

## CoDaC Annual Report AY2012

### ***Overview***

AY2012 was a very big year for the Center on Diversity and Community (CoDaC). We successfully advanced ongoing projects while also launching new ones. Most importantly, planning and delivering CoDaC's 10<sup>th</sup> anniversary events helped to crystalize our campus identity. The center plays an important role in offering big public events to raise awareness, boost morale, and explore the "questions of the day" pertaining to inclusion, equity, and access. Equally important, we also play a critical "behind the scenes" role assisting campus departments, faculty, staff, and graduate students with the complexities that accompany greater diversity.

### ***CoDaC Staffing***

#### **Core Staff**

Mia Tuan (Professor, Education) served in her 6<sup>th</sup> year as CoDaC's Director. Gordon Nagayama Hall (Professor, Psychology) served his fourth full year as Associate Director for Research. Linda Forrest (Emerita Professor, Counseling Psychology and Human Services) served her second year as the Associate Director for Faculty Outreach. Tina Schmich continued her services as a Conflict Resolution Specialist; Tim McMahon continued in his role as a Curriculum Specialist; and Jennifer Chain finished her second year as the CoDaC GTF. In total, CoDaC staff constitutes 2.89 FTE.

#### **Affiliate Staff**

CoDaC's team was supplemented by three Staff in Residence from the Office of the Dean of Students and two Faculty in Residence – the number fluctuates from year to year depending on funding availability. Details about the Staff and Faculty in Residence program are provided later in this document. Finally, Rita Radostitz, the Communication Officer for the Office of Equity and Inclusion attended CoDaC staff meetings throughout the year and provided invaluable communication expertise to the center.

### ***CoDaC Mission and Goals***

CoDaC completed a strategic planning initiative during AY2011. As part of this planning process, CoDaC adopted a new mission statement: ***Advancing inclusive excellence through critical thinking and an ethic of care.*** This mission is supported by three guiding goals:

- CoDaC will promote exemplary practice in multicultural organizational development
- CoDaC will produce and support multicultural research
- CoDaC will create innovative professional development

These goals were supported by specific objectives and strategies which were implemented through the programing and activities described below.

### ***New Initiatives***

#### **CoDaC 10<sup>th</sup> Anniversary Celebration**

In Fall CoDaC kicked off a year-long 10<sup>th</sup> Anniversary Celebration centered around the theme, “Unscripting Diversity: Celebrating 10 Years of Engaging Challenges and Building Community.” Unscripting Diversity was chosen to emphasize the need to think and talk about diversity in fresh and meaningful ways to a broad range of players. To accomplish this, we urged attendees to be willing to go “off script,” away from predictable interactions and conversations about diversity.

On November 3, 2011, **Dr. Claude M. Steele** began the Anniversary Lecture Series. His keynote address — [“Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do”](#) — captivated more than 400 people in the EMU Ballroom. The next day, Dr. Steele opened a day-long symposium, ***Inclusive Excellence in Higher Education***, featuring some of the key leaders and scholars in creating more inclusive, equitable, and accessible classrooms and campuses. The symposium featured the following scholars:

- **Gibor Basri**, Vice Chancellor for Equity and Inclusion at University of California, Berkeley, as well as Professor of Astrophysics. He has an extensive background working on diversity and outreach issues in higher education and in leading campus diversity initiatives.
- **Mitchell J. Chang**, Professor of Higher Education & Organizational Change at UCLA and the co-author of an influential report issued by the Association of American Colleges & Universities (AACU) titled, *Making Diversity Work on Campus: A Research-Based Perspective*. He has published widely on the subject of diversification efforts within higher education. His programmatic research is being used extensively in amicus briefs for the upcoming Supreme Court case on affirmative action in higher education.
- **Caroline Turner**, Professor of Educational Leadership and Policy Studies at Arizona State University and is the author of the AACU report, “Diversifying the Faculty”

among many other publications on the subject. Dr. Turner is widely recognized as a leading expert on the successful hiring and retention of a diverse faculty.

