

Dean's Council on Diversity
Summary Notes
February 7, 2005

The Dean's Council on Diversity met on 2/7/05 in 631 Aderhold. The meeting began with memories of and reflections on the role Dr. Mary Frasier played in promoting diversity in the College and our appreciation for Mary's many contributions.

The agenda included three primary topics:

- Climate study
- Diversity Ambassadors
- NAME conference in Atlanta, November, 2005

Climate study: Janette Hill prompted the discussion of the why's, how's, if's and what's of our college engaging in a diversity climate study. Jenny Penney Oliver recapped several discussions about the study including the DCD meeting of 12/10/05 and then subsequent conversations with Dean Castenell on this topic. The Dean's recommendation that we conduct Focus Groups within the college before deciding on a particular approach to take was met with support and the group made several suggestions about format and groups to be included in these focused conversations. Agreement was reached that as much as possible we need to use this process and ultimately the climate study to inform us on: 1) the strengths and weaknesses of practices within the college, departments and programs with regard to diversity; 2) what and how resources can be identified to support diversity efforts and practices; and 3) information to support and provide documentation toward meeting the NCATE diversity standard. Monthly focus groups are being planned with Dean Castenell. If DCD members particularly want to be involved in these focused conversations they should let Jenny know of their interest.

Diversity Ambassadors: Myra Womble shared a draft of a proposal for the creation of Diversity Ambassadors (DA) – faculty and student representatives from each department to serve as members of the DCD but be charged specifically as formal liaisons from their departments to the administration, etc. in promoting the college's mission in multicultural education. This idea was discussed at an earlier DCD meeting and Myra agreed to prepare a proposal. The proposal was met with support and active and productive conversation. The conversation led several clarifications and suggestions for revisions and specificity about several issues, e.g. how was this role different from being on DCD; was there a connection to the Student Ambassador program in place already; is there a reward structure for being a DA? Therefore, Myra is forming a sub committee to revise the original proposal and will disseminate the new draft via our listserv. If you would like to work with Myra on this proposal please contact her.

National Association for Multicultural Education (NAME) conference: The NAME International conference is scheduled for the Hyatt Regency in Atlanta November 9-13, 2005. (Jenny is a co-chair of the conference). Janette and Jenny prompted a discussion

about how our college and/or DCD would like to be involved in this conference. Among the suggestions:

- A conference proposal from the Council about the role of the DCD in multicultural reform and renewal
- Explore hosting a reception
- Sponsor a series of conversations among the same people over the length of the conference on identified topics.
- How could we use this as a recruitment tool?

The call for proposals will be out shortly and Jenny will be sure to forward that to all DCD members. Folks were encouraged to continue to think of how UGA/COE could be involved in this conference.

Announcements

- The DCD Multicultural Education Seminar Series is going well and there have been good presentations. Jenny thanked members for disseminating information about there and for displaying the flyers. *She encouraged more active participation from DCD members at these seminars.*
- There was a reminder of the many events planned for Black History month and that a list of all UGA activities is posted on the DCD bulletin board in Aderhold.