

**Diversity and Climate Enhancement Committee (DRAFT)**  
2011-2012 End of the Year Report  
Summary of Accomplishments, On-Going Work and Recommendations

## **COMMITTEE OF THE WHOLE**

The Diversity and Community Enhancement Committee of the College of Education established and achieved a number of goals in accordance with the mission of the committee. The work of the committee was organized into that work which was the responsibility of the committee as a whole and that which was planned and carried out by subcommittees. These subcommittees were based upon goals established by the committee of the whole at the close of the 2010 - 2011 year and included a year-long theme committee, a resources committee, a community enhancement committee, a undergraduate membership committee, and a handbook committee. Reports from each of these subcommittees follow.

The work of the entire DCEC was determined to include oversight of the work of the subcommittees, budget, the DCEC sponsorship grant, online resources and public face of the committee, and on-going discussion and planning focused on issues of concern to the DCEC.

### *Accomplishments:*

Supporting the year-long theme of Disability as Diversity. On-going efforts to enhance visibility for work supporting diversity in the College of Education.

- Sponsoring and supporting the Climate Committee in organizing and conducting Diversity Climate town hall meetings
- Maintenance of the website, including up-to-date listing of members, subcommittees, and events; advertisement of the sponsorship grants; event publicity; links to related websites; and electronic resources. The website also contains an archive of committee minutes and annual reports.
- Providing support for the work of the undergraduate membership committee in designing a survey intended to help us develop a model of undergraduate participation.
- Providing assistance with Cyclethon.
- Selection of “Disability as Diversity” Theme for 2011 – 2012.

### *On-Going Work for the committee of the whole includes:*

- Continue to develop a model for undergraduate membership.
- Plan means of on-going conversations with the department level DCECs and the College (potentially facilitated through handbook creation or other format).
- Define the purview of the college-level and departmental-level DCECs.
- Collaborate with the Dean regarding the Strategic Framework.
- Regular review and maintenance of the web site.
- Participate in the Facebook and iTunes University site.
- Continue to recruit membership and find new ways to publicize the DCEC across the College.
- Provide guidance and support for the 2012 - 2013 subcommittees

- Continued discussion of theme and alternative models for educational mission
- Budget oversight
- Development of the 2013 – 2014 Theme

## SUBCOMMITTEE REPORTS

### **Subcommittee Name: Year-Long Theme, “Disability as Diversity”**

Subcommittee Members: Kathleen Collins (co-chair), Joseph Valente (co-chair), Elizabeth Smolcic, Robert Clark, Mark Threeton and Kim Powell.

The Disability as Diversity theme, inspired by the mission of Penn State’s Disability Studies program, was to consider the social, experiential, and symbolic meaning of bodily and mental disabilities. The key goals of the “Disability as Diversity” theme were to examine and provoke discussion about the values and assumptions involved in the various explanatory models of disability (e.g., medical, social, cultural, and historical); to promote an understanding of disability is a natural part of human diversity that expands and enriches all our lifeworlds; questioning the illusion of the perfected body/mind; and arguing that a just and inclusive society must provide for the full and equal social participation of all individuals, regardless of their place in the continuum of abilities and disabilities.

#### Accomplishments:

- Organized with librarian Karla Schmitt and hosted a resource table providing theme related materials in the atrium of Chambers, which was attended by more than 100 students.
- Organized and hosted April research talk by Dr. Douglas Biklen, Dean of Syracuse University’s School of Education, pioneer in the area of facilitated communication and co-producer of the film *Wretches and Jabberers*
- Organized and hosted April film showing and Q&A with stars of *Wretches and Jabberers*, which chronicles the international advocacy work of Larry Bissonette and Tracy Thresher, individuals on the autism spectrum who were at one time considered “retarded” and who now use facilitated communication. Audience included undergraduate and graduate students, faculty and staff, and members of the public.
- Raised \$3750 beyond DCEC funding to co-sponsor events. Co-sponsors included: The College of Arts and Architecture; The COE Deans’ Office; Learning and Performance Systems; Curriculum and Instruction; Library Disability Services; The Rock Ethics Institute; Smart Start Centre County; Educational Leadership and Policy; Counseling, Educational Psychology and Special Education; and UPAC.
- Raised university and community awareness both of the issues highlighted and the work of the DCEC.
- Provision of resource materials for the website and iTunes university