On January 19<sup>th</sup>, **Dr. Lawrence Bobo** spoke on “[Postracial Dreams, American Realities: Does the Color Line Endure?](#)” Dr. Bobo is the W. E. B. Du Bois Professor of the Social Sciences at Harvard University. He holds appointments in the Department of Sociology and the Department of African and African American Studies. His research focuses on the intersection of social inequality, politics, and race.

On February 1<sup>st</sup>, **Dr. Daryl Smith** presented “[Diversity’s Promise: Building Capacity for a Pluralistic Society.](#)” Dr. Smith’s research interests center on diversity in higher education, evaluation and organizational change, college governance issues, women in academe, women’s colleges, institutional research, student affairs, and classroom teaching.

On April 21<sup>st</sup>, **Guy Kawasaki** spoke on “[Enchantment and Community.](#)” Mr. Kawasaki is the co-founder of Alltop.com, an “online magazine rack” of popular topics on the web, and a founding partner at Garage Technology Ventures. He is also a columnist for the Open Forum of American Express. Previously, he was the chief evangelist of Apple. Mr. Kawasaki is the author of ten books including *Enchantment: The Art of Changing Hearts, Minds, and Actions*, a New York Times bestseller. The lessons in *Enchantment* are drawn from Mr. Kawasaki’s tenure at Apple, as well as his decades of experience as an entrepreneur and venture capitalist.

Many campus units stepped up to be co-sponsors of the CoDaC 10<sup>th</sup> Anniversary Celebrations providing almost \$45,000 of combined financial support and included: the President’s Office, Office of Academic Affairs, Office of Institutional Equity and Diversity, Office of Vice President of Student Affairs, Office of Vice President of Finance, Graduate School, Library, Information Services, College of Business, College of Education, College of Arts and Sciences, Law School, Honors College, School of Architecture and Allied Arts, School of Music and Dance, School of Journalism, Humanities Center, Psychology Department, Sociology Department, Leadership and Communication, and the City of Eugene. Having this broad level of support from our colleagues across the UO community and beyond gave us the courage to dream big and aspire to create a lecture series that brought the very best diversity scholars and public figures to our campus.

### ***CoDaC Ongoing Initiatives***

#### **Innovations in Graduate Education Diversity Grants**

CoDaC continued its second year of a partnership with the Graduate School to diversify graduate programs and enhance department climates. The “Innovations in Graduate Education, Track 2” competitive awards provide \$10–12K in financial assistance and two years of consulting services from CoDaC to grantees. Two programs were selected in Spring 2011, the Couples and Family Therapy Masters Program and the Summer Program for Undergraduate Research (SPUR), an undergraduate pipeline program focused on preparing underrepresented students to enter graduate programs in STEM fields.

CoDaC began its work with the first grantee, Couples and Family Therapy Program by conducting a needs assessment with faculty and students, developing an online survey of student experiences, and completing exit interviews with students graduating from the program. CoDaC staff attended and assisted CFT faculty during the monthly Teaching Community Meetings and assisted CFT faculty with class facilitation/teaching responsibilities. CoDaC staff reviewed all the syllabi from the CFT Program and noted which diversity-related topics were addressed in each one, then created a matrix to show when in the Program students would encounter each concept.

Work with the second grantee, the Summer Program for Undergraduate Research (SPUR) involved CoDaC conducting a needs assessment, analyzing existing SPUR data, developing and completing a survey and interviewing participants, and providing consultations to the program director, Peter O’Day. Outcomes to date include refinement of SPUR’s mission, re-design of the website to highlight its core purpose and target audience, and re-design of slide materials used to tell the SPUR “story” to funders, potential donors, and existing constituents.

The 2012 grant proposal competition resulted in the selection of two additional programs/departments. The Institute of Neuroscience’s (ION), (consisting of faculty and students from the departments of Biology, Psychology, and Human Physiology) proposal entitled “Enhancing Diversity in Neurosciences: Graduate Program and Beyond” was selected. ION is applying for a training grant for graduate students and is required by the funding agency to demonstrate how it recruits and retains underrepresented students. Work with ION will commence in Fall 2012.

