

***COE Dean's Council on Diversity***  
**Summary Notes**  
**May 4, 2005 meeting**

The COE Dean's Council on Diversity (DCD) held their 'end of the semester' meeting on May 4, 2005 in G-23 Aderhold. On the agenda were the following topics:

- Update on the diversity-focused conversations to date
- Update from the committee exploring COE Diversity Ambassadors
- Update on our new web site for our diversity work
- Planning for our 2<sup>nd</sup> annual "Fall Fling: Focus on Diversity" event
- Planning for the diversity seminar series for 2005-2006
- Other announcements/news

**Update on diversity-focused conversations:** So far 3 focused conversations have been held – each involving 6-9 different faculty representing diversity in several areas (rank, race, department/program). Dean Castenell, Janette Hill and Jenny Penney Oliver have participated in each one, and have generated notes following each session. Feedback on these conversations both "around the college" and during this DCD meeting is very positive. People commented that they "felt heard", that "good ideas were suggested and generated", and that the Dean's attention to this topic "was affirming". One more focused conversation is planned for this semester. Following that, a summary of the issues, ideas, and points heard will be compiled and shared with the college, and perhaps a request to make a presentation to the Academic and Administrative Cabinets will follow. We expect to use these notes to guide much of the work of the DCD next year.

**Update from the committee exploring COE Diversity Ambassadors** – Cindy Molloy reported on behalf of the committee co-facilitated by Myra Womble and herself.

The subcommittee received feedback regarding Myra Womble's initial concept paper for Diversity Ambassadors for the COE:

- suggestion of faculty only
- should have service award, diversity researcher award with monetary value
- 3 year term
- establish relationship with faculty senate
- include training for role
- avoid "policing"
- if DC rep exists in dept, then could appt. that person as DA

The sub-committee is recommending that this idea be tabled until fall 1) to allow for new departments to continue to 'settle' in their new organization, and 2) the summary of the focused conversations are available. In the meantime, if anyone has feedback or suggestions, please share them with Myra N. Womble at [mwomble@uga.edu](mailto:mwomble@uga.edu). Some questions that need answering, that you might give some thought to, are:

- Should this be faculty only, or faculty, staff, and students? If all, should this be a new life for current Student Ambassadors program which is currently grant-funded and future is uncertain?
- Whose responsibility will it be to organize and facilitate?
- How will representatives be selected?
- What should the term be?

Cindy asked for comments from the DCD meeting participants and they included:

- We need to determine how the Ambassadors will really serve as a voice for all.... How will they "stir up" the issues?
- One faculty representative will not be enough for some of the larger departments.
- Perhaps we could look at it more in terms of "themes" instead of representation connected to departments or programs. Examples: recruitment, disabilities..
- Examine the title. DA is a tough acronym if we aim to not look like we are policing.
- Many positive correlations exist to former Multicultural Task Force.
- This proposal seems to be in line with diversity focused conversations that have taken place.

### **Update on our new web site for our diversity work**

Uttiyo Raychaudhuri and Jenny Penney Oliver have *almost completed* the re-work on the college's multicultural web site to both update it and to have the layout in the new COE format. We expect to have this active by fall!

### **Planning for our 2<sup>nd</sup> annual "Fall Fling: Focus on Diversity" event**

Based on the positive response to last year's event, and the request at that time for this to be an annual event, we set a date for the 2<sup>nd</sup> annual event – **September 15, 2005, 3:30-5:30.** We decided to make the date a little later than last year to allow more time for departments/programs to plan once back for fall semester. A preliminary team was identified to help coordinate the event BUT MORE VOLUNTEERS are needed and welcome! The committee will need to do some planning over the summer and so stay tuned for more details about that! Jenny has communicated with the department and program heads (DCD members were copied on that correspondence) and an all college email will go out soon. Please get involved in planning this great event!

### **Planning for the diversity seminar series for 2005-2006**

We agreed to continue the 8+ year tradition of sponsoring at least 1 informal seminar on a diverse topic per month during the academic year. Suggestions were made for 2005-2006 sessions including COE and UGA faculty members. If you have suggestions OR want to volunteer to do a session, please contact Jenny.

### **Other announcements/news**

- Jenny was very happy to share the news that Derrick Alridge has agreed to co-facilitate/chair the DCD next year. Jenny, Janette and Derrick will be meeting with Dean Castenell in May to talk about the future work of the DCD.
- Derrick spoke about his enthusiasm for working with the DCD and the college to move our diversity efforts forward.
- A direction members wish the DCD to move is to seek representation on important committees (e.g. Faculty Senate, etc.) and to brainstorm with the Academic and Administrative Cabinet more ways to integrate the work of the DCD into the college and its various functions.
- Several people mentioned the importance of recognition for work related to diversity and want to develop a proposal for a yearly college-wide Diversity Award – perhaps in several categories including advocacy, research, teaching and service.
- In an effort to bring more graduate students into this work, it was suggested that we host a Diversity Poster session for graduate students in spring, 2006. Several recalled how significant this piece had become the last few years of our college's annual multicultural education conference.
- All meeting participants spoke of their appreciation of Janette Hill's leadership to the DCD over the past year.