

Diversity Committee Objectives and 2005-06 Report
06/06/06

To assess the campus climate regarding support of diversity within our community and work to create a welcoming environment;

- ✓ Future plan: WICHE Equity Scorecard Project---still seeking funding
- ✓ May 2006: University of Oregon's Center on Diversity and Community (CoDaC) did a needs assessment visit which included meetings with various student groups, crisis-management training for EOU administration, a mediated cross-group dialogue for students, and a PowerPoint presentation addressing their perception of campus climate and sense of goals and hopes for future plans (see PowerPoint document)
- ✓ Follow-up meeting with diversity committee, president's cabinet, and deans to plan next steps
- ✓ Development of Bias Action Response Committee

To promote diversity within curricular, co-curricular and professional development programs;

- ✓ Diversity Institute: Curriculum Transformation Sept. 12-16, 2005: ten participants worked on expanding curriculum for existing or new courses, which were implemented in 2005-06
- ✓ Mini-conference "Beyond Tacos and Eggrolls" Feb. 8, 2006, with keynote speaker Paula Rothenberg from The New Jersey Project for curriculum transformation
- ✓ Promoted development of Diversity Requirement

To advocate for decision-making and communication process that include diverse perspectives (e.g. information flow, committee assignments and processes);

- ✓ Director of Diversity position approved and filled: Luz Villaroel begins July 2006
- ✓ Diversity Committee has strongly recommended that the Director of Diversity be a cabinet-level position.
- ✓ Expanded membership with ex-officio positions: Gay-Straight Alliance faculty advisor, Representative from Athletics (to be approved next fall), Office of Multicultural Affairs Coordinator, Disability Services Coordinator, Gender Studies Program Coordinator, International Student Advisor, Affirmative Action Officer, Micronesian Program Advisor/Hispanic Education Program, President's Commission on the Status of Women Chair.
- ✓ Diversity Committee members are also involved with many other committees (general education planning committee, first year experience planning committee, advising council, WRRC,)

To develop programs that celebrate the diverse groups to which we belong, inviting and welcoming all to participate fully in the life of the university ;

- ✓ Mini-conference "Beyond Tacos and Eggrolls" Feb. 8, 2006
- ✓ Promotion of International Women's Week, World AIDS day vigil, MLK mural, La Voix des Femmes Women's exhibition

To inform and support university search committees and enrollment goals to promote the recruitment of faculty, staff, and students from diverse backgrounds and to act as advocates in developing retention programs for such groups;

- ✓ Orientation Committee and OMA-sponsored special orientation events for minority students

To develop means of assessment in charting our progress towards improved access for and retention of a diverse student body, faculty and staff.

- ✓ Assessment will be focus next year

Office of Student Affairs Diversity Highlights

NEXT STEPS for 2006-07

Clarify roles and objectives:

- Diversity committee will work on definition, mission, and objectives, and get feedback from administration
- This info will be presented for approval by Assembly next year
- Diversity committee will work closely with new Director of Diversity to clarify roles and objectives

Develop better communication:

- Diversity committee will begin monthly meetings with President
- Diversity committee will begin quarterly meetings with administration (cabinet and deans)
- Diversity committee will report more regularly to assembly
- IT is working on clearer lines of communication with all students
- Membership will expand to include ex-officio representative from athletics

Better serve students:

- Bias Action Response Committee in the works
- Promote special educational programs to enhance awareness and understanding of sexual diversity
- Athletics will plan diversity education programs for all athletes
- Orientation committee planning special orientation events for athletes of color
- Athletics planning outreach program with diverse student groups (ie. GSA)

Work towards broader campus buy-in:

- Diversity committee, with new director of diversity, will engage in broader campus climate assessment (similar to CoDaC event, but with broader audience).
- Promote diversity training across campus, including training for diversity committee itself