#### On-going Work:

- Organization and accomplishment of 2012 – 2013 theme
- Selection of 2013 – 2014 theme
- Discussion of theme model for DCEC
- Ongoing Provision of resource materials for the website and iTunes university

#### **Subcommittee Name: Community**

Subcommittee Members: Allison Kootsikas, Andrea McCloskey, Charleon Jeffries, Claude E. P. Mayo (lead), Darla Holman, Elizabeth Melin (maternity), Susan Faircloth

#### Accomplishments:

- Developed and hosted Diversity Town Hall Series session for graduate students with approximately 40 graduate students in attendance
- Developed and hosted Diversity Town Hall Series session for undergraduate students with approximately 5 undergraduate students in attendance
- Developed hosted Diversity Town Hall Series session for faculty with approximately 15 faculty in attendance
- Collaborated on Undergraduate subcommittee's recruitment effort

#### On-going Work:

- Continue Diversity Town Hall Series effort
  1. Develop and host Diversity Town Hall Series session with staff
  2. Consideration of holding a separate session for junior faculty
  3. Initiate follow-up contact with any Diversity Town Hall participant or person unavailable to attend who requested it
  4. Prepare a formal report of Town Hall findings that:
    - i. Integrates facilitator and subcommittee member perspectives
    - ii. Includes suggestions for the next steps of the DCEC

#### **Subcommittee Name: Undergraduate Membership**

Subcommittee Members: David Fuentes, Laura Katunich, Corey Simmons, Blaire Toso, Kortney Sherbine, and Alaska Hults

#### Accomplishments:

- Designed and implemented a survey for undergraduate students in the COE pertaining to issues of diversity.
- Began to plan with undergraduate students what the model for their participation on the DCEC might look like.

- Met with COE undergraduates at the Diversity Town Hall meeting sponsored by the Climate Committee to discuss how they perceived the COE takes up issues of diversity, the DCEC, and their possible involvement in it.
- Assembled a list of COE undergraduate students (names and email contact information) who are interested in taking part on the DCEC in the future.

On-going Work:

- Find additional venues to poll and collect contact information for COE undergraduate students who would like to have a role on the DCEC committee.
- Meet and brainstorm with COE undergraduate students about what this model might look like.

**Subcommittee Name: Handbook**

Subcommittee Members: Gail Boldt, Mimi Schaub (chair). Jeanine Staples

Accomplishments

- Devised a plan for meeting with dept heads to discuss models of diversity in departments. Fall meeting with Dean and Assistant Dean to discuss.
- Met with dept heads to discuss.
- Spring meeting with Dean and Assistant Dean to discuss role of the DCEC relative to implementation of the strategic plan and strategies to accomplish this work.

➤ On-going Work:

- Meet with department faculty and staff groups to present the diversity and community enhancement models used by departments in the COE and get input on implementation of the strategic plan as related to the DCEC
- Coordinate with Climate group/town hall findings
- Coordinate the evolution of the “Handbook”. The DCEC has spent a considerable amount of time and energy documenting four “models” for diversity and community enhancement used in the departments of the College of Education. Now, we would like to encourage a deeper conversation college wide that would invite departments to reflect on their current diversity and community activities and explore potential new activities.

## **DCEC Budget 2011 - 2012**

DCEC Budget for 2011-2012 (dated 9/4/12)

Budget from Dean Monk	\$5,000.00	
Funding for Disability Theme	\$3,750.00*	
Total Funding for 2011-2012		\$8,750.00
Expenditures		
Climate Comm - Town Hall Mtgs	\$523.27	
Theme Comm Events	\$7,938.37	
Total Expenditures		\$8,461.64
Balance		\$288.36

\* These funds were raised by the theme committee from sources beyond the DCEC budget.

