fundraising efforts go to fund DCVC and its community programs.

Instagram: @diversity_collective | Website: www.diversitycollectivevc.org

- **Rainbow Umbrella (RU)**

Rainbow Umbrella is a positive, safe and welcoming space, free of drugs and alcohol. RU is an activities-based program that provides support and empowerment for lesbian, gay, bisexual, transgender, intersex, queer and questioning youths and young adults ages 13 to 23 and their allies. RU meets every Friday from 5:30-7:30 p.m. All youth are welcome. Free and confidential.

Instagram: @ruyouthgroup | Website: <https://www.diversitycollectivevc.org/services/#youth-services>

- **LGBTQ+ Affirming Churches**

Looking for an LGBTQ+ affirming and welcoming church in the area? One resource to help is www.gaychurch.org. You can also contact Cal Lutheran Campus Ministry.

Instagram: @cluministry | Website: CalLutheran.edu/mission-identity/campus-ministry

HOTLINES AND HELPLINES

- **The Trevor Project**

The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer and questioning youth.

TrevorLifeline: 1-866-488-7386 (Available 24/7/365) | TrevorText: Text START to 678678 (Available 24/7/365)

- **Trans Lifeline**

Trans Lifeline is a national trans-led 501(c)(3) organization dedicated to improving the quality of trans lives by responding to the critical needs of our community with direct service, material support, advocacy and education. Our vision is to fight the epidemic of trans suicide and improve the overall life outcomes of trans people by facilitating justice-oriented, collective community aid.

Phone: 1-877-565-8860

FACULTY AND STAFF

- **LGBTQ+ Faculty and Staff Affinity Group**

This group offers an opportunity for lesbian, gay, bisexual, transgender and queer faculty and staff members to build community with one another. Throughout the year, social events, programs and support initiatives of the larger LGBTQ+ community are organized. For questions, contact co-chairs Dan Tillapaugh at dtillapaugh@CalLutheran.edu or Chris Paul at clpaul@CalLutheran.edu.



ON-CAMPUS STUDENT SUPPORT RESOURCES

Campus Awareness, Referral and Education (CARE) Team

The CARE Team is a cross-divisional team that reviews student cases related to social, mental health, academic or behavioral issues. The CARE Team serves the university and students by arranging, coordinating, monitoring, evaluating and advocating for students in need of assistance.

Website: CalLutheran.edu/care

Campus Ministry

Campus Ministry welcomes everyone as they are, regardless of their beliefs or nonbeliefs. We endeavor to create a welcoming community that reminds us of our connections with God and neighbor, classroom and life, faith and research, service to humanity and vocation, and identity and purpose. The Community Cupboard in Samuelson Chapel provides food resources for students experiencing food insecurity. The Wennes Interfaith Meditation Chapel offers quiet space for reflection with resources available from many of the world's religious and spiritual traditions.

Website: CalLutheran.edu/campusministry

Career Services

Career Services brings students, alumni and employers together to meet students' needs. Its services include: career counseling, including career paths and career advice, graduate school advising, information on jobs and internships, and events and workshops.

Instagram: [@clucareer](https://www.instagram.com/clucareer) | Website: CalLutheran.edu/students/career-services

Center for Global Engagement (CGE)

The Center for Global Engagement serves as a catalyst to infuse global learning and perspectives into the academic and co-curricular experience at Cal Lutheran in order to support socially just and global leadership. The Center for Global Engagement comprises three operational offices: Education Abroad, International Admissions and International Students and Scholars.

Instagram: [@cluabroad](https://www.instagram.com/cluabroad) | Website: CalLutheran.edu/global-engagement

Counseling and Psychological Services (CAPS)

Counseling and Psychological Services' mission is to promote effective coping to find self-compassion, insight and purpose. We honor the struggle, empower connectedness and cultivate resilience. CAPS provides short-term therapy to help students with personal, emotional, mental or academic difficulties. The assistance CAPS provides to students challenged with serious, acute and/or chronic psychopathology is limited to providing triage assistance and referrals to off-campus providers. Students are eligible to receive up to eight individual or relationship sessions each academic year.

Website: CalLutheran.edu/students/counseling

Diversity, Equity, Inclusion and Justice Core Team

Cal Lutheran has a DEIJ Core Team comprised of administrators, faculty and staff members who have extensive diversity, equity, inclusion and justice knowledge and experience. They are charged with engaging Cal Lutheran constituents — at the individual and group levels — with meaningful and impactful DEIJ programs and services. The team also is charged with helping to identify the current and ongoing DEIJ needs and gaps and to propose ways to address them. The team reviews and approves the DEIJ Campus Mini-Grants program, which invites the campus community to suggest creative projects or initiatives to make Cal Lutheran more inclusive.

Email: dei@CalLutheran.edu | Website: CalLutheran.edu/diversity/team

Harassment, Discrimination and Bias Reporting

California Lutheran University is committed to fostering a welcoming and safe environment, and encourages all members of the university community who have witnessed or experienced harassment, discrimination and/or bias to report it.

Website: CalLutheran.edu/incident-reporting

Residence Life & Student Conduct

Residence Life works to create a living environment that promotes and enhances student education opportunities. In addition to supporting the safety, comfort and well-being of residential students, the office seeks to help students feel a connection to the Cal Lutheran community and respect for all of its members. The Student Conduct office provides a holistic, student-centered educational service, which promotes personal development and individual responsibility.