The Anthropology Department’s proposal “Recruiting and Retaining Diverse Graduate Students” was also selected. Anthropology’s goals include increasing the visibility and outreach to diverse students, increasing the financial and institutional support for

students, increasing student retention, and professional placement of graduates of their program. Work with these two new programs/departments will begin in Fall 2012.

### **Advancing Diversity in Faculty Recruitment and Appointment**

CoDaC continued its partnership with the Office of Academic Affairs, Office of Institutional Equity and Diversity, and the Office of Affirmative Action on an initiative to improve the recruitment and hiring of under-represented faculty. Members of the planning group included: Russ Tomlin (Senior Vice Provost), Mia Tuan, (CoDaC Director), Penny Daugherty (Director, AAEO), Annie Bentz (staff member, AAEO), Linda Forrest (CoDaC Associate Director for Faculty Outreach) and Michael Hames-Garcia (Professor, Ethnic Studies), who participated as a CoDaC Faculty in Residence member.

In September and October, CoDaC staff in conjunction with Academic Affairs, offered workshops for department heads and search committee chairs that had faculty searches planned for the 2011-2012 academic year. An initial workshop was offered in early October. Two follow-up workshops were planned, one was offered but the second was canceled again due to limited signup. The follow-up workshops were planned to be more informal and focused on issues and questions the participants identified as important to their search committee work. CoDaC worked with Professor Deb Morrison (Journalism) to develop an introductory video to generate faculty interest on how to hire a diverse faculty.

The multi-pronged approach to reach faculty serving on search committees with the latest scholarship and best practices for recruiting a diverse faculty included: online web resources accessible to all faculty (hosted on the Academic Affairs website), a hard-copy manual, and faculty workshops. The online resources were updated and include brief descriptions of best practices for each stage in the faculty search process:

- [Defining a Faculty Position](#)
- [Search Committees](#)
- [Faculty Recruitment](#)
- [Position Announcements](#)
- [Developing Selection Criteria](#)
- [Screening Applications](#)
- [Contacting References](#)
- [Interviews & Campus Visits](#)

- [Final Candidate Evaluation](#)
- [Job Offer](#)
- [Integrating New Faculty](#)

Having knowledge about the scholarship and best practices for hiring a diverse faculty, our project team wanted to provide this information to the UO Presidential Search Committee. We met with Acting Provost, Lorraine Davis, and she connected us with the individuals staffing the Presidential Search Committee. We also met with UO Senate President, Robert Kyr, to share with him “Diversity in Hiring” website materials, encourage the UO Senate to recommend diverse faculty to serve on the Presidential Search Committee and ask his assistance in supporting an effort to get the latest scholarship and best practices information to all members of the search committee. Michael Hames-Garcia (Faculty in Residence) and Mia Tuan were invited to provide a briefing to the search committee members on the latest scholarship in diversity hiring.

### **Visit to UC Berkeley**

In Spring 2012 a team of UO administrators<sup>1</sup> visited UC Berkeley to learn from their systemic efforts to diversify the faculty. We came at the invitation of Gibor Basri, Berkeley’s Vice Chancellor for Equity & Inclusion, who participated in CoDaC’s anniversary speaker series. Over the course of two days we met with representatives from across campus responsible for providing leadership, generating and overseeing policies, running pipeline programs, collecting and analyzing institutional data, and fundraising/gift development. Topics we explored included:

- using data to drive diversification efforts
- choosing effective enticements and consequences related to faculty diversification
- regularizing and coordinating institutional diversity efforts
- fostering cultural change at large and within departments
- creating successful faculty and graduate student pipeline programs, especially in STEM fields
- maximizing the role of senior administrators in promoting faculty diversity

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<sup>1</sup> The UO team included Doug Blandy (Senior Vice Provost), Miriam Deutsch (Associate Professor of Physics, Director of the Oregon Center for Optics), Dana Johnston (Associate Dean of Natural Sciences, CAS), Andrew Marcus (Associate Dean of Social Sciences, CAS), and Mia Tuan (Associate Dean of the Graduate School, Director of CoDaC).

