<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
<tr>
<td>Mission &amp; Scope of the Diversity Council</td>
<td>2</td>
</tr>
<tr>
<td>Diversity Council Organization</td>
<td>4</td>
</tr>
<tr>
<td>Diversity Council Members 2008-09</td>
<td>8</td>
</tr>
<tr>
<td>Diversity Advisory Board</td>
<td>10</td>
</tr>
<tr>
<td>Diversity Council Goals for 2008-09</td>
<td>11</td>
</tr>
<tr>
<td>Diversity Council Funded &amp; Supported Events 2008-09</td>
<td>16</td>
</tr>
<tr>
<td>2009-10 Diversity Council Members</td>
<td>20</td>
</tr>
</tbody>
</table>
Introduction

Washington State University’s current Strategic Plan calls on each of its campuses to “embrace an environment of diversity.” According to the Plan, the WSU system is guided by an imperative to “embrace a worldview that values diversity and cultural differences and recognizes the importance of global interdependence and sustainability.” The ultimate goal is to “create an institutional culture in which diversity is the norm.” *

At WSU Vancouver, these values have been a part of our institution since our founding in 1989. Throughout the years WSU Vancouver has continued to support diversity and foster an environment of inclusion on our campus. Today, this mission continues... and one of the most important organizations on our campus working toward these ends is WSU Vancouver’s Diversity Council.

With this publication, the Diversity Council will begin issuing an annual report on diversity on our campus. For our first report, the Diversity Council itself will be the main topic. This report describes the role the Diversity Council plays in promoting, sustaining, and expanding diversity on our campus.

---

As the population of Southwest Washington continues to grow, in both numbers and cultural complexity, WSU Vancouver remains committed to supporting diversity and providing an environment of inclusion on our campus. In anticipation of these changing dynamics, during the 2008-09 academic year the Diversity Council began a process of clarifying the scope and purpose of its mission, resulting in the following statements.

Mission Statement

The mission of the Diversity Council is to promote a better understanding and appreciation of diversity and social justice within Washington State University Vancouver.

Scope of Diversity Council

The Diversity Council is an important entity working to fulfill and meet Washington State University’s stated polices and goals of creating an environment of inclusion and respect on all its campuses, including WSU Vancouver.

The Council promotes diversity awareness, supports diversity-related programming, and assists with efforts to enhance the campus climate for diversity.

One of the major tasks of the Diversity Council is to provide organizational and financial support for events and activities that promote diversity on our campus. This includes:
• Encouraging the development of research and curriculum on diversity issues by our faculty and students.

• Supporting programs that help prepare and recruit students from under-represented communities to attend WSU Vancouver.

• Sponsoring cultural and academic events that help create an intellectual and social environment that celebrates diversity on our campus.

The Council is also concerned with gauging the campus climate and attitudes toward diversity. This means identifying successes and opportunities, as well as challenges and hurdles that affect our mission. It should be noted, however, that the Council is not the place to file personal complaints or individual grievances regarding possible violations of equal rights and workplace discrimination regulations. Please contact the appropriate campus and University offices to address these.
Diversity Council Membership

The Diversity Council seeks a balance in its membership that reflects the WSU Vancouver campus community. The Council is thus comprised of students, staff, faculty, and administrators.

Council members serve either as permanent ex-officio members or for terms of one or two years. Ex-officio members include staff and administrators holding positions key to the implementation of diversity-oriented policy and efforts at Washington State University Vancouver. Currently, these include the Vice Chancellor of Academic Affairs, the Vice Chancellor of Student Affairs, the Director of Human Resources, the Assistant Director of Student Diversity, and the Diversity Faculty Fellow.

Other WSU Vancouver faculty and staff may apply to serve a two-year staggered term on the Council.

The Council is typically chaired by a faculty member; the chair is appointed on an annual basis and serves in that capacity for approximately two years. Beginning in 2009-10, a vice-chair was also appointed.

