



CoDAC ANNUAL REPORT 2008-2009

THIS REPORT PROVIDES AN OVERVIEW OF THE CENTER ON DIVERSITY AND COMMUNITY'S (CoDAC) ACTIVITIES FROM SEPTEMBER 2008 THROUGH JUNE 2009. IT WAS A GOOD YEAR FOR THE CENTER. WE INTRODUCED SEVERAL NEW PROGRAMS, LAUNCHED OUR RESEARCH AGENDA, AND ESTABLISHED NEW CAMPUS PARTNERSHIPS. ALL OF THESE ACTIVITIES INCREASED OUR VISIBILITY ACROSS CAMPUS AND BEYOND. WHAT FOLLOWS IS A SUMMARY OF THE CENTER'S ACTIVITIES.

NEW PROGRAMS

CoDAC LAUNCHED SEVERAL NEW PROGRAMS INCLUDING FACULTY PROFESSIONAL DEVELOPMENT INSTITUTES, NOON RESEARCH DISCUSSIONS SERIES, AND THE ERSTED DISTINGUISHED TEACHING AWARD LUNCHEON & SPEAKER SERIES.

FACULTY PROFESSIONAL DEVELOPMENT INSTITUTES. IN PARTNERSHIP WITH ACADEMIC AFFAIRS, CoDAC OFFERED A 4-DAY INSTITUTE IN SEPTEMBER 2008 TITLED, "ENGAGING DIVERSE LEARNERS IN THE COLLEGE CLASSROOM". FIFTEEN FACULTY FROM VARIOUS COLLEGES/SCHOOLS ACROSS CAMPUS WERE CHOSEN FROM A POOL OF APPLICANTS AND WERE PAID A MODEST STIPEND FUNDED BY ACADEMIC AFFAIRS. PARTICIPANTS WERE EXPOSED TO TEACHING MODELS, VISITED VARIOUS CAMPUS OFFICES, LISTENED TO PANELISTS, AND PARTICIPATED IN SCENARIO-BASED LEARNING WITH THE AID OF STUDENT AND CAMPUS "ACTORS" WHO ROLE-PLAYED CLASSROOM SITUATIONS. GORDON HALL, CoDAC'S ASSOCIATE DIRECTOR OF RESEARCH, DESIGNED PRE AND POST EVALUATION MEASURES TO ASSESS THE IMPACT OF THE INSTITUTE ON FACULTY KNOWLEDGE, AWARENESS, AND SKILL IN HANDLING MULTICULTURALLY COMPLEX SITUATIONS. PARTICIPANT EVALUATIONS OF THE EXPERIENCE WERE VERY POSITIVE AND RUSS TOMLIN HAS AGREED TO FUND THE INSTITUTE AGAIN, MOST LIKELY IN FALL OF 2010. MEANWHILE, WE DELIVERED TWO SHORTENED VERSIONS (3 DAYS) OF THE INSTITUTE FOR COLLEGE OF EDUCATION FACULTY, ONE IN WINTER AND THE OTHER IN SPRING. PARTICIPANTS IN THESE INSTITUTES COMPLETED PRE AND POST MEASURES AND WERE ALSO ENTHUSIASTICALLY RECEIVED BY FACULTY AS EVIDENCED BY STRONG EVALUATIONS.

WE BELIEVE THAT WE HAVE FOUND A DELIVERY MODEL THAT IS EFFECTIVE IN WORKING WITH ACADEMIC FACULTY. WHILE IT REQUIRES A SERIOUS TIME COMMITMENT, THE DESIGN AND NATURE OF THE INSTITUTE MEETS THE NEEDS OF BUSY FACULTY WHO WANT PRACTICAL SOLUTIONS AS WELL AS THE OPPORTUNITY TO THINK THOUGHTFULLY AND DELIBERATELY ABOUT CREATING INCLUSIVE CLASSROOMS.

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NOON RESEARCH DISCUSSION SERIES.

CODAC CREATED A FORUM FOR FACULTY TO INFORMALLY PRESENT THEIR RESEARCH. THIS YEAR'S PRESENTERS INCLUDED:

MAKING RIGHTS A REALITY: TESTIMONY AND CULTURAL POLITICS IN THE OAXACA SOCIAL MOVEMENT. OCTOBER 8, 2008, LYNN STEPHEN—
PROFESSOR OF ANTHROPOLOGY

BLACK/IRISH: HOW DO AMERICANS UNDERSTAND THEIR RACIAL ANCESTRY ON THE U.S. CENSUS? OCTOBER 15, 2008, AARON GULLICKSON—
ASSISTANT PROFESSOR OF SOCIOLOGY

SPATIAL PATTERNS AND SHIFTING NATIONAL IDENTITIES OF "US IMMIGRANTS IN CANADA." OCTOBER 20, 2008, SUSAN HARDWICK—
PROFESSOR OF GEOGRAPHY

