

**Diversity and Climate Enhancement Committee (DRAFT)**  
2009-2010 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 and the charge of Dean David Monk. 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 2008-2009 year and included a year-long theme committee, a resources committee and a community enhancement committee. Reports from each of these subcommittees follow.

The work of the entire DCEC was determined to include oversight of events and efforts related to the year-long theme; major decisions about the creation, acquisition and housing of resources; the use of the internet (e.g., the DCEC website, Facebook and iTunes University) to publicize events, share information and have conversations about diverse topics; designing and purchasing of materials to publicize the committee; collaboration with College steering committee and task force in preparation of the Framework report; collaboration with department committees; oversight of the DCEC sponsorship grant and budget; promotion and oversight of DCEC membership; and on-going discussion and planning focused on issues of concern to the DCEC.

In 2009-2010 the accomplishments of the committee of the whole included:

- Incorporating technology into our resources collection by creating and maintaining a DCEC iTunes University site for posting speaker presentations, podcasts, etc. and a Facebook site. Through use of the iTunes University site we were able to create a video archive of not only our major events, but also lectures presented by our own faculty, staff and students. This site will allow users within and outside the University to access these materials at any time. The DCEC paid for the filming of the following events for our iTunes University Site:
  - Dr. Joseph Tobin, Arizona State University – “Children Crossing Borders”
  - Dr. Sandy Grande, Connecticut College – “Red Theorizing – Toward American Indian Leadership in the 21<sup>st</sup> Century”
  - Jane Harstad, PSU doctoral candidate – “American Indian Children’s Literature”
  - Jane Harstad, PSU doctoral candidate – “What is the Pow Wow?”
  - Dr. Debbie Reese, “Native American Representations in Children’s Literature: Pitfalls and Possibilities”
- Supporting the year-long theme, 40<sup>th</sup> Anniversary of the American Indian Leadership Program. The committee as a whole approved budget for speakers, etc.; discussed the different audiences and possible events that would appeal to these audiences; and approved taping of all presentations for future inclusion on iTunes University site. Developed and implemented a proposal for a one-day staff development activity at the Carlisle Indian Industrial School.

- Creating publicity materials for the DCEC including a banner, bookmarks and magnets.
- Participating in focus group discussions around the Framework Challenges and reviewing draft College Framework document.
- Providing assistance with Cyclethon.
- Funding two sponsorship grants
  - Dr. Joseph Tobin, December 9, 2009, “Listening to the Voices of Immigrant Parents in Early Childhood Education”
  - Teatro Chicano, March 24, 2010, “Theatre as Pedagogy.”
- College-wide solicitation of nominations for 2010 – 2011 theme and selection of “Connections” as the 2010 – 2011 Theme.
- On-going membership recruitment.
- Requesting Department Heads to recognize and improve the status of DCEC membership by including it as a regular faculty meeting agenda item.
- 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.

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

- Continue discussion and create subcommittee to develop a model for undergraduate membership.
- Plan fall meeting for department diversity committees to help with collaboration and enhancement of their plans for the year.
- Develop procedure for filming and posting future events to DCEC iTunes University site.
- Regular review and maintenance of the web site.
- Monitor use of Facebook site and develop “champions” if needed to get conversations started.
- Continue to recruit membership and find new ways to publicize the DCEC across the College.
- Provide guidance and support for the 2010-2011 subcommittees
- Provide guidance and support for the 2010 – 2011 “Connections” theme.
- Continued discussion of theme and alternative models for educational mission
- Budget oversight

Recommendations:

- In collaboration with departmental committees, define the purview of the college-level and departmental-level DCECs.
- Develop ways of working documents for the committee and subcommittees.
- Collaborate with the Dean’s office to support efforts appropriate to the DCEC in fulfillment of the Strategic Framework to Foster Diversity

## **SUBCOMMITTEE REPORTS**

### **Subcommittee Name: Year-Long Theme**

Subcommittee Members: Susan Faircloth (coordinator), Gail Boldt, Kathleen Collins, Jane Harstad, Angie Hummel, Suyoung Kang, Corey Simmons, Jeanine Staples

#### **Accomplishments:**

Defined and supported the DCEC Year Long Theme of Celebrating 40 Years of the American Indian Leadership Program by:

- Planning and recruiting DCEC members to staff an October resources table in the atrium of Chambers. The table featured resources for working with American Indian issues in education. The resource table was widely advertised, timed and positioned to catch teacher education students and other coming out of classes in Chambers. The resources were compiled by Jane Harstad, a doctoral student and subcommittee member; the Education librarians at Pattee were also instrumental in supporting the event through creating the book display. Resources were later uploaded to the DCEC website. The table attracted over 100 visitors. In addition, the advertisement of the event on the electronic signs in the College of Education raised awareness of the College's involvement in the issue.
- Planning and implementing the visit of Dr. Debbie Reese, Assistant Professor in American Indian Studies (University of Illinois Urbana Champagne), to meet with faculty and staff in the American Indian Leadership Program (AILP), and to give a public talk entitled "American Indians in Children's Literature, Pitfalls and Possibilities." The subcommittee received support for the event from the AILP, the Education Library, and the Children's Literature World Campus Program. Approximately 75 students, faculty, staff and committee members attended the talk and reception that followed. The talk was widely advertised via the COE electronic signs, listservs across the university, listservs, the DCEC website, and the college and university electronic calendar system.
- Setting up table at the Cyclethon to distribute resources on American Indian issues in education and to make the broader COE community more aware of the year-long theme.
- Supporting the committee of the whole in planning an educational trip for COE staff to the Carlisle Indian School. Forty staff took advantage of the opportunity to travel to Carlisle and learn about the history of Pennsylvania in education of American Indian children. The purpose of the trip was to raise awareness about the relationship between this history and current issues for American Indians in education.