The practices we observed at Berkeley have generated admiration, envy, and inspiration. The team has developed a white paper highlighting the top five practices that we believe would greatly enhance UO's ability to recruit a top-flight, diverse faculty.

### **Rehearsals for Life**

“Rehearsals for Life” (RfL), the graduate student social justice theatre troupe, continued to grow and thrive in its third year. “Rehearsals for Life” utilizes scenario-based learning founded on the models of Theatre of the Oppressed and Self-Revelatory Performance to develop interactive presentations by graduate students for the campus and broader Eugene community. The program, jointly funded by the Graduate School and CoDaC and directed by Abigail Leeder (CoDaC Staff in Residence), stimulates dialogue by using applied theater as a tool for exploring socio-cultural issues through audience involvement. RfL utilizes a variety of performance techniques to further social justice on campus and tailors each workshop and presentation based on unique audience needs. Whether it is through a traditional performance, or in a workshop setting that gives participants a chance to practice intervening in bias and discriminatory situations, RfL audience members are given opportunities to reflect, engage and rehearse for real life situations.

In AY2012 the RfL troupe was comprised of eleven graduate students from a variety of graduate programs including Counseling Psychology, Theatre Arts, East Asian Languages and Literature, Education Studies, Couples and Family Therapy and International Studies. In addition to the cross-disciplinary nature of the group, the students came from diverse backgrounds and cultural identities.

### ***RfL Presentations***

RfL presented twenty workshops and presentations for the broader UO community during AY2012, a significant increase from just four workshops in AY2010 and 13 in AY2011. Presentations included professional development workshops for the UO Health Center professional staff, the UO Counseling and Testing Center staff and workshops for graduate students. RfL also utilized personal storytelling and playback theatre for larger audiences such as the UO Multicultural Alumni reunion, the UO College of Education TeachOUT, and CoDaC's MLK celebration.

In addition to campus presentations, RfL contracted with community organizations to provide professional development. RfL was invited by the City of Eugene and Ophelia's Place to provide interactive diversity-related trainings. Both trainings were well received and plans for full day RfL training for City of Eugene employees in 2013 are

developing. Requests for workshops from both campus and the community were greater than the program could accommodate and a number of groups and classes were turned down for workshops this year, with the hope that we can accommodate their requests in the future as the program continues to grow. Rehearsals for Life Presentations in 2011–2012 included:

Oregon Young Scholars Program  
Ophelia's Place Volunteer Training  
Graduate School New Student Orientation  
Graduate School Thesis Writing Workshop  
Writing 121 Instructor Class  
CoDaC Diversity Institute Keynote Luncheon  
Graduate School "How To Be An Ally" Workshop  
Family and Human Services Professional Issues Class  
EDST 613 Motivation and Management Class  
UO Multicultural Alumni Event  
Martin Luther King Junior Celebration (prior to Dr. Bobo's keynote address)  
UO Health Center Staff Development Workshop  
Graduate School Research Forum  
UO Counseling and Testing Center Staff Development Workshop  
Sexual Wellness Advocacy Team Peer Educator Training  
City of Eugene Diversity Training  
UO Teach OUT Keynote Luncheon

### ***CoDaC Research***

Gordon Nagayama Hall finished his fourth year as Associate Director of Research. Headed by Dr. Hall, CoDaC's primary research activities have focused on: (1) assessment of diversity climate; (2) interventions to assist in the success of diverse students; and (3) program evaluation to improve the climate for recruitment and retention of diverse faculty, students, and staff. We are developing a measure of attitudes toward cultural diversity based on our tripartite conceptual model presented in our article, "Toward ethnocultural diversification of higher education", which was published in the American Psychological Association's Journal, *Cultural Diversity and Ethnic Minority Psychology*, in 2011. The measure will identify dissenters who resist cultural diversification, passive supporters of cultural diversification efforts, and active supporters of these efforts. We currently are analyzing the data collected during the past year through the subject pool in the Psychology Department. Plans for next year are to write an article based on these data to submit for publication. Once reliability and



validity are established, this measure will have practical applications in assessing diversity climate and readiness for change.