THE RHETORIC OF BARACK OBAMA: RACIAL INJUSTICE, HUSH HARBORS, AND RACIAL RECONCILIATION. JANUARY 28, 2009; DAVID FRANK, CLARK HONORS COLLEGE

LATINOS AND EDUCATION--CHANGES AND CHALLENGES. FEBRUARY 4, 2009; EDWARD OLIVOS, TEACHER EDUCATION

WHO IS AT RISK OF RACIAL DISCRIMINATION: PERCEIVED RACE AND HEALTH DISPARITIES IN THE UNITED STATES. FEBRUARY 11, 2009; ALIYA SAPERSTEIN, SOCIOLOGY

COMMUNITY BASED PARTICIPATORY RESEARCH IN 3 NATIVE COMMUNITIES: LESSONS LEARNED. APRIL 22, 2009; ALISON BALL, CEER AND HUMAN DEVELOPMENT

THE PRICE OF GOLD IN PAPUA NEW GUINEA. APRIL 29, 2009; ALETTA BIERSAK, ANTHROPOLOGY

ERSTED DISTINGUISHED TEACHING LUNCHEON & SPEAKER SERIES. IN PARTNERSHIP WITH ACADEMIC AFFAIRS, CODAC CREATED A VENUE FOR ERSTED AWARD WINNERS TO SHARE THEIR TEACHING EXPERTISE IN CREATING INCLUSIVE CLASSROOMS. WHILE THE ERSTED AWARD HAS BEEN IN EXISTENCE FOR 50 YEARS, THERE HAS BEEN NO PUBLIC FORUM FOR RECIPIENTS TO SPEAK ABOUT THEIR PHILOSOPHY AND APPROACH TO SUCCESSFUL TEACHING. TWO RECENT RECIPIENTS (RON BEGHETTO AND SUSAN VERSCHEURE) WERE HONORED WITH A LUNCHEON FOLLOWED BY A LIVELY PRESENTATION WHERE EACH SPOKE ABOUT HOW THEY SEEK TO ENGAGE DIVERSE LEARNERS AND CREATE INCLUSIVE CLASSROOMS.

RESEARCH

DR. GORDON HALL SERVED AS CODAC'S FIRST ASSOCIATE DIRECTOR OF RESEARCH DURING THE 2008-09 ACADEMIC YEAR. HE FOCUSED HIS ATTENTION ON DESIGNING A PROJECT TO EVALUATE THE TRAINING PROVIDED BY CODAC TO UO FACULTY. COUNSELING PSYCHOLOGY GRADUATE STUDENT MAYA O'NEIL HELPED CODAC DEVELOP A CULTURAL COMPETENCE ASSESSMENT MEASURE, WHICH WAS ADMINISTERED AS A PRE AND POST MEASURE AT THE MOST RECENT CODAC INSTITUTE. THE GOAL OF THIS

RESEARCH PROJECT IS TO COMPARE THE EFFECTIVENESS OF DIFFERENT TYPES OF TRAINING OFFERED BY CODAC.

DR. HALL ALSO CONTACTED APPROXIMATELY 30 FOUNDATIONS IDENTIFIED AS SUPPORTING DIVERSITY OR ETHNIC MINORITY INITIATIVES, SEEKING POSSIBLE FUNDING FOR CODAC'S RESEARCH. UNFORTUNATELY, THE PRIORITIES OF THESE FOUNDATIONS IN A TIGHT FUNDING CLIMATE DO NOT INCLUDE HIGHER EDUCATION.

ONGOING PROGRAMS AND ACTIVITIES

CONSULTING AND PRESENTATIONS.

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. CODAC ALSO PROVIDED 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.

CODAC HOSTED/OFFERED OVER 10 PUBLIC WORKSHOPS DURING THE YEAR INCLUDING:

DR. DERALD WING SUE, PROFESSOR OF PSYCHOLOGY AND EDUCATION, COLUMBIA UNIVERSITY, IN PARTNERSHIP WITH ACADEMIC AFFAIRS AND THE OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY

- FACULTY WORKSHOP: 'RACIAL MICROAGGRESSIONS IN EVERYDAY LIFE: IMPLICATIONS FOR HIGHER EDUCATION'
- KEYNOTE ADDRESS: 'THE PSYCHOLOGY OF RACISM: WHERE HAVE WE GONE WRONG?'

