



June 24, 2011

MEMORANDUM

TO: Kim Espy
Vice President for Research & Innovation, Dean of the Graduate
School

Charles Martinez
Vice President for Institutional Equity and Diversity

FROM: Mia Tuan, Director
Center on Diversity and Community

SUBJECT: CoDaC Annual Report AY2011

This report provides an overview of the Center on Diversity and Community's (CoDaC) activities from September 2010 through June 2011. What follows is a brief summary of the center's new and ongoing activities and accomplishments.

CoDaC Staffing

Mia Tuan (Professor, Education) served in her 5th year as CoDaC's Director. Gordon Nagayama Hall (Professor, Psychology) served his third full year as Associate Director for Research. Linda Forrest (Professor, Counseling Psychology), served her first 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 was hired as the CoDaC GTF. In total, CoDaC staff constitutes 2.89 FTE.

CoDaC's work is supplemented by three Staff in Residence from the Office of the Dean of Students and two Faculty in Residence. Details about the Staff and

CENTER ON DIVERSITY AND COMMUNITY (CoDaC)

335 Hendricks Hall 5238 University of Oregon Eugene, OR 97403-5238

T (541) 346-3212 F (541) 346-5096 E codac@uoregon.edu WWW codac.uoregon.edu

An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act

Faculty in Residence program are provided later in this document. Finally, Rita Radostitz, the Communication Officer for the Office of Institutional Diversity and Equity began attending CoDaC staff meetings in winter and has provided valuable support to the center.

CoDaC Mission & Goals

CoDaC completed a strategic planning initiative over fall and winter terms. The process involved several meetings at which CoDaC staff set individual and unit goals as well as a focus on defining CoDaC's mission. As part of this strategic 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 programming and activities described below.

New Initiatives

Innovations in Graduate Education Diversity Grants

CoDaC expanded its ongoing partnership with the Graduate School by jointly launching an “Innovations in Graduate Education” program focused on assisting departments/programs in their efforts to recruit and retain diverse graduate students. RFPs were requested in winter term (2011) and two programs were selected.

CoDaC began working with the first grantee, Couples and Family Therapy Program, this spring by conducting a needs assessment with faculty and students, online survey of student experiences, and exit interviews with students graduating from the program. Work with the second grantee, the Summer Program for Undergraduate Research (SPUR), also began in spring with a needs assessment, survey/interview development, and consultations with the program director, Peter O'Day. Work with SPUR will center around evaluating

SPUR alumni and the impact of program participation on career aspirations and outcomes.

Advancing Diversity in Faculty Recruitment and Appointment

CoDaC partnered with the Office of Academic Affairs, Office of Vice President for Institutional Equity and Diversity, and the Office of Affirmative Action to develop a new initiative focused on improving the recruitment of under-represented faculty. In September, 2010, CoDaC, in conjunction with Academic Affairs, offered a three hour workshop for department heads and search committee chairs focused on recruiting a diverse faculty. For this workshop, the scholarship was summarized on four topics (active recruitment, cognitive errors, hidden bias, and position descriptions) and as part of the workshop four working groups were established to review the scholarship and develop strategies to improve faculty searches.

After the initial workshop, a planning group was identified to further develop the workshop into a comprehensive initiative. Members of the planning group included: Russ Tomlin (Senior Vice Provost), Mia Tuan, (CoDaC Director), Charles Martinez (Vice President for Institutional Equity and Diversity), Penny Daugherty (Director, AAEO), Annie Bentz (staff member, AAEO), and Linda Forrest (CoDaC Associate Director for Faculty Outreach). Later Michael Hames-Garcia (Professor, Ethnic Studies) was selected as one of the CoDaC Faculty in Residence for spring term and he joined the planning group at that point. A full day retreat in early December and another half-day retreat in early January resulted in a comprehensive plan for Year One of a multiple year project focused on the latest scholarship and identified best practices for recruiting a diverse faculty.