Each academic year a representative from the student government and the Diversity Council Student Intern are also seated on the Council. Other interested students may also be seated on the Council for a term of one year.

Origins of the Diversity Council

The WSU Vancouver Diversity Council began as the Diversity Task Force (DTF) in 1998. The DTF was formed in recognition of the importance diversity issues would continue to play as WSU Vancouver entered an era of rapid growth. The DTF's primary charge was to recommend and coordinate the implementation of new and on-going programs to advance diversity on campus. The DTF developed campus diversity goals and an ambitious five-year plan, which included a number of action plans. In anticipation of the growing cultural and social complexity WSU Vancouver would face as it became a full four-year college, the DTF was reorganized and renamed the Diversity Council in 2004-05.
Diversity Council Committees

The purpose of the committee structure is to provide effective management and implementation of the Diversity Council’s on-going and long-term projects and tasks. Committees report back to the Council at-large on a regular basis throughout the academic year. Six Committees were seated for 2008-09. The committees focused on Diversity Council funding and grant applications; developing a campus climate survey; establishing diversity training programs for the campus; a campus-wide diversity poster competition; and the Diversity Film Festival.

Grant Program

Besides funding on-going events, such as MOSAIC and the Diversity Film Festival, the Council manages a grant program aimed at advancing campus diversity goals. Grant applications should demonstrate how the project or activity contributes to this objective. Support may be requested for curricular development projects; for campus events and programs; or for diversity-related research. Projects that will have broad campus impact are especially encouraged. Successful applicants must be willing to share their findings and learning outcomes with the campus community. Applications are invited from all WSU Vancouver faculty, staff, and students.
Diversity Faculty Fellowship

WSU Vancouver’s Diversity Faculty Fellowship Program is an important part of the University’s mission of promoting and expanding cultural diversity on our campus. Fellows play a crucial role by helping organize, shape, and create a number of diversity programs and events on campus, including MOSAIC (WSU Vancouver’s high school outreach program), mentorship programs, cultural events, lecture series, conferences, and student organizations. Fellows also add to our understanding of diversity issues through the research projects, publications, and teaching they conduct during their Fellowship.

Funding for the Diversity Faculty Fellowship was first secured by the Diversity Task Force in 2001 and continues through the Diversity Council. Past Diversity Faculty Fellows have been Tahira Probst, Luz Maria Gordillo, and Renee Branch.

The current Diversity Faculty Fellow is Jorge G. Lizárraga. Jorge’s teaching and academic interests center on human geography, urbanism, and the built environment, and comparative ethnic studies.

Jorge lectures in the history and humanities programs and is completing a study on the influence urban design theories and city planning policies have had on the racial and ethnic geography of Portland, Oregon.

Diversity Council Student Internship

The Diversity Council Student Intern works with the Diversity Council Chair and the Diversity Faculty Fellow to assist in developing and implementing Council goals and activities. Interns also have the opportunity to explore personal areas of interest related to diversity in higher education through their own independent projects.

The first student intern was Christie Clutter, who served during the 2007-08 academic year. As her independent project, Christie created a promotional video on WSU Vancouver’s diverse student population.

Carol Lopez-Gustin was the student intern for the 2008-09. Carol’s independent projects centered on promoting college scholarship opportunities for Vancouver-area middle school and high school students from low-income families.
Diversity Council Members 2008-09

Dana Baker
Diversity Council Chair
Assistant Professor
Political Science

Carol Lopez-Gustin
Diversity Council Intern
Human Resources major

Denise Beachum
Principal Assistant
Office of Academic Affairs

Jorge Lizárraga
Diversity Faculty Fellow

Randy Boose
Director
Human Resources

Bola Majekobaje
Assistant Director
Student Diversity

Armando Estrada
Assistant Professor
Psychology

Will Meek
Staff Psychologist
Counseling Services
Bruce Romanish  
Vice Chancellor  
Office of Academic Affairs

