



UNIVERSITY OF OREGON  
Center on Diversity and Community

**CoDAC ANNUAL REPORT, 2006-2007**

**THIS REPORT PROVIDES AN OVERVIEW OF THE CENTER ON DIVERSITY AND COMMUNITY'S (CoDAC) ACTIVITIES FROM SEPTEMBER 2006 TO SEPTEMBER 2007.**

**CoDAC'S AY 2007 CORE STAFF CONSISTED OF DR. MIA TUAN (DIRECTOR), DR. JOHN SHUFORD (ASSOCIATE DIRECTOR, INTERIM), DR. ROBIN HOLMES (CULTURAL COMPETENCY PROJECT LEADER), DR. TIM McMAHON (PROFESSIONAL DEVELOPMENT SPECIALIST, INTERIM), AND ANNIE BENTZ (PROFESSIONAL DEVELOPMENT SPECIALIST, INTERIM). ADDITIONAL STAFF INCLUDED 3 STUDENT INTERNS: KIMI MOJICA (MASTERS PROGRAM IN CONFLICT AND DISPUTE RESOLUTION AND UO OFFICE OF STUDENT LIFE), TINA SCHMICH (MASTERS PROGRAM IN CONFLICT AND DISPUTE RESOLUTION), AND MAYA O'NEIL (DOCTORAL PROGRAM IN COUNSELING PSYCHOLOGY). CoDAC ALSO LAUNCHED ITS "STAFF-IN-RESIDENCE" PROGRAM AND WAS PLEASED TO HAVE CHRIS ESPARZA (UNIVERSITY COUNSELING AND TESTING CENTER) JOIN THE STAFF FOR THE YEAR.**

**CENTER ON DIVERSITY AND COMMUNITY (CoDAC)**

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*AN EQUAL-OPPORTUNITY, AFFIRMATIVE-ACTION INSTITUTION COMMITTED TO CULTURAL DIVERSITY AND COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT*

THE FOLLOWING IS A DETAILED LIST OF CoDAC ACTIVITIES FOR AY 2007.

STUDENT AFFAIRS INSTITUTE

CoDAC HOSTED "CONNECTIONS, COMMUNITY, AND BEST PRACTICES," ITS INAUGURAL, 3-DAY SUMMER DIVERSITY INSTITUTE FOR STUDENT AFFAIRS PROFESSIONALS IN JUNE 2007. THE PURPOSE OF THE INSTITUTE WAS TO PROVIDE AN INTIMATE YET COMPREHENSIVE VENUE FOR DEVELOPING CAPACITY AND EFFECTIVENESS AMONG STUDENT AFFAIRS PROFESSIONALS IN WORKING WITH DIVERSE POPULATIONS.

APPROXIMATELY 100 PARTICIPANTS FROM 28 UNIVERSITIES, COLLEGES, COMMUNITY COLLEGES, AND INSTITUTES THROUGHOUT OREGON, WASHINGTON, IDAHO, AND MONTANA PARTICIPATED. PROFESSIONAL FIELDS REPRESENTED INCLUDE: HOUSING/RESIDENCE LIFE, STUDENT SERVICES, DIVERSITY/MULTICULTURAL AFFAIRS, DISABILITY SERVICES, STUDENT HEALTH, COUNSELING, CAREER SERVICES, ADMISSIONS, INSTITUTIONAL RESEARCH, ADVISING, ACADEMIC SERVICES, SERVICE LEARNING, HIGH SCHOOL OUTREACH, ATHLETICS, PHYSICAL EDUCATION, STUDENT GOVERNANCE, CHILD DEVELOPMENT SERVICES, EVENT PLANNING, PRE-COLLEGE PROGRAMS, OUTDOOR PROGRAMS, AND ADMINISTRATION/LEADERSHIP.

THE ENTIRE CoDAC STAFF PARTICIPATED IN THE DESIGN, DELIVERY, AND ADMINISTRATION OF THE INSTITUTE, LED PRIMARILY BY THE EFFORTS OF ANNIE BENTZ. CoDAC STAFF MIA TUAN, ROBIN HOLMES, AND TIM McMAHON, AND GRADUATE INTERN KIMI MOJICA LED INSTITUTE WORKSHOPS. BUILT INTO THE EXPERIENCE WAS A PRE/POST-INSTITUTE ASSESSMENT PIECE, CONDUCTED BY GRADUATE INTERN MAYA O'NEIL, FOCUSED ON GAUGING THE IMPACT OF MULTICULTURAL AWARENESS ACTIVITIES (WORKSHOPS, INSTITUTES, TRAINING SEMINARS, COURSEWORK). DATA GATHERED FROM THE INSTITUTE WILL BE UTILIZED FOR HER DISSERTATION.