The planning group developed a multiple pronged approach that included online web resources accessible to all faculty, a hard-copy manual, and faculty workshops for focused on both the “front end” and “back end” of faculty searches. The online resources review the influence of implicit bias on the search process (<http://diversityinhiring.uoregon.edu/special-concerns/>). The online resources also include brief descriptions of best practices for each stage in the faculty search process including:

- [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](#)

Research

Gordon Nagayama Hall began a second 2-year term as Associate Director of Research. CoDaC was pleased to hire Counseling Psychology graduate student Jennifer Chain, who has a strong research background, as the GTF. CoDaC also selected Ron Beghetto (Associate Professor, Education) as a faculty-in-residence during spring 2011. Ron's expertise in evaluation research has been an asset to CoDaC's research mission.

Publications

A conceptual manuscript entitled, "Toward Cultural Diversification of Higher Education", coauthored by CoDaC staff has been accepted for publication in the journal, *Cultural Diversity and Ethnic Minority Psychology*, which is published by the American Psychological Association. The thesis of the article is that attitudes toward cultural diversification in higher education mirror attitudes toward paying taxes. Differing types of attitudes toward cultural diversification based on relative support and resistance are identified. Strategies for gaining support for diversification efforts and a framework for future research are proposed. A second conceptual manuscript, "Toward More Rigorous Theory Testing: Conceptual Approaches to Ethnocultural Diversity", has been revised and resubmitted to the *Journal of Consulting and Clinical Psychology*.

Development of measure of attitudes

CoDaC has developed a measure of attitudes toward cultural diversification, based on the conceptual model in the "Toward Cultural Diversification of Higher Education" article. The measure has been administered to more than 200

participants in the Psychology Subject Pool for validation purposes. Data analyses and report writing will occur in the summer and fall of 2011.

An assessment measure, which includes the measure of attitudes toward cultural diversification, was developed to assess the diversity climate in the Couples and Family Therapy program. Data have been collected for approximately 30 students. Data analyses and report writing will occur in the summer and fall of 2011.

Graduate Student Program Satisfaction & Perception of Program Climate Survey Analysis

CoDaC staff was asked to analyze the University of Oregon Graduate School student survey to explore program satisfaction of graduate students by demographic groups. An Executive Summary titled “Graduate Student Program Satisfaction and Perception of Program Climate: Analysis of Gender, Race/Ethnicity, International/Domestic Status and First Generation/Class Status” was released in September 2010. The Summary supplemented the data released by the Graduate School during the previous school year.

Rehearsals for Life (RfL)

A collaborative project between CoDaC, the Graduate School, and the Office of the Dean of Students, “Rehearsals for Life” continued to grow and thrive in its second year. Abigail Leeder, from the Office of the Dean of Students, served as the staff member overseeing the Rehearsal for Life theatre troupe. The program 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 community. The program stimulates dialogue by using applied theater as a tool for exploring socio-cultural issues and encourages bystander intervention by giving workshop participants a chance to practice intervening in bias and discriminatory situations.

Through personal performance and experiential activities, a group of nine graduate students from multiple disciplines came together weekly throughout the 2010–2011 school year to explore the use of theatre as a tool for addressing challenges facing our campus community. The “Rehearsals for Life” program included representatives from a variety of graduate programs including Conflict

and Dispute Resolution, Counseling Psychology, Public Policy and Management, Theatre Arts, Architecture and Political Science. In addition to the cross-disciplinary nature of the group, the students came from diverse backgrounds and cultural identities.

The “Rehearsals for Life” program presented thirteen workshops and presentations for the broader graduate school community throughout 2010–2011, a significant increase from four workshops in 2009–2010. In fact, the requests for workshops were greater than the program could accommodate and a number of campus groups and classes were turned down for workshops this year, with the hope that we can accommodate their requests next year.

Abigail Leeder has agreed to oversee the program again next year. The costs associated with this program are minimal and the results based on the evaluations of both workshop attendees and workshop presenters suggest that we met the goals that were established for this program.

Faculty in Residence & Staff in Residence Programs

In its fifth year, the CoDaC Faculty in Residence Program works to expand CoDaC’s reach by having faculty members with specific expertise join the CoDaC staff for one term 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 in 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 was able to expand its Faculty in Residence program from one to two faculty members this year. Michael Hames-Garcia (Professor, Ethnic Studies) was selected to assist with the Advancing Diversity in Faculty Recruitment initiative and Ron Beghetto (Associate Professor, Education) was selected to assist with developing CoDaC’s program evaluation capacity.