Our development of an intervention to assist in the success of diverse students is based on Claude Steele's theory of stereotype threat. We are interested in stereotype threat as well as discrimination as they affect Chinese and Saudi international students. Stereotypes and discrimination are likely to negatively affect these students' mental health and academic performance, but there has been extremely limited attention to these groups. An outcome for this year is that we received university "Innovations in Diversity" funding for this project and supplemental funding from the College of Arts and Sciences, the Graduate School, and the Office of International Studies. Plans for next year are to assess the effects of stereotypes and discrimination on the mental health and academic performance of these groups of students. Based on these data, we will develop an intervention to increase these students' sense of belonging at the university by demonstrating that most students have initial difficulties adjusting to the university environment but that they eventually succeed. This intervention is based on previous interventions that have been successful with domestic students of color. The conceptual framework and methods for this study were presented as a poster presentation at the Asian American Psychological Association 2012 Conference in August.

CoDaC is also in the early stages of program evaluation to improve climate for recruitment and retention of diverse faculty, students, and staff. Outcomes for this year include the evaluation of a workshop for faculty search committees to examine issues of unconscious bias regarding diversity that might influence search committee decisions. Another outcome for this year is evaluating graduate and pipeline programs through a partnership with the Graduate School (Innovations in Graduate Education, Track 2): Couples and Family Therapy, Summer Program in Undergraduate Research (SPUR). We are currently determining methods to increase participation and evaluate if the workshops influence search committee processes and outcomes. Plans for next year also include evaluating recruitment/retention efforts in the Department of Anthropology and the Institute of Neuroscience (ION) as part of the "Innovations in Graduate Education, Track 2" consultations.

Lastly, CoDaC was hired by the UO HHMI Science Literacy Project (<http://scilit.uoregon.edu/scilit1/index.html>), to develop assessment tools to measure the overall effectiveness of SLP activities, diagnose trouble areas, and enable them to introduce changes to the program. Ron Beghetto (CoDaC Faculty in Residence) and Gordon Hall (CoDaC Associate Director for Research) led these efforts and have

worked closely with the principal investigators and key faculty involved in the project. Work was completed in Spring 2012.

### ***CoDaC Faculty in Residence & Staff in Residence Programs***

In its sixth year, the CoDaC Faculty in Residence Program expands CoDaC's capacity by inviting faculty members with specific expertise to join our staff for 1-2 terms in exchange for a course buyout. The Faculty in Residence program also provides faculty from across campus a supportive environment to explore their scholarly interests on diversity topics and find collegial support. With funding from the Office of Academic Affairs, Office of Institutional Equity and Diversity and the Office of Research and Graduate Studies, CoDaC hosted 2 faculty during AY2012, Ron Beghetto (Associate Professor, Education Studies) and Michael Hames Garcia (Professor, Ethnic Studies).

The Staff in Residence program enables CoDaC to benefit from the knowledge, skills, and energy of other UO professionals engaged in promoting inclusion, equity, and access, while at the same time it facilitates deliberate collaboration among UO units. Abigail Leeder served for the third year as a Staff in Residence heading up the Rehearsal for Life (RfL) program described earlier. Two staff joined CoDaC for the second year as Staff in Residence: Chicora Martin, Associate Dean of Students and Alisia Caban, a staff member in the University Counseling and Testing Center.

### ***Graduate Student Summer Research Awards***

This is the tenth year that CoDaC has awarded Graduate Student Summer Research Awards. With funding support from the Graduate School, CoDaC has made over 83 research support awards to graduate students from 24 different departments on campus since 2002. Historically, depending upon funding, CoDaC has made about 10 awards each year of \$1,000. Each year awardees have participated in the CoDaC Annual Graduate Student Research Award Conference, an independent conference that CoDaC has sponsored each spring.