THE INSTITUTE WAS CO-SPONSORED BY THE NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS (REGION V), THE OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY, THE COUNSELING AND TESTING CENTER, THE DIVISION OF STUDENT AFFAIRS, UNIVERSITY HOUSING AND CATERING SERVICES, THE OFFICE OF STUDENT LIFE, AND THE UO BOOKSTORE.

WE BELIEVE THE INSTITUTE FILLED AN IMPORTANT NEED IN THE REGION AND ARE EXCITED ABOUT EXPANDING THE INSTITUTE IN THE FUTURE TO FURTHER ESTABLISH OUR REPUTATION AS A REGIONAL SERVICE PROVIDER FOR MULTICULTURAL PROFESSIONAL DEVELOPMENT IN STUDENT AFFAIRS.

CULTURAL COMPETENCY PROJECT (STUDENT AFFAIRS)

THE CULTURAL COMPETENCY PROJECT DEVELOPED UNDER THE LEADERSHIP OF ROBIN HOLMES (FORMER DIRECTOR OF THE UNIVERSITY COUNSELING AND TESTING CENTER AND NEW VICE PRESIDENT OF STUDENT AFFAIRS). THE PROJECT AIMS TO ENHANCE AWARENESS, KNOWLEDGE, AND SKILLS FOR CULTURAL COMPETENCY WITHIN STUDENT AFFAIRS UNITS. MODULES ARE TAILORED SPECIFICALLY FOR THE PARTICIPATING UNIT. EACH OF THE 3 MODULES IS 4 HOURS (TOTAL OF 12 CONTACT HOURS), WITH INTAKE INTERVIEWS CONDUCTED WITH PARTICIPANTS PRIOR TO THE MODULES AND POST-PARTICIPATION RESPONSES GATHERED TO GAUGE THE EFFECTIVENESS OF THE MODULES.

MORE THAN A DOZEN STUDENT AFFAIRS UNITS HAVE PARTICIPATED IN THE PROJECT SINCE ITS INCEPTION IN 2005. PARTICIPATING UNITS IN AY 2007 INCLUDE:

- EMU PROGRAM DIRECTORS
- EMU GENERAL STAFF
- ACADEMIC ADVISING
- PARS
- UNIVERSITY COUNSELING AND TESTING CENTER
- HEALTH CENTER

MULTICULTURAL ORGANIZATIONAL DEVELOPMENT (ACADEMIC UNITS AND FACULTY)

CoDAC PROVIDES MULTICULTURAL ORGANIZATIONAL DEVELOPMENT CONSULTATION AND TAILORED MODULES FOR ACADEMIC UNITS AND FACULTY. THE CENTER'S MOD SERVICES HELP MAKE TRANSPARENT THE CULTURE OF ACADEMIC UNITS AND ASSIST ITS EFFORTS TO STEER TOWARD BECOMING MULTICULTURAL IN ITS VALUES AND WAYS OF SEEING, THINKING, AND DOING. A LEADERSHIP COHORT FROM THE COLLEGE OF EDUCATION PARTICIPATED IN FOUR 4-HOUR MODULES IN 2007, WITH THE FOURTH WRAPPING UP IN THE FALL. A SECOND COLLEGE OF EDUCATION COHORT, COMPRISED OF FACULTY, ADMINISTRATORS, AND STAFF, COMPLETED 3 4-HOUR MODULES IN THE SPRING. CoDAC STAFF MIA TUAN, ROBIN HOLMES, ANNIE BENTZ, AND TIM McMAHON PROVIDED FACILITATION AND CONSULTATION FOR THESE GROUPS.

GRADUATE SUMMER RESEARCH AWARDS AND CONFERENCE

THE YEAR MARKS THE SIXTH ANNIVERSARY OF THE CoDAC GRADUATE STUDENT SUMMER RESEARCH AWARDS, WITH AN ACCOMPANYING ONE-DAY, CONFERENCE-STYLE EVENT HELD EACH YEAR IN WINTER TERM. WITH CO-SPONSORSHIP FROM THE OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY, THE GRADUATE SCHOOL, AND THE CENTER FOR THE STUDY OF WOMEN IN SOCIETY (CSWS), CoDAC MADE 11 AWARDS OF \$1000 EACH, INCLUDING 7 CoDAC AWARDS (TO SUPPORT RESEARCH RELATED TO THE CENTER'S MISSION), 3 CoDAC/CSWS AWARDS (TO SUPPORT RESEARCH ON ISSUES OF GENDER AND CULTURAL DIVERSITY), AND THE PROUDFOOT-SWENSON AWARD (GIVEN IN

MEMORY OF THE CICS CO-FOUNDERS AND TO SUPPORT RESEARCH ON GENDER AND INDIGENOUS CULTURE). SINCE 2002, CODAC HAS MADE 62 AWARDS FOR PROJECTS SPANNING MORE THAN TWO DOZEN ACADEMIC DISCIPLINES. JOHN SHUFORD LEADS THE AWARDS AND CONFERENCE PROGRAM.