The Staff in Residence program enables CoDaC to benefit from the knowledge, skills, and energy of other UO professionals engaged in promoting equity and access, while at the same time it facilitates deliberate collaboration among UO units. Abigail Leeder served for the second year as a Staff in Residence. Two new staff joined CoDaC 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 ninth year that CoDaC has awarded Graduate Student Summer Research Awards. With funding support from the Graduate School, CoDaC has made over 80 research support awards to graduate students from 24 different departments on campus since 2002. Historically CoDaC has made about 10 awards each year for about \$1,000 each. Each year awardees have participated in the CoDaC Annual Graduate Student Research Award Conference during the following spring.

CoDaC staff recently evaluated the awards program and made several changes. We decided it was important for CoDaC to have more active mentoring and involvement with students and to provide CoDaC research expertise to inform their research projects. We also thought it was important for CoDaC staff to engage the students' faculty advisors with the hope of creating a larger community of scholars on campus whose research focused on diversity topics and to improve the quality of research advisement on diversity-focused research projects. To this end we decided to make fewer but more substantial awards. For 2011 we offered 3 awards, providing \$1,500 for the student and a small \$250 stipend for their faculty advisor. We also decided to merge our conference with the Graduate School's Research Forum to reach a larger audience.

Consultations

CoDaC serves as 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 2010-2011, CoDaC provided consultations to: University Housing and Dining, Romance Languages, Health Center, Academic Advising, American English Institute, Honors College, Writing Program, Graduate School, Counseling Psychology, College of Business, Holden Leadership Center, Sociology, Veteran's Program, Teaching and Learning Center, Anthropology, Family and Human Services, Office of Multicultural Academic Success, Men's

Center, Educational Foundations, Special Education, College of Education, Graduate Student Alliance, College of Law, and Sociology.

CoDaC also provided diversity-focused consultations to off campus organizations, including City of Springfield, OSU Women's Center, and the City of Eugene Study Circles on Racism. CoDaC also provides consulting on an "as needed" basis to individual faculty experiencing diversity-related challenges within their classes, administrators seeking advice on issues pertaining to diversity within their units, and external community members and organizations.

Workshops, Presentations, and Requested Facilitations

- ◆ Fall Orientation Workshops for the College of Education, Academic Affairs New Faculty and Administrators Retreat, September 2010.

- ◆ GTF Series—Teaching challenging race, class, and gender materials
 - Part One: “Preparing to teach—creating a syllabus, choosing course materials, selecting class activities, assessment and grading,” October 13, 2010.

 - Part Two: “Facilitating class discussions—preparing the class to talk about difficult issues, what to do when things blow up, taking care of yourself,” October 27, 2010.

 - Part Three: “General conversation about teaching challenging race, class, and gender materials”, November 10, 2010.

- ◆ “Dumb Things Well-Intentioned People Say,” by Maura Cullen. Book discussion, October 20, 2010.

- ◆ “Community. What do we mean? How do we get there?” November 3, 2010.

- ◆ “What does being “white” have to do with diversity?” Residence Life Student Staff Diversity Training, September 10, 2010.

- ◆ “Navigating Difficult Moments in the Classroom: A Workshop for Romance Languages Faculty” for Romance Languages Department, September 16, 2010.
- ◆ “Working with Your Community” to RAs from University Housing and Dining, September 20, 2010.
- ◆ “People, Purpose, and Place: Beginning the New Year at the University of Oregon Health Center, “University Health Center, September 20, 2010.
- ◆ Keynoted Leadership for the 21st Century FIG, September 23, 2010.
- ◆ Workshop on Whiteness, with RA staff from the Living Learning Center, October 7, 2010.
- ◆ Diversity workshop for Executive Team from City of Springfield, September 27 and October 13, 2010.
- ◆ Diversity workshop for staff from Academic Advising, October 19, 2010.
- ◆ Diversity Workshop for Honors College students, October 25, 2010.
- ◆ “Generations in the Workplace: Building and Sustaining Effective Teams” at the NASPA Western Regional Conference in Portland, Oregon, November 3-6, 2010
- ◆ “Faculty Activism: The Ivory Tower and Scholar-Activism.” Facilitated article discussion, November 17, 2010.
- ◆ “Navigating Difficult Moments in the Classroom: A Workshop for Writing 121 Instructors“ November 20, 2010.
- ◆ “What’s the Role of an Ally?” Workshop for GTFS, co-sponsored by Graduate School, November 12, 2010.
- ◆ “Being a Good Ally” Workshop for the 10th annual Oregon Students of Color Conference, November 12, 2010.