#### **On-going Work:**

- Planning and support for the 2010 – 2011 theme
- Coordinating with related groups and efforts to maximize the impact of the efforts
- Continuing to work with the resources committee to develop on-line and physical resources in support of the theme

#### Recommendations:

- Continue to work to refine our understanding of the educational mission of the DCEC and to understand the impact of the theme model or other models for fulfilling this mission
- Develop a protocol and identify resources for keeping the website up-to-date with events and resources.

#### **Subcommittee Name: Resources**

Subcommittee Membership: Elizabeth Park (coordinator), David Cochrane, Bonnie Jean Gardner, Richard Hazler, Barbara Schaefer, Maria Schmidt

#### Accomplishments:

- Development of an electronic model of resource creation and support.
- Creation of an iTunes University site to house video resources.
- Met with Karla Schmit in the Education library to discuss sharing and housing of material resources

#### On-Going Work

- Continuing to identify ways in which to encourage the use of diversity-related resources through wider publicity, greater accessibility, and support for curricular and individual use such as research and course readings/viewings.

#### Recommendations:

- Take over responsibility for coordinating filming and uploading film to iTunes University
- Take over responsibility for compiling resources for theme related events.
- Take over responsibility for adding information about diversity-related resources to the DCEC website.

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

Subcommittee Membership: Charleon Jeffries (coordinator), Anna Fernandez, Carla Firetto, David Fuentes, Darla Homan, Charleon Jeffries, Kristen Lee, Hollie Mackey, Andrea McCloskey

#### Accomplishments:

- Members of the committee met with representatives of each of the departmental climate committees in an effort to understand the status and composition of each committee, areas where the DCEC can support the work of these committees, and

- opportunities for collaboration between departments and with the DCEC.
- Continued to support the efforts of Cyclethon through promotion across departments as well as collectively raising money from members of the DCEC to help sponsor the event and t-shirt sponsorship initiative.

#### On-Going Work:

- During the course of the year, we worked with the Office of Institutional Assessment and Planning, the Office of the Vice Provost for Educational Equity, and the Affirmative Action office to develop a venue whereby representatives of the departmental climate committees and the DCEC can further the work of the groups individually and collectively. Preparations for this retreat continued throughout the summer, with a goal to host the event early in the fall 2010 semester.

#### Recommendations:

- Work with the Assistant Dean for Multicultural Programs in support of the creation and operation of the Diversity Coordinating Committee.
- Work to support the goals of the 2010-2015 Framework to Foster Diversity
- Establish a working relationship with the departmental climate committees through the discussions and outcomes of the fall 2010 climate committee retreat.
- Particularly salient for the upcoming 2010-11 academic year DCEC theme of Connections, this Community Enhancement Committee should work in conjunction with the theme committee to promote opportunities for connection and climate enhancement.

## **2009 – 2010 Final Budget Report**

### 2009-10 Budget

Honorarium/Travel for Speakers	\$2,019.75
Carlisle Trip for Staff	\$1,230.00
Copying	\$96.06
Group Meals/Meeting Expenses	\$432.21
Videotaping Events	\$443.00
Banner/Bookmarks/Magnets	\$412.80
Total Spent	\$4,633.82

## Final Report on 2009 – 2010 Membership

<u>Name</u>	<u>Email</u>	<u>Dept</u>	<u>Status</u>
Gail Boldt*	gboldt	C&I	faculty
David Cochrane	dpc3	ETC	staff
Kathleen Collins	kmc40	C&I	faculty
Susan Faircloth	scf2	EPS	faculty
Anna Fernandez *	amf324	C&I	grad student
Carla Firetto	cfm270	ESPSE	grad student
David Fuentes	daf944	C&I	grad student
Bonnie Jean Gardner	bjg18	LPS	grad student
Jane Harstad	jfh176	EPS	grad student
Richard Hazler	rjh29	CECPR	faculty
Ashley Hazelwood	ashley.hazelwood1 @gmail.com	EPS	grad student
Patricia Hinchey	pxh12	C&I Worthington-Scranton	faculty
Darla Homan	djh2	C&I	staff
Angela Hummel	avh2	Dean's	staff
Charleon Jeffries*	cxj164	MCSS	staff
SuYoung Kang	sxk450	C&I	grad student
Kristen Lee	kal342	EPS	grad student
Hollie Mackey	hjm152	EPS	grad student
Andrea McCloskey	avm11	C&I	faculty
Elizabeth Park *	eup123	C&I	grad student
Sharon Patrick	slm1	Dean's	staff
Barb Schaefer	bas19	ESPSE	faculty
Maria Schmidt	mjs123	MCSS	asst dean
Corey Simmons	cls500	C&I	grad student
Jeanine Staples	jms1098	C&I	faculty