Starting in 2010-2011, CoDaC made fewer but more substantial awards offering 3 awards with students receiving \$1,500 and faculty advisors receiving a small \$250 stipend. We also merged our conference with the Graduate School's Research Forum to reach a larger audience. This year three winners were selected from a pool of 33 applicants from 18 different departments:

Kristen Vinyeta, Master's Student, Environmental Studies

"Community Photography as a Tool to Address Climate Change Impacts Affecting

the Coquille Indian Tribe's Sovereignty and Culture”

Jonathan Turbin, PhD Student, Anthropology

“Blue State” Slavery: New England’s Iron Triangle and the Future of Capitalism

Laurie Trautman, PhD Student, Geography

CoDaC faculty met with awardees and their faculty advisors during Spring 2012 to discuss their impending research plans and provide diversity expertise for inclusion in the students’ research projects.

### ***Requested Consultations & Presentations***

CoDaC serves as a consultant to many campus units and provides professional development opportunities, individual faculty consultations, and meetings with leadership teams to aid in the design and fortification of their units’ diversity infrastructures. During AY2012, CoDaC provided consultations to 14 different colleges, departments or units on campus. CoDaC also consulted with several off-campus units including Eugene 4J School District, Lane County Mental Health, City of Springfield, and Community Mediation Services.

In response to request, CoDaC also provided workshops, presentations, and facilitated discussions for the following units:

- Facilitated the Couple and Family Therapy Faculty Retreat
- Provided coaching for the Law School’s Mediation Training
- Provided diversity training for Residence Life RAs
- Provided a keynote address for 21<sup>st</sup> Century FIG
- Presented “Navigating Difficult Moments in the Classroom” a workshop for Writing 121 Instructors
- Served a panel member on “White Guilt” presentation sponsored by ASUO Women’s Center
- Presented workshop for IMPACT students
- Guest speaker in Rita Radostitz’s PPPM class
- Co-facilitated “Train the Trainers” workshop for Alternative Spring Break leaders
- Provided training for 4J elementary school teachers on “Gender and Sexuality” on two different occasions
- Provided workshop on “Diversity in the Classroom” for College of Education Orientation

- Presented three workshops focused on diversity topics for Facilities Staff
- Presented workshop on group dynamics to Resident Life professional staff
- Facilitated discussion about teaching difficult topics with Anthropology GTFs
- Facilitated five meetings with Student Affairs' Sexual Assault Planning Team
- Facilitated discussions on "Diversity in the Workplace" sponsored by College of Business
- Presented as guest speaker on "Whiteness and Diversity" in Kari Norgaard's ENVS class
- Presented as guest speaker in Deb Merskin's "Gender, Diversity and the Media" Journalism course
- Co-presented at the UO Presidential Leadership Symposium
- Facilitated conversations among Academic Advising staff about gender differences in communication
- Presented workshops at Center for Multicultural Academic Excellence sponsored "Reach for Success"
- Presented opening remarks at the "Be That Guy" workshop sponsored by the UO Men's Center
- Facilitated leadership training workshops for Center for Multicultural Academic Excellence
- Guest speaker on leadership and diversity in Anya Dobrowolski's PPPM class
- Co-presented a diversity workshop for the staff in the Department of Intercollegiate Athletics
- Facilitator for Pod in Family and Human Services 409 class
- Presented diversity workshop for South Lane Mental Health Association
- Facilitated monthly communication workshops for Community Mediation Services
- Facilitated monthly communication workshops for Head Start
- Participated in 4J school climate discussions

### ***On-Campus Committee Participation***

CoDaC staff served on many campus committees including:

- Vice President for Equity and Inclusion Selection Committee
- Senior Vice Provost Selection Committee
- Diversity Excellence Scholarship Selection Committee
- Freshman and Sophomore Award Selection Committee
- Innovations in Diversity and Academic Excellence Award Committee
- Student Affairs Multicultural Organizational Development Committee
- UO Representative to the Interagency Diversity Equity Committee (IDEC)
- The Americas Big Idea Steering Committee

