



The world is changing before our eyes, and so is Korbel.

ICYMI: Dean Mayer sent out an email this week on the future of race and Korbel

Here at the Korbel School, I openly acknowledge that we have not fully lived up to the values to which we aspire, and that even when the intent to do so has been there, we have not moved with the urgency we should have. So let me begin by affirming where we stand.

Racist statements and behaviors are not acceptable at the Korbel School, whether by faculty, staff, or students. Full stop. When we encounter such statements and behaviors, we must call them out. Each of us need to examine our own actions, especially those of us in privileged positions of power, and to strive to do better.

We need to listen to each other—really listen—to those persons of color in our community most affected by racism in America, especially, in this moment, to our black students. It is the great human gift that we can, if only imperfectly and partially, imagine ourselves in the shoes of others. But that can only happen if we truly listen with an open mind and a generous heart.

Beyond listening, beyond striving to be not racist, we have an affirmative obligation to actively work to combat racism, to change or dismantle those institutions and systems that perpetuate racist legacies, in short, to be anti-racist. Words are not enough. The question is what we will do. So below I share with you some of what are doing and what we plan to do.

Our Community

- We have made diversity a priority in our recruitment of staff and faculty, and will continue to do so. This year, of the four senior staff and two faculty members we hired, four were persons of color or underrepresented minorities, and five were women.
- We have created a diversity and inclusion staff position, reporting directly to the Dean, which will give us far greater capacity to implement changes.
- We are in the process of reconstituting our Diversity and Inclusion Committee to make it more effective. The Committee will work through the summer to plan for the 2020-2021 academic year.
- Our orientation for incoming students will be much more extensive in these matters, including starting a “one-book” tradition with *How to Be an Anti-Racist*.
- We will be conducting trainings on equity and justice issues—including on microaggressions—with all faculty and staff this summer.

Our Curriculum

- We will be foregrounding issues of equity and racial injustice in our two new common core courses required of all our MA students, *Great Issues in International Affairs* and *Value-Based Leadership*.
- We will review the syllabi of our other courses and encourage and support the inclusion of more diversity in their readings, including scholars of color and other marginalized communities.
- We will be formalizing our process for registering complaints about student, faculty, or staff statements or behaviors and will investigate each complaint, ensuring there are safeguards against retaliation. While we cannot guarantee that every case will be resolved to everyone’s satisfaction, we will take some form of action in every case.

Our Scholarship

- We will institutionalize a Diversity and Equity speaker series beginning next fall.
- We are planning a symposium for next fall of key Korbel faculty whose research is related to issues of diversity, equity and social justice.
- The Scrivner Institute of Public Policy will make issues of democracy and economic inequality—both of which have a direct relationship to race—its signature research areas.

There is more to be done, but this is a start. I look forward to executing on these commitments, and to the community conversations through which we will discover what else we need to do. I am happy to hear from any of you on these issues--students, staff and faculty--as we become a more inclusive Korbel community.

Upcoming Events



Humanize Your Resume and Cover Letter

Monday, June 15, 2020
10:00am - 10:40am MDT

A well written resume and cover letter serve as a strong basis for any job application. They're the part of the interview process that really defines who you are as a human being. Plus, every resume you send out will be a little different depending on the job you apply to! In this webinar, you'll learn how to customize your resume and cover letter and highlight your values and experiences as they relate to each position you are applying to.

Register for the event [here](#).

Effective Interview Strategies

Thursday, June 18, 2020
10:00am - 10:40am MDT

During this webinar, you will learn how to best showcase your knowledge, skills, and abilities relevant to the position you're interviewing for using the CAR method. This will be an interactive webinar in which you will practice answering questions using the CAR method: Context, Action, Result. At the end of this webinar, you will leave with preparation tips and additional resources to excel in your next interview and get the job. Register for the event [here](#).