Websites: CalLutheran.edu/students/residence-life • CalLutheran.edu/students/student-conduct

Sarah W. Heath Center for Equality and Justice (CEJ)

The Sarah W. Heath Center for Equality and Justice supports Cal Lutheran's mission to educate leaders for a global society. The center enables the university to broaden its engagement with regional and local communities, support organizations with similar goals and help students meaningfully engage with faculty mentors and community partners.

Instagram: [@clu_cej](https://www.instagram.com/clu_cej) | Website: CalLutheran.edu/centers/cej

Student Employment

A student's work experience at Cal Lutheran can be fun and rewarding. It also can provide opportunities to explore career choices, as well as gain critical skills to improve marketability for professional employment. Career Services takes great care in helping students find jobs on campus. During the fall and spring semesters, most students work approximately 10 hours, however, all students are allowed to work a maximum of 20 hours per week. During university breaks, students may work up to 40 hours per week.

Website: CalLutheran.edu/students/employment

The Center for Cultural Engagement and Inclusion

The Center for Cultural Engagement and Inclusion is a space for students to engage, organize, socialize and inquire about social justice issues and learn about identities beyond their own. The center supports students from all backgrounds as they explore the intersections of their identities and transform into leaders for a diverse global society. As part of a culturally diverse and inclusive campus community, the center works closely with members of the Culture & Justice Clubs to support the programs and events they host throughout the year.

Instagram: [@clustudentlife](https://www.instagram.com/clustudentlife) | Website: CalLutheran.edu/students/cultural-engagement

United Students of the World

This club aims to promote support and understanding of the diverse cultures of the world, as well as provide a supportive environment for international students and an awareness of cultural issues on campus. It is dedicated to creating a safe and relaxing place to make friends, get to know your community and educate others about your culture through educational and social activities and gatherings. The United Students of the World seeks to promote understanding and cooperation among all people.

Instagram: [@clu_usw](https://www.instagram.com/clu_usw)

ACADEMIC RESOURCES

Disability Support Services

We recognize and value diversity in our campus community and are committed to providing equal access and opportunities to qualified students with various disabilities. We provide comprehensive services in a manner that promotes respect and self-advocacy. In addition, we comply with university policy, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disability Act of 1990 with its amendments of 2008. If you are a student needing to request accommodations, please register with us. We can discuss your disability-related requests for aids and services.

Website: [CalLutheran.edu/students/disability-services](https://cal.lutheran.edu/students/disability-services)

Ethnic and Race Studies (ERS)

The Ethnic and Race Studies program (major/minor) strives to build an intellectual home for all students invested in social justice and racial equity. The program trains our students to think critically, globally, multiculturally and through a social-justice lens. It teaches students to reflect deeply on issues of equity and cultural and racial diversity through active experience and engagement with our surrounding communities. For more information contact Lorena Muñoz, PhD, director of the ERS program, at lmunoz@CalLutheran.edu.

McNair Scholars Program

The Ronald E. McNair Postbaccalaureate Achievement Program provides underrepresented, first-generation and low-income students with resources, guidance and support that leads them on the path toward earning doctoral degrees. The program is open to full-time undergraduate students from all majors.

Instagram: [@clu_mcnair](https://www.instagram.com/clu_mcnair) | Website: [CalLutheran.edu/students/mcnair-scholars](https://cal.lutheran.edu/students/mcnair-scholars)

Project CHES

Project CHES is a collaborative program of California Lutheran University and Moorpark College (as Hispanic-Serving Institutions) to help students find success and achieve their degrees by engaging in the classroom, feeling academically capable, connecting to peers and the campus community, and focusing on careers. This program is open to historically marginalized men who are students at Cal Lutheran and entering their junior or senior year.

Instagram: [@cluprojectchess](https://www.instagram.com/cluprojectchess) | Website: [CalLutheran.edu/hispanic-serving/chess/students](https://cal.lutheran.edu/hispanic-serving/chess/students)

Student Support Services (SSS)

Student Support Services is a federally-funded TRIO grant program that supports first-generation and income-qualified students, as well as students with disabilities. By providing personalized services, we assist students in successfully graduating from Cal Lutheran. If you are interested, we also can help prepare you to enter graduate or professional schools. There is an application process to join the SSS program. We are funded to work with 206 qualified students each year. If you are an eligible student but not in the program, we still want to support your academic success. Do not hesitate to come into the office or ask for assistance so we can help you find resources on campus.

Instagram: [@cluss](https://www.instagram.com/cluss) | Website: [CalLutheran.edu/students/support-services](https://cal.lutheran.edu/students/support-services)

The Center for Student Success

The Center for Student Success is available for individual consultations with Student Success Counselors and developmental advising with the academic assistance program. Our services include:

- STAR (Students Taking Academic Responsibility) for traditional undergraduates
- Help with Academic Difficulty Notices
- Student Success Workshops
- Information about on-campus tutoring
- Referrals to campus resources

Website: CalLutheran.edu/students/success

The Writing Center

The Writing Center assists clients with any stage of the writing process — from brainstorming to making final edits — and we encourage students to make appointments early in their writing process. Our consultants can help with any kind of writing, including class papers, presentations, group projects, resumes and cover letters, and creative-writing work. In addition to one-on-one appointments, we hold regular workshops, social events and Write-In Days to provide writers with a place to learn about writing and develop their skills. The center can be used as a study space, too. We have computer stations, comfortable chairs and lots of candy to help you be productive.

Instagram: [@callutheranwritingcenter](https://www.instagram.com/callutheranwritingcenter) | Website: CalLutheran.edu/students/writing-center

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Do you have questions or recommendations about what to include in this resource guide? Send them to: dehernan@CalLutheran.edu.