Mary Stender  
Academic Coordinator  
Business Program

Yoshie Sano  
Assistant Professor  
Human Development

Amy Wharton  
Professor, Sociology  
Director, College of Liberal Arts

Rachel Shirley  
Student Representative  
Public Affairs major

Nancy Youlden  
Vice Chancellor  
Office of Student Affairs

Carol Siegel  
Professor  
English

Monica Mulargia*  
Student Representative  
Engineering major

Ngoc-Tam Nguyen*  
Student Representative  
Business major

*Picture not available
First appointed in 2002, the Diversity Advisory Board (DAB) is a vital bridge between WSU Vancouver and the larger community it serves. The DAB is made up of local and regional community leaders representing a cross-section of business, education, and non-profit organizations. Members serve in an advisory capacity to WSU Vancouver on matters of campus and community diversity issues and are appointed by the campus Chancellor.

2008-09 DAB Members

John Anderson  
Boys and Girls Club of Clark County

Diane Avalos  
Vancouver School District

Margo Bryant  
Vancouver Branch NAACP

Armetta Burney  
MESA Director

Kim Capeloto  
Vancouver Chamber of Commerce

David Heal  
Clark County Public Health

Debra Jenkins  
Clark College

Keiko Okahashi  
YWCA of Clark County

Leilani Russell  
Community Member

Gene Sakai  
Sakai Family Dentistry
The Diversity Council agreed to four broad and inter-related goals to pursue for the 2008-09 academic year. First, to increase awareness of the Diversity Council and to clarify and reassert its purpose and mission; next, to not only continue existing and on-going projects, but to help develop new events and approaches for promoting diversity on our campus; third, reorganize the Diversity Council to help it fulfill its other goals; and, finally, plan and develop programs and activities for up-coming and other future academic terms.

A. Mission & Purpose

The first goal was the need to clarify and reassert the purpose and mission of the Diversity Council to the WSU Vancouver campus. The Annual Report, and the statements on the Council’s mission and scope that opened it, were one result.

B. Awareness

Increasing awareness and the visibility of the Diversity Council on our campus was another crucial component goal. By letting the rest of the WSU Vancouver community know more about the Council we hope to encourage more input and participation in helping promote diversity on our campus.
The Diversity Film Festival was organized to work toward this goal in the Spring of 2008. The film festival was the first event solely organized by the Diversity Council for the campus at-large. Up until this event, the Diversity Council had supported and promoted diversity programs and events organized by other campus organizations and individuals. The film festival increased the visibility of the Diversity Council and encouraged wider campus participation through a number of ways:

- The Diversity Council invited WSU Vancouver students, faculty, and staff to nominate films for the festival.

- The Diversity Council also encouraged the integration of the film festival theme and programs with existing courses and other academic activities. Various WSU Vancouver instructors developed assignments and lectures to correspond with particular films and topics featured in the film festival.

- The New Student Reading Program, centered on the book *Three Cups of Tea* by Greg Mortenson and David Oliver Relin, included one of the films as one of their featured events.

- The Humanities Program offered a course based on the festival selections.

- The campus library staff developed a reading list based on the festival theme and the communities featured in the films. In addition, the films acquired for the film festival screenings were donated to the library’s collection, making them available for classroom and personal viewing.
C. Promoting New & On-going Projects

Another goal was to continue to promote and fund on-going efforts, such as MOSAIC and the Peer Mentorship Program, while also developing new events and programs, such as the Diversity Film Festival.

The Diversity Council also recognized the need for developing diversity training and education workshops and seminars tailored to particular units and segments of the campus population. A committee chaired by Randy Boose was organized to assess the current and future needs for specific types of workshops and seminars on our campus. The committee also evaluated a number of programs offered by WSU Pullman, off-campus consultants, and other institutions, such as the Clark County YWCA.

As a result, the Council organized and promoted two events for the 2009 Fall Semester. During the 2009-10 Convocation, WSU Vancouver faculty and staff were invited to explore social, cultural, and policy issues related to disability rights in the classroom and on campus. An open forum session led by a panel with Diversity Council member Will Meek, WSU Vancouver Disability Services Program Coordinator Sally Dost, and WSU Director of Disability Services David Owens addressed many of these issues.

The second event was a Safe Zone Training workshop on campus in September, led by Melynda Huskey, Assistant Vice President for the Division of Student Affairs, Equity and Diversity at WSU Pullman. The program was
aimed at establishing an inclusionary environment on our campus for WSU Vancouver’s lesbian, gay, bisexual, and transgendered (LGBT) community.

D. Reorganization

A third goal centered on revamping the Diversity Council’s organization to facilitate the fulfillment of the first two goals. For example, instead of being based on a fixed number of permanent panels, the Council’s committee structure will now be based on the formation of ad hoc committees seated to address specific tasks and goals identified by the Council at the beginning of each academic year.

The creation of non-Council seats on some of the committees was thought to be another way to expand interest and participation with Diversity Council events: in the Spring Semester, the Diversity Film Festival Committee was expanded to include five seats for non-Diversity Council members to help plan and organize the 2009 festival.

In order to encourage more diversity-related events on our campus, the grant program was also modified: the funding cap of individual Diversity Council grants was raised from $500 to $1500; instead of fixed dates, rolling deadlines for grant applications were introduced; and a revised and simplified grant application form will be available for 2009-10.
E. Future Terms

The final goal is to lay a foundation for promoting diversity awareness and programs for upcoming and other future academic terms. The Diversity Council agreed, for example, that WSU Vancouver's diversity-related webpages are in need of redesign and reorganization. With the assistance of Carol Lopiz-Gustin and Denise Beachum, Diversity Faculty Fellow Jorge Lizárraga prepared a comparative study of diversity websites from other colleges and universities to begin this process. A related updating of the Council's own webpage featured current photographs of Council members. A new Diversity Website Committee was formed for 2009-10 to guide the redesign effort and its implementation.

In order to better identify current and future diversity issues, the Diversity Council began developing a Campus Diversity Climate Survey. The survey, being developed by a team led by Armando Estrada, is designed to uncover student perceptions of, and experiences with, diversity at WSU Vancouver. The hope is to administer the survey during the 2009 Fall Semester, with findings and analysis being offered during the 2010 Spring Semester.
The Diversity Council funds and supports numerous events and activities throughout the academic year. Listed below are some highlights from the 2008-09 term. Besides helping fund these events, Diversity Council members were often active organizers or participants in these events.

**Peer Mentorship Program.** The goal of this program is to connect newly admitted students with a Peer Mentor student who has already experienced the transition to college life on our campus. The Peer mentor helps the new student learn the skills needed to overcome obstacles they may encounter as they move towards graduating with their degree. The program also offers a great way for students to meet each other and be a part of campus life. The program is organized by the Office of Student Affairs.

**Connections.** This event is held at the beginning of each academic year and brings the WSU Vancouver community together to celebrate the cultural diversity of our campus. The event features lectures, art displays, music, campus club and organization booths, and other social activities. Organized by the Office of Student Affairs. **September.**

**2008-09 New Student Reading Program.** The Diversity Council helped fund The Three Cups of Tea Bazaar. The Bazaar included a variety of educational and cultural displays on the art, music, clothing, handicrafts, foods, customs and aid opportunities of Central Asia. **December.**
First Annual Diversity Film Festival. The festival’s theme was *Visions from the Inside*, which featured works by filmmaker’s set in their own community. Each screening included talks and presentations by invited lecturers or discussion panels. The festival began with Portland filmmaker Andy Blubaugh presenting and discussing several of his short films. The festival also screened Charles Burnett’s *Killer of Sheep*; Chris Eyre’s *Smoke Signals*; Vicky Funari’s & Sergio de la Torre’s *Maquilapolis*; Mira Nair’s *The Namesake*; Lise Yasui’s & Ann Tegnell’s *A Family Gathering*; Gus Van Sant’s *Mala Noche*; Liev Schreiber’s *Everything is Illuminated*; Spike Lee’s *Crooklyn*; and Siddiq Barmak’s *Osama. September & October*.

Martin Luther King, Jr., Day of Service. This special event brought together students, staff, faculty, and community members to honor Dr. King’s legacy of community service. This year’s event also coincided with the inauguration of President Barak Obama and his national call for volunteer service. From WSU Vancouver, participants went on to work on a number of community service projects, including Washington Elementary School clean-up; tree planting at the Vancouver Watershed; quilt making for the Kids Foundation; building homes with Habitat for Humanity; the Walk and Knock food drive; and a river bank restoration project along the Columbia. This event was co-sponsored by the Office of Student Affairs and the Office of Civic Engagement. *January.*
MOSAIC (Meet Our Students and Investigate College). This unique program invites historically under-represented and low-income high school and middle school students from Vancouver and Southwest Washington to WSU Vancouver to learn about college life. MOSAIC students experience a variety of activities on our campus that include lectures on various subjects and disciplines by our faculty, workshops on admissions procedures and financial aid, cultural performances and exhibits, and panels on academic preparation. MOSAIC students also get the opportunity to speak to WSU Vancouver students, many of them from their own communities, about college life and career opportunities. This event was organized by the Office of Student Affairs. February & May.

Latino Family College Night / Noche de Familia. Geared toward Latino students and their families, this event offered bilingual presentations on the college admissions process, information on financing a college education, and the educational opportunities available at WSU Vancouver. This event was organized by the Office of Student Affairs and promoted with the help of various local community organizations. Held in March.

Expressions of Diversity Poster Contest. The Diversity Council invited members of the WSU Vancouver community to submit original poster designs and concepts that reflect the importance of diversity to our campus and the larger community. The winning selection was by Greg Zschomler. Greg received a $200 gift certificate to the WSU Vancouver Bookstore. March.

"Thank you for the opportunity to see these films. I would not have seen them on my own. This was a truly great experience."

-Student comment about the 2008 Diversity Film Festival

Poster designed by Greg Zschomler
The 2009 Public Affairs Lecture Series: “Race, Class, & Economic Recovery in Obama’s America,” by Kweisi Mfume. Mr. Mfume is well known for his civil rights activism and advocacy. He also represented Maryland in the United States Congress and served as president and CEO of the NAACP. This event was co-sponsored by the WSU Vancouver offices of Academic Affairs and Student Involvement, the Foley Institute for Public Policy and Public Service, and the Vancouver Columbian. April.

Individual grants were awarded to the following faculty, staff, and students to support other campus events and their participation in regional conferences and meetings:

Robert Chu (student) was awarded funds to take a group of WSU Vancouver student leaders to the Eighth Annual Oregon Students of Color Conference in Eugene, Oregon. The conference featured over 70 workshops in which over 300 students from across the northwest participated. February.

Luz Maria Gordillo (Women’s Studies) to help prepare a campus photographic exhibit and event book on Images of Cuba. The photographs were taken by WSU Vancouver students and faculty as part of the study abroad program in Cuba. April.

Armando Estrada (Psychology) was awarded a grant to attend the Latino Education Summit in Seattle. The Summit was convened to create an action plan to address the Latino educational gap within the state of Washington. May.
2009-10 Council Members

Dana Baker (Chair)
Assistant Professor, Political Science

Jorge G. Lizárraga (Vice-chair)
Diversity Faculty Fellow

Denise Beachum
Principal Assistant, Office of Academic Affairs

Randy Booze
Director, Human Resources

Armetta Burney
Director, MESA

Linda Campbell
Senior Secretary, College of Liberal Arts

Cynthia Cooper
Assistant Professor, Science

Armando Estrada
Assistant Professor, Psychology

Tonda Liggett
Assistant Professor, Education

Bola Majekobaje
Assistant