#### CoDAC WORKSHOPS AND READING GROUPS

THE WORKSHOPS AND BOOK DISCUSSION GROUPS ARE CO-SPONSORED BY CODAC, THE TEACHING EFFECTIVENESS PROGRAM (ACADEMIC LEARNING SERVICES) AND THE OFFICE OF STUDENT LIFE. THEY ARE APPROPRIATE FOR AND OPEN TO UO FACULTY, STAFF, AND GRADUATE STUDENTS. WORKSHOPS MET ONE TIME; READING GROUPS MET REGULARLY THROUGHOUT THE TERM. TIM MCMAHON AND ANNIE BENTZ FACILITATED THESE ACTIVITIES, WHICH ALSO INCLUDED UO FACULTY (ETHNIC STUDIES, SOCIOLOGY) AND STAFF (STUDENT LIFE, BIAS RESPONSE TEAM) AS CO-FACILITATORS.

*THE SHAME OF THE NATION: THE RESTORATION OF APARTHEID SCHOOLING IN AMERICA* (READING GROUP)

*WORKING WITH LESBIAN, GAY, BISEXUAL, AND TRANSGENDER COLLEGE STUDENTS* (READING GROUP)

*WHY WE HATE: UNDERSTANDING, CURBING, AND ELIMINATING HATE IN OURSELVES AND IN OUR WORLD* (READING GROUP)

TEACHING CONTROVERSIAL SUBJECTS: PROACTIVE STRATEGIES TO CREATE A SUCCESSFUL LEARNING ENVIRONMENT

IS THERE A PROBLEM WITH "I DON'T SEE COLOR?"

DIVERSITY & INCLUSION: HOW IS THIS RELEVANT TO MY CLASSROOM?

LANGUAGE & LABELS II

RESPONDING TO DIFFICULT MOMENTS IN THE CLASSROOM

#### CoDAC-DEVELOPED COURSES

CoDAC STAFF HAVE PLAYED A KEY ROLE IN DEVELOPING AND TEACHING NEW COURSES DESIGNED TO PROMOTE MULTICULTURAL AWARENESS AND EFFECTIVENESS IN THE PROFESSIONS. ROBIN HOLMES AND ANNIE BENTZ, RESPECTIVELY, ONCE AGAIN TAUGHT "CROSS-CULTURAL DYNAMICS OF CONFLICT RESOLUTION" AND "REFLECTIVE PRACTICE" IN THE CONFLICT AND DISPUTE RESOLUTION PROGRAM (WHICH BENTZ AND JOHN SHUFORD CO-FOUNDED). MEANWHILE, THE COLLEGE OF EDUCATION IS MOVING

TO REGULARIZE “DIVERSITY, COMMUNICATION AND FACILITATION,” THE COURSE DEVELOPED AND PILOTED BY ROBIN HOLMES AND JOHN SHUFORD (WHICH IS NOW TAUGHT BY SHELLY KERR OF THE UNIVERSITY COUNSELING AND TESTING CENTER).

#### GRADUATE INTERNSHIPS

CoDAC HOSTED 3 STUDENT INTERNS IN AY 2007, TWO (TINA SCHMICH AND KIMI MOJICA) FROM THE NEW MASTERS PROGRAM IN CONFLICT AND DISPUTE RESOLUTION (SCHOOL OF LAW) AND ONE (MAYA O’NEIL) FROM THE DEPARTMENT OF COUNSELING PSYCHOLOGY AND HUMAN SERVICES (COLLEGE OF EDUCATION). TINA SCHMICH WORKED SPECIFICALLY WITH UNIVERSITY HOUSING AS A DIVERSITY SPECIALIST AND WAS INVOLVED IN RESIDENCE HALL PROGRAMMING AS WELL AS DIALOGUE FACILITATION. KIMI MOJICA WORKED DIRECTLY WITH CoDAC STAFF IN OUR CULTURAL COMPETENCY PROJECT AS WELL AS PROVIDING ASSISTANCE IN ORGANIZING THE STUDENT AFFAIRS INSTITUTE. MAYA O’NEIL WORKED DIRECTLY WITH CoDAC STAFF IN DESIGNING AND IMPLEMENTING A PRE-/POST ASSESSMENT SURVEY OF INSTITUTE PARTICIPANTS AND ITS IMPACT ON THEIR WORKPLACE EFFECTIVENESS.

#### UNIVERSITY DIVERSITY PLANNING PROCESS

CORE CoDAC STAFF HAVE BEEN INVOLVED IN THE UNIVERSITY’S LONG-RANGE DIVERSITY PLANNING PROCESS AND CONTINUE TO DO SO THROUGH COMMITTEE WORK, CONSULTATION WITH CAMPUS UNITS, AND EDUCATIONAL PROGRAMMING.