- Co-coordinator, UO Teach Out
- Pre-Doc Intern Search Committee, Couples and Family Therapy Program
- Faculty Search Committee, College of Education
- Martin Luther King Jr. Award Committee
- Chaired two searches for positions in Student Affairs

### ***Off Campus Participation***

CoDaC staff members served on off campus committees including:

- IDEC Study Circles
- IDEC monthly meeting
- Planning Committee for the Oregon Diversity Institute
- IDEC First Friday Communities of Color
- CoDaC staff participated as a group in the MLK “Day of Service”
- Planning Committee, Oregon National Association for Multicultural Education Conference

### ***New Initiatives Planned for AY2013***

#### **Summer Institute for New Faculty**

The Office of Academic Affairs and the Center on Diversity and Community (CoDaC) are co-sponsoring “Engaging Students with Diverse Identities: A Summer Institute for New Faculty.” The 3-day institute will take place September 4-6, 2012 and is designed to help new faculty explore how to effectively engage and work with a diverse student population.

This Institute has four main goals:

- Enhance the self-awareness needed to create and teach thoughtfully and reflectively in an inclusive classroom.
- Increase knowledge needed to create and teach in an inclusive classroom.
- Learn and practice the skills needed to create and teach effectively in an inclusive classroom.
- Provide an opportunity to get to know and work with other new faculty.

The institute will be composed of specific workshop sessions, tours of relevant campus partners, and plenty of opportunity for dialogue among colleagues about the challenges and opportunities of teaching in the modern classroom. Applications have been reviewed and 15 new faculty have been selected for participation in the Institute. Prior to the institute, applicants will be asked to complete a short phone interview designed to provide information for CoDaC staff about the participants’ needs and experiences.

Participants will be asked to turn in a final report describing their final project and an individual assessment of the experience. Participants will also have the opportunity for follow-up consultations throughout the year with CoDaC staff. Completion of the institute will result in a payment of \$1300 in research funds or a \$1000 stipend. Funds have been provided by Academic Affairs.

### **Public Events**

CoDaC's 10<sup>th</sup> Anniversary events clarified the important role we play in bringing the leading thinkers and public figures in inclusion, equity, and access to campus. Accordingly, we have decided to continue offering one "big" event per term.

In Fall CoDaC will host Kenji Yoshino, professor of law at NYU. Professor Yoshino's most recent book is *A Thousand Times More Fair: What Shakespeare's Plays Teach Us About Justice*. This event will be coordinated with LGBTQ communities and other departments on campus.

Winter term brings the UO's first ever TEDxUOregon event to campus. The title is *Curiosity & Resistance* and the theme is "diversity is critical to thinking." The TEDxUOregon conference is set for February 9, 2013 in the Ford Alumni Center Ballroom. A cross-campus committee from has been established to plan the event.

In Spring CoDaC will bring Chimamanda Adichie to campus. Ms. Adichie is an acclaimed novelist -- she was featured in *The New Yorker's* 20 Under 40 Fiction Issue and has published novels and short stories. Her upcoming novel *Americanah* will be released in 2013. In 2009, Ms. Adichie was selected to speak at the 2009 TED conference. Her talk, "The Danger of a Single Story," went viral and has been viewed more than 3 million times.

### ***CoDaC/Graduate School Workshops***

Starting in fall CoDaC will be offering a series of workshops through the Graduate School targeting graduate teaching fellows (GTFs). The series will consist of three workshops covering the following topics and will be repeated each term:

- Building an inclusive curriculum and classroom culture
- Teaching challenging content and facilitating class discussions
- Conflictual moments in the classroom

### ***Concluding Remarks***

After 10 years CoDaC has grown up and found its place at the UO. Despite several fits and starts during the early years, CoDaC has emerged as a vital player in raising campus awareness about equity and diversity issues, boosting the morale of our community, and in providing deft assistance to students, faculty, and staff pursuing inclusion, equity, and access. With the arrival of our new Vice President for Equity and Inclusion, Dr. Yvette Alex-Assensoh, CoDaC staff are very excited to be part of her vision for our campus community.