RED OR BLUE? POLITICAL CONVERSATIONS IN THE CLASSROOM

WORKING WITH INTERNATIONAL STUDENTS. PART ONE: CULTURAL DIFFERENCES IN THE CLASSROOM IN PARTNERSHIP WITH MAGID SHIRZADEGAN AND INTERNATIONAL AFFAIRS

CREATING AND USING MINDMAPS IN THE CLASSROOM, DEBORAH MORRISON, SCHOOL OF JOURNALISM AND COMMUNICATIONS

SPEECH COMMUNITIES: A TOOL FOR UNDERSTANDING IDENTITY IN THE CLASSROOM

WITCHES, TURKEYS, AND SANTAS: CULTURALLY APPROPRIATE CELEBRATIONS?

USING TECHNOLOGY TO RESPOND TO DIFFERENCES AMONG LEARNERS, IN PARTNERSHIP WITH THE TEACHING EFFECTIVENESS PROGRAM

GENERATIONS IN THE CLASSROOM: REACHING AND TEACHING NON-TRADITIONAL STUDENTS, IN PARTNERSHIP WITH THE OFFICE OF STUDENT LIFE

GENERATIONS IN THE WORKPLACE: BUILDING AND SUSTAINING EFFECTIVE TEAMS, IN PARTNERSHIP WITH THE OFFICE OF STUDENT LIFE

AWARD WINNING GTF TEACHING SERIES—ENGAGING DIVERSE STUDENTS IN THE CLASSROOM

- JANET FISKIO (ENVIRONMENTAL STUDIES, AND CO-RECIPIENT OF THE 2006 DONALD AND DAREL STEIN GRADUATE STUDENT TEACHING AWARD)
- ALICE GRAHAM (PSYCHOLOGY, AND CO-RECIPIENT OF THE 2008 DAN KIMBLE TEACHING AWARD)
- BRITTA SPANN (ENGLISH, AND GTF AWARD FOR COMPOSITION)

WHAT DO MILLENNIALS REALLY THINK ABOUT DIVERSITY? IN PARTNERSHIP WITH UNIVERSITY HOUSING

“RACIAL MICROAGGRESSIONS IN EVERYDAY LIFE: IMPLICATIONS FOR CLINICAL PRACTICE.” A DISCUSSION OF DR. DERALD SUE’S CAMPUS VISIT

CODAC ALSO DESIGNED SPECIFIC WORKSHOPS FOR UO DEPARTMENTS OR UNITS AT THEIR REQUEST. THE TITLES OF THESE WORKSHOPS ARE PROVIDED BELOW:

MULTICULTURAL ORGANIZATIONAL DEVELOPMENT

CULTURALLY APPROPRIATE CELEBRATIONS: A CONVERSATION

DIVERSITY TRAINING

DIVERSITY FISHBOWL DISCUSSION

WHAT IS CULTURAL COMPETENCE? A CONVERSATION

FOLLOW-UP TO FACULTY INSTITUTE

MET WITH ENROLLMENT SERVICES STAFF MEMBERS TO DISCUSS POSSIBLE DIVERSITY-RELATED TRAININGS, MARCH 25, 2009

DIVERSITY TRAINING —HOW SHOULD WE TALK ABOUT THIS STUFF?

FOUR DIVERSITY LEADERSHIP WORKSHOPS TO FOUR DIFFERENT UNITS

THREE CULTURAL COMPETENCE MODULES FOR UNIT LEADERSHIP

ATTENDED (BY INVITATION) THE DIVERSITY SUB-COMMITTEE MEETING OF UNIVERSITY PLANNING COMMITTEE, APRIL 29, 2009

CODAC STAFF RESPONDED TO FACULTY INVITATIONS TO PRESENT ON DIVERSITY ISSUES IN THEIR CLASSES:

PRESENTATION TO RON BRAMHALL'S, BA 352 LEADERSHIP & COMMUNICATION CLASS, APRIL 14, 2009

PRESENTATION TO MARY ANN MESSIER'S SPED 610—COLLAB FAM SCH PERSONL CLASS, MAY 5, 2009

CODAC STAFF ALSO PROVIDED WORKSHOPS FOR OFF CAMPUS GROUPS INCLUDING:

BEING AN ALLY (OREGON STUDENTS OF COLOR CONFERENCE, LANE COMMUNITY COLLEGE), FEBRUARY 7, 2009

DIVERSE STUDENTS IN THE CLASSROOM WORKSHOP FOR VILLAGE SCHOOL (EUGENE 4J SCHOOL DISTRICT), APRIL 6, 2009

CODAC ALSO ORGANIZED AND LED BOOK DISCUSSION GROUPS ON TOPICS GERMANE TO THE CENTER'S MISSION. TITLES INCLUDED:

- **GUYLAND: THE PERILOUS WORLD WHERE BOYS BECOME MEN BY MICHAEL KIMMEL**
- **TURNING TO ONE ANOTHER: SIMPLE CONVERSATIONS TO RESTORE HOPE TO THE FUTURE BY MARGARET WHEATLEY**
- **HOW THE IRISH BECAME WHITE BY NOEL IGNATIEV**

LASTLY, TWO CODAC STAFF (TIM MCMAHON AND MIA TUAN) PRESENTED AT THE NATIONAL CONFERENCE ON RACE AND ETHNICITY IN HIGHER EDUCATION (NCORE) IN SAN DIEGO THIS PAST MAY. THEY SPOKE ON THE FACULTY INSTITUTE MODEL AND ITS APPLICABILITY AT OTHER INSTITUTIONS.

FACULTY IN RESIDENCE AND STAFF IN RESIDENCE PROGRAMS.

WITH FUNDING FROM THE OFFICES OF RESEARCH AND ACADEMIC AFFAIRS, CODAC WAS ABLE TO CONTINUE ITS FACULTY IN RESIDENCE PROGRAM FOR A SECOND YEAR. WE HOSTED ONE RESIDENT, LINDA FORREST (COLLEGE OF EDUCATION), AND ARE HAPPY TO REPORT THAT LINDA WILL BE CONTINUING ON NEXT YEAR AS CODAC'S INTERIM DIRECTOR DURING MIA TUAN'S SABBATICAL.

WE ALSO WELCOMED JASON RODRIQUEZ AS A STAFF IN RESIDENCE. JASON JOINED THE UO LAST YEAR AS THE DIRECTOR FOR DIVERSITY EDUCATION IN THE OFFICE OF STUDENT LIFE. THE PROGRAM NOT ONLY ENABLES CODAC TO BENEFIT FROM THE KNOWLEDGE, SKILLS, AND ENERGY OF OTHER UO PROFESSIONALS ENGAGED IN PROMOTING EQUITY AND ACCESS, IT FACILITATES DELIBERATE COLLABORATION BETWEEN UO UNITS.

GRADUATE SUMMER RESEARCH AWARDS AND CONFERENCE.

THIS YEAR MARKED THE SEVENTH ANNIVERSARY OF CODAC'S GRADUATE SUMMER RESEARCH AWARDS, WITH AN ACCOMPANYING ONE-DAY CONFERENCE THAT TOOK PLACE IN APRIL. 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 9 AWARDS OF \$1000 EACH, INCLUDING 6 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 OVER 82 AWARDS FOR PROJECTS SPANNING MORE THAN TWO DOZEN ACADEMIC DISCIPLINES. RECIPIENTS PRESENTED THEIR WORK AT THE ANNUAL, HALF-DAY RESEARCH CONFERENCE.

COMMITTEE PARTICIPATION.

CODAC STAFF SERVED ON MANY CAMPUS COMMITTEES INCLUDING:

- DIVERSITY BUILDING SCHOLARSHIP SELECTION COMMITTEE
- FRESHMEN/SOPHOMORE STUDENT AWARDS SELECTION COMMITTEE
- LGBTQ SCHOLARSHIP SELECTION COMMITTEE
- HUMAN PHYSIOLOGY SCHOLARSHIP SELECTION COMMITTEE
- ASSISTANT VP/DEAN OF STUDENTS COLLEAGUE INTERVIEW COMMITTEE
- GRADUATE SCHOOL/OIED GTF SELECTION COMMITTEE
- FHS FACULTY SELECTION COMMITTEE
- AAEO SPECIALIST SELECTION COMMITTEE
- MULTICULTURAL ORGANIZATIONAL DEVELOPMENT COMMITTEE FOR STUDENT AFFAIRS

GRADUATE INTERNS.

CODAC HOSTED ONE STUDENT INTERN, JONATHAN HENDERSON FROM THE MASTERS PROGRAM IN CONFLICT AND DISPUTE RESOLUTION (SCHOOL OF LAW). THIS WAS HIS YEAR WITH THE CENTER AND HE WORKED DIRECTLY WITH STAFF IN SEVERAL OF OUR PROFESSIONAL DEVELOPMENT WORKSHOPS AND ORGANIZATIONAL DEVELOPMENT MODULES.

WEBSITE RECONSTRUCTION.

WE SPENT CONSIDERABLE TIME THIS YEAR REDEVELOPING OUR WEBSITE (UOCODAC.COM).

NEW AND CONTINUING PARTNERSHIPS

AS EVIDENCED THROUGHOUT THIS REPORT, WE HAVE WORKED CLOSELY WITH ACADEMIC AFFAIRS TO DELIVER USEFUL PROGRAMMING FOR UO FACULTY AND INTEND TO CONTINUE OUR COLLABORATIONS. NEW PARTNERSHIPS WE FORMED THIS YEAR INCLUDE: AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY (AAEO), OFFICE OF MULTICULTURAL ACADEMIC SUCCESS (OMAS), INTERNATIONAL AFFAIRS, AND THE GRADUATE SCHOOL.