## Final Report on 2011 – 2012 Membership

### DCEC Membership 2011 - 2012

#### *Leadership Team*

- Jeanine Staples ([jms1098@psu.edu](mailto:jms1098@psu.edu)) — C&I (faculty)
- Gail Boldt ([gboldt@psu.edu](mailto:gboldt@psu.edu)) — C&I (faculty)
- Laura Katunich ([lah197@psu.edu](mailto:lah197@psu.edu)) — Advising Office (staff)
- Darla Homan ([djh2@psu.edu](mailto:djh2@psu.edu)) — C&I (staff)
- Teresa Ann Abdulbaaqee ([taa169@psu.edu](mailto:taa169@psu.edu)) - EPS (graduate Student)

#### *Members at Large*

- Kristy Barton ([knb14@psu.edu](mailto:knb14@psu.edu)) - ESPSE (staff)
- Robert Clark ([rwc107@psu.edu](mailto:rwc107@psu.edu)) — LPS (faculty)
- Susan Faircloth ([scf2@psu.edu](mailto:scf2@psu.edu)) — EPS (faculty)
- David Fuentes ([daf944@psu.edu](mailto:daf944@psu.edu)) — C&I (graduate student)
- Richard Hazler ([rjh29@psu.edu](mailto:rjh29@psu.edu)) — CECPR (faculty)
- Charleon Jeffries ([cj164@psu.edu](mailto:cj164@psu.edu)) — Multicultural Programs Office (staff)
- Allison Kootsikak ([akk151@psu.edu](mailto:akk151@psu.edu)) -- C&I (faculty)
- Claude Mayo ([cepm@psu.edu](mailto:cepm@psu.edu)) — LPS (graduate student)
- Andrea McCloskey ([avm11@psu.edu](mailto:avm11@psu.edu)) - C&I (faculty)
- Kimberly Powell ([kap17@psu.edu](mailto:kap17@psu.edu)) — C&I (faculty)
- Maryellen Schaub ([mxs88@psu.edu](mailto:mxs88@psu.edu)) - EPS (faculty)
- Maria Schmidt ([mjs125@psu.edu](mailto:mjs125@psu.edu)) — Multicultural Programs (Assistant Dean)
- Corey Simmons ([cls500@psu.edu](mailto:cls500@psu.edu)) — C&I (graduate student)
- Elizabeth Smolcic ([eas260@psu.edu](mailto:eas260@psu.edu)) — C&I (faculty)
- Mark Threeton ([mdt177@psu.edu](mailto:mdt177@psu.edu)) — ESPSE (faculty)
- Blaire Wilson Toso ([bwt121@psu.edu](mailto:bwt121@psu.edu)) — Goodling Institute for Research on Family Literacy (faculty)
- Joseph Valente ([jvalente@psu.edu](mailto:jvalente@psu.edu)) — C&I (faculty)
- Kathleen Collins ([kmc40@psu.edu](mailto:kmc40@psu.edu)) — C&I (faculty)
- Kimberly Powell ([kap17@psu.edu](mailto:kap17@psu.edu)) — C&I (faculty)
- Joy Faba ([jxf371@psu.edu](mailto:jxf371@psu.edu)) — C & I (graduate student)
- Tracy Kao ([yxk5085@psu.edu](mailto:yxk5085@psu.edu)) — C & I (graduate student)

## **DCEC Subcommittees**

\* indicates committee coordinator

### Theme

Kathleen Collins\*  
Joe Valente\*  
Kim Powell  
Elizabeth Smolcic  
Mark Threeton  
Robert Clark

### Undergraduate Membership

David Fuentes\*  
Blaire Toso  
Corey Simmons  
Kortney Sherbine  
Laura Katunich

### Community

Darla Homan  
Charleon Jeffries\*  
Allison Koostikas  
Andrea McCloskey  
Claude Mayo  
Susan Faircloth

### Resources

Richard Hazler  
Teresa Abdulbaaqee

### Handbook

Mimi Schaub\*  
Gail Boldt  
SuYoung Kang