Virtual Student Federal Service Virtual Internships Presentation

Tuesday, June 23, 2020
3:00pm - 3:30pm MDT

The Virtual Student Federal Service (VSFS) is perfect for students looking for a way to make a real difference in the work of this country, while also gaining job experience and connections. Students can work on projects that advance the work of government on multiple fronts. Projects include helping counter violent extremism, strengthening human rights monitoring, developing virtual programs and many others. VSFS is accommodating and flexible. To join the meeting, [use this link](#). Meeting number 909 601 385 with password qvSAX386895. To join by phone, call 1-415-527-5035 USA toll or 1-929-251-9612 USA Toll 2. Use access code 909 601 385 and password 78729386.



Featured Internships

Disaster Relief Communications Internship (Remote)

Fuel Relief Fund - Brooklyn, NY

Deadline: Until position is filled

Fuel Relief Fund is the world's only charitable organization focused exclusively on addressing fuel supply challenges in major disasters. By providing free fuel to affected communities and the aid agencies that support them, we empower disaster survivors to meet basic food and shelter needs and enable life-saving humanitarian activities. We are looking for an intern who is interested in disaster relief/humanitarian aid and wants to gain experience in, and exposure to, domestic and international rapid response operations. As a small organization, you will have the opportunity to work on many different kinds of projects and support national and international deployments. You will report directly to the Executive Director, based in New York. For more information and to apply, visit the [job listing](#).

Schuman Traineeship

European Union

Deadline: June 30, 2020

The Schuman traineeships are paid and can be undertaken at one of the European Parliament's official places of work – Brussels, Luxembourg and Strasbourg – or in its Liaison Offices in the Member States. A Schuman traineeship will enhance your education and your vocational training. It will provide you with an insight into the work of the EU institutions and the European Parliament, a crucial forum for decision-making and political debate at EU level. The Schuman traineeships may be undertaken in a wide variety of fields, such as EU internal and external policies, finance, law, multilingualism, administration, infrastructure and logistics, communication or IT. The European Parliament is an equal opportunities employer; candidates without distinction as to gender, sexual orientation, cultural, ethnic and religious backgrounds or disability are encouraged to apply. For more information and to apply, visit their [website](#).

Internship for House Judiciary Committee - Fall 2020

US House of Representatives - Remote

Deadline: June 15, 2020

The House Judiciary Committee Democratic staff are looking for interns for the fall semester. The Judiciary Committee has jurisdiction over a wide range of legislative and oversight issues, including oversight of the U.S. Department of Justice, constitutional law, federal criminal law, voting rights, immigration and naturalization, intellectual property law, and antitrust law. Intern assignments will vary depending on the work of the Judiciary Committee each semester. Examples of potential responsibilities include: researching policy issues under the committee's jurisdiction, conducting legal research, attending briefings and hearings on the Hill, drafting memos, supporting committee counsels, supporting committee clerks and professional staff members, providing administrative support, including answering calls, delivering correspondence, and setting up the hearing room. For more information and to apply, visit the [job listing](#).

Saying Goodbye

This is the last issue of Breaking Ground this year! Since your lovely Academic and Internship advisors, David and I, are graduating, we wanted to take this moment to say a few parting words:

David Carlisle:

It's been a blast getting to know you all and I wish you the best of luck in your program and as you enter your careers. I've had such a wonderful time engaging with you and I hope each of you will find all the success and happiness that I know are capable of! If I had one piece of advice I could give each of you it would be to embrace the unexpected experiences that wind up knocking on your door. Saying yes can open a lot of opportunities and pushing beyond your comfort zone into novel experiences can help you find your place when you're not quite sure where it should be. Be active in your community, take care of yourself and your friends and family, unplug every now and then, and eat more spicy food. I can't wait to see what you all do in your careers-- stay in touch, and be Pioneers!

Mari Henderson:

The world feels crazy right now. Finding an internship or a job, for those of you graduating, can feel like a hopeless process. Trust me, I am right there with you. Or maybe you're feeling confused because you don't know what you actually want to do with your life (still right there with you). But if there's one thing that has helped me throughout my life, it was this piece of advice: no one knows what they're doing. If they say they do, they're pretending or haven't realized something yet. The best you can do is do what you can, where you are, with what you have. It can feel soul-sucking at times, for sure. But it's also incredible when you decide what your next step is. So whether that is grad school, a job doing what you love, or even something that just serves as a stepping stone, David and I, along with everyone here at Student Affairs, will be there to help.