A Message from Harry

Harry Zahlis
Manager of Technology Support Services

WHAT DOES DEI MEAN TO YOU?

Diversity, Equity and Inclusion has always been about perspective for me. Realizing and understanding that people’s individual perspectives are shaped by their life experiences. It’s important to understand people of different walks of life, be it race, religion, sexuality, etc. All experience life differently. It’s those differences that we need to be acutely aware of, to have empathy for, and to embrace. Understanding that and including our own experiences in our decisions helps make our decisions stronger and more inclusive.
WHAT ARE SOME RESOURCES THAT YOU THINK WOULD HELP PEOPLE LEARN MORE ABOUT THE TOPIC?

There have been a couple of links shared with me that have given me pause with how I see things. These long-lasting ramifications continue to affect us today: *Equal opportunity? Different starting lines...*

It’s not enough to have everyone starting everyone at the same place. Sometimes we need to provide opportunities for others to even get to the same starting line. Many of the programs here at Fresno State are designed to do that— not to discriminate against anyone but to provide students opportunities they may not have received prior to coming here. In the end, all of our lives are better for it.

**Race Based Zoning/Housing Across America**

What’s important about this link is this type of zoning and real estate lending was practiced all over the country – and supported by the US Government. It included non-white people of all races. Here in Fresno, people of color, many of whom helped build Fresno into a thriving community, were also excluded from buying homes in certain areas. Unfortunately, homes purchased in the 50’s and 60’s probably still have this unenforceable discriminatory language in their deeds.
In May, the Technology Services staff discussed the book They Called Us Enemy by George Takei. Those that signed up for the group were able to join over lunch to discuss the story and how its themes are still relevant even now.

Our next book is going to be Better Allies by Karen Catlin.

To find out more about the Shared Shelf program and read along with us please visit our website: technology.fresnostate.edu/about-us/sharedshelf
Accessible Documents and Inclusion

By Michael J. Harding
Digital Accessibility Coordinator

The Internet has transformed everything from research to communications. But despite easing everyday tasks and assignments for many on the Fresno State campus, the Internet also adds a new dimension of complexity for accessibility and inclusion.

Imagine a new office rolling out its new website to showcase its services. The office takes the careful steps of showcasing its services and products digitally. However, without the mindful application of digital accessibility, the site can become a hurdle for users with specific disabilities. If the images have no alt-text or descriptions attached, a user with a vision impairment may find them completely unhelpful - the screen reader software will tell them that there is an image on the page. A video might make for a quick, attention-grabbing way to promote your services, but if the video is not using accessible information design, or it contains no captioning - then a user with a hearing impairment will find the content unusable.

These challenges extend beyond images and videos, of course. The very way web pages or electronic documents are constructed can determine if they are accessible. When a person with functional vision approaches a PDF file, they can quickly peruse the document as they would a book. However, looking for specific information in an untagged 100-page document can turn a momentary research task for a person with a visual impairment into an all-day challenge.
So what can you do?

Making the digital world, from our videos to our documents, accessible and usable to others starts with recognizing that there is more than one way to conceptualize and convey information. Just as some people are visual learners while others understand by listening and doing, focusing on accessibility while creating content can help it communicate more clearly and be more effective for as many people as possible.

Does this feel like a daunting task?

If so, there is help. The Office of Digital Accessibility is here to provide you with support and training for all your electronic documents needs. For a list of Office of Digital Accessibility services and to find additional information, please use this link to visit the Office of Digital Accessibility website.

The Office of Digital Accessibility also has virtual office hours available on Tuesdays from 10 AM to 2 PM starting on September 6th, 2022. These office hours are a virtual space to come and ask any questions and obtain technical assistance regarding digital accessibility. The office hours are open to all within the Fresno State community. This is not specific training, but additional support for the Fresno State community's effort in accessibility.

"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness"

- Ola Joseph
DATES TO REMEMBER

September
- Hispanic Heritage Month
  9/25-9/27:
- Rosh Hashanah (Judaism)

October
- Global Diversity Awareness Month
  10/10: World Mental Health Day
- 10/10: Indigenous Peoples' Day (USA)
- 10/14: Defender of Ukraine Day
- 10/21: Spirit Day (LGBTQ+) Wear Purple!
- 10/24: Diwali (Hindu)

Please let me know of any important dates you think should be included in future editions

RECIPE TO TRY

Coconut Curry Salmon

Ingredients
- 4 (4-oz.) salmon fillets
- Kosher salt
- Freshly ground black pepper
- 1 tbsp. vegetable oil
- 1 shallot, thinly sliced
- 1 tbsp. red curry paste
- 2 cloves garlic, minced
- 2 tsp. freshly minced ginger

Ingredients (cont)
- 1 (14-oz.) can coconut milk
- 1 tbsp. sriracha
- 1 tbsp. fish sauce
- Cooked rice, for serving
- Lime wedges, for serving
- Freshly chopped cilantro, for serving

Step 1: Season salmon with salt and pepper. In a large skillet over medium heat, heat oil. Add salmon, skin side down and cook until golden, about 5 minutes per side. Remove from skillet and place on a plate.

Step 2: Return skillet over medium heat and add shallots. Cook until golden and soft, 3 minutes. Add curry paste, garlic, and ginger and cook until paste is darkened and fragrant, 1 minute. Reduce heat slightly and slowly whisk in coconut milk, then add sriracha and fish sauce and bring to a simmer. Return salmon to skillet and let simmer until flakes easily with a fork and internal temperature reaches 145°, about 15 minutes depending on thickness of salmon. Spoon sauce over salmon and stir sauce occasionally. Add more sriracha or fish sauce to taste.

Serve:
Spoon sauce over salmon and serve with rice, limes, and topped with cilantro.
EMPLOYEE RECOGNITION

The following employees have received High Fives from the campus community, please visit technology.fresnostate.edu/recognition/campuschampions to read more about them:

**Provides Excellent Customer Service**
- Kong Lee
- Rob Bartsch
- Juan Solis

**Saved My Bacon!**
- Daniel Nguyen
- Ty Cilluffo

**Modeled Principles of Community**
- Will Tubbs

**Works Above & Beyond**
- Geoff King
- Rick Laczavics
- Sarah Kern
- Chris Cruz
- Mike Harding
- Kris Ratliff
- Holly Baum
- Sabas Martinez Jr.
- Jay Fowler
- Guillermo Gaeta
- Richard Ma

Please direct any questions/edits to epancotti@mail.fresnostate.edu