- ◆ Presentation to students in the School Consultation class, November 19, 2010.
- ◆ “Cross-cultural issues and global perspectives for exchange instructors from Nagoya University in Japan,” December 16, 2010.
- ◆ Alliance for Graduate Students retreat, January 9, 2011.
- ◆ “bell hooks—Love in the Classroom” (Part of the Martin Luther King, Jr. Celebration at the University of Oregon) January 19, 2011.
- ◆ “Cultural competency” workshop for Alternative Spring Break participants (Service Learning Program of Holden Leadership Center), January 11, 2011.
- ◆ Facilitated conversation regarding diversity issues with Sociology graduate students, January 21, 2011.
- ◆ “Creating a Veteran Friendly Classroom” workshop at the University of Oregon Veterans Symposium, February 4, 2011.
- ◆ Presidents’ Leadership Symposium, February 15, 2011.
- ◆ Guest lecture, OSU Women’s Center, March 9, 2011.
- ◆ “Negotiating Scholar-Activist” Identities. Workshop for graduate students, March 11, 2011 and April 6, 2011.
- ◆ Workshop for Office of Multicultural Academic Success Student Leadership Team, April 6 & 13, 2011.
- ◆ Opening remarks for “Be That Guy” workshop, UO Men’s Center, April 25, 2011.
- ◆ Community conversation with Educational Foundations students in ed.connects program, April 27. 2011.

- ◆ Guest presenter in Mary Ann Winter–Messier’s “Collaboration with Parents and Professionals in Autism” class (SPED 610), May 5, 2011.
- ◆ “Inequality in Academia,” panel discussion, May 13, 2011.
- ◆ Facilitated 6 week Interagency Diversity Equity Committee (IDEC) Study Circles for the City of Eugene, 2010–2011.

On-Campus Committee Participation

CoDaC staff members served on many campus committees including:

- Diversity Excellence Scholarship Selection Committee
- Freshman and Sophomore Award Selection Committee
- Ray Hawk Scholarship Selection Committee
- University Counseling and Testing Center Advisory Committee
- Innovations in Diversity and Academic Excellence Award Committee
- Student Affairs Multicultural Organizational Development Committee
- Interagency Diversity Equity Committee (IDEC), representative for the University of Oregon
- The Americas Big Idea Steering Committee
- UOTeach Out Planning Committee

Off Campus Participation

CoDaC staff members served on off campus committees including:

- IDEC Study Circles
- IDEC monthly meeting
- Oregon Diversity Institute, planning committee
- IDEC First Friday Communities of Color
- MLK “Day of Service”
- Oregon NAME Conference, planning committee

Conclusion

CoDaC has had a very successful academic year with involvement in many new and on-going projects. CoDaC has, at long last, achieved a level of stability

and looks forward to the coming year, which marks our ten year anniversary. While still in the planning stages, we anticipate a lineup of public events to both broaden and deepen the campus commitment to inclusive excellence through critical thinking and an ethic of care. In the Fall, Claude Steele, Provost and Professor of Psychology at Columbia University, will open and deliver the keynote address at our symposium, Inclusive Excellence in Higher Education. He will be joined by some of the key leaders and scholars in creating more inclusive, equitable, and accessible campuses including: Gibor Basri (Vice Chancellor for Equity and Inclusion at UC Berkeley and Professor of Astrophysics), Mitchell J. Chang (Professor of Higher Education & Organizational Change at UCLA and co-author of AAC&U report, Making Diversity Work on Campus: A Research-Based Perspective), and Caroline Turner (Professor of Educational Leadership and Policy Studies at Arizona State University and author of the AAC&U report, Diversifying the Faculty).