

***COE Dean's Council on Diversity
Meeting Summary of October 16, 2007 meeting***

Jenny Penney Oliver welcomed Council members and introduced the agenda (pasted below) which was approved as a way to focus the meeting.

**COE Dean's Council on Diversity
October 16, 2007
AGENDA**

Welcome, acquaintances and reacquaintances

Discussion items:

- 2007 Fall Focus on Diversity – *appreciation to all for the great success*
 - Center for the Study of Equity and Diversity Bob Fecho, Tal Guy, Janette
Proposal presentation and discussion Hill, & Jenny Penney Oliver
 - Updates from Action Teams

Curriculum	Mike Orey
Recruitment & Retention	Billy Hawkins
 - Raising Our Awareness – October is national LGBT month
Article from NY Times
Draft petition
 - “Goals, ideas and visions...?” All
Continued discussion (see back of agenda)
 - Ongoing events and activities:
Diversity Seminar Series – We again have a wonderful set of seminars. The flyer has been disseminated to all COE faculty and staff and is on the web. Please encourage participation.
10/17 Welcome to the State of Poverty
10/22 Jena town hall meeting

Diversity Dinner Dialogue – our partnership with Clarke Central High School continues and we are pleased that Dr. Beverly Tatum will be the guest author this semester.
 - Next meeting dates:
Friday, 11/9 10:30 AM
Tuesday, 12/4 10:00 AM
 - Other topics ?
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The 2007 Fall Focus on Diversity was a great success with some reports that it may have been our best yet. All but 1 COE department was able to host a resource table, with special notice of the involvement of many graduate students. It was also noted that several UG classes were apparently encouraged to attend. The music was especially wonderful and all applauded the addition of the choir from a local church. Much appreciation was extended to all – Jenny reminded folks to see the reflections and photo album of the event on the DCOD web page at <http://www.coe.uga.edu/diversity/seminars/events.html>.

Jenny introduced colleagues Tal Guy, Janette Hill and Bob Fecho who joined her in updating the Council on the efforts toward the establishment of a UGA Center for the Study of Equity and Diversity. The team went through a power point presentation revisiting the goals of the proposed center as well as information and lessons learned from hosting a national conference and making site visits to national diversity centers. The Council agreed to endorse the idea of the center and to draft a letter in support (Jolie Daigle volunteered to prepare the draft) that will be forwarded to the dean in preparation for a meeting with the Provost.

Updates from 2 Diversity Action Teams were provided by Mike Orey (Curriculum) and Bill Hawkins (Recruitment and Retention). Highlights of the Curriculum report included: The charge: To study and address issues and action related to diversity in our college and to make recommendations to enhance diversity in the curriculum. The goal is to come up with ideas---kind of leadership, actions, processes, structures--- within the curriculum to support the multicultural mission of our college. The AT has identified 6 areas of exploration and will work by small groups to gather information about the issue/topic, identify the need and recommendation to address need/issue, with possible actions steps to implementation.

- *Assess COE overall diversity curriculum approach--Infusion Model—does it work? Development of curriculum modules to be infused (what, developed by whom, delivery modalities--online, how distributed, etc)*
- *Comprehensive (not redundant) course offerings— how to coordinate diversity offerings across programs, resource sharing and support of cross college certificate,*
- *Development of competency on diversity—particularly teacher education—do classes, field experiences line up?*
- *Program development of field experiences—process to make them more diverse and collaborative, Roles in field experiences--site supervision and faculty; “ensure that student have the opportunity to apply what they are learning in field settings, with supported discussion and feedback, intentional placement and reflection.”*
- *Accountability measures, monitoring process, evaluation of diversity in our curriculum—what are the metrics/performance measures, how do you assess student’s ability*
- *Issues of structure and schedule (to accommodate more part time and/or adult students) recruitment and retention(for a more diverse undergraduate student body, GRE)*

Highlights from the Recruitment & Retention Action Team include –

The Action Team has met one time and prioritized key items in the areas of recruitment and retention:

Recruitment: (Top Four Items)

- Assessment of what are our existing or promising relationships currently and establish a repository and dissemination source/model for this information.
- Develop a plan to more actively recruit faculty and staff from diverse groups.

- Training in averse racism for structuring sentences and wording in job announcements.
- Collaborate recruitment initiatives with the Office of Institutional Diversity

Remaining Items of Concern:

- Seek to set up partnerships with colleges and universities that serve underrepresented racial and ethnic groups (e.g. HBCU's) in Georgia and other southeastern states in order to establish partnerships in degree and non-degree programs as well as faculty, student, and staff exchange.
- Provide travel incentives to conferences to recruit potential faculty from diverse groups.
- Encourage (or require) each department and programs to develop a set of recruitment materials designed to illustrate the department's commitment to diversity (for department, college and Office of Institutional Diversity use).
- Provide information about the atmosphere of the university and community in the job description.

Retention:

- Develop a formal mentoring/apprenticeship program for Jr. faculty and students.
- Establish a network/community to nurture Jr. faculty and students.
- Expand the standards of evaluation to allow for diverse achievements due to the demands placed on faculty from diverse groups.
- Develop a plan to retain faculty and staff from diverse groups.

Future plans are to develop specific objectives for each item, determine the person that is responsible for each item, estimate potential costs, discuss deadlines, and try and predict an expected outcome so that we can know if we have met this objective.

October is LGBT month. Two issues were mentioned to further raise our awareness. Jenny distributed the article, *Aging and Gay, and Facing Prejudice in the Twilight*, dated October 9, 2007, from The New York Times. The article which addresses homophobia directed at the elderly, was a painful but compelling reminder of how prejudice affects people throughout the life span. Another issue that is coming before UGA is being initiated by Lambda Alliance. A draft petition has been distributed that calls upon the University community to enforce UGA's non-discrimination policy. The Dean's Council on Diversity was an original supporter of the non-discrimination statement being added to the UGA policy in 2004. As more information is available about the petition Jenny offered to forward the information.

Regrettably our allotted meeting time ran out before we had a chance to continue the discussion of the goals, ideas and visions for the DCOD. Jenny did remind folks of the 2 upcoming seminars (Wednesday, 10.17, noon, *Welcome to the State of Poverty*, and Monday, 10.22, noon, the college's Town Hall meeting about Jena, LA).

Next meeting: Friday, November 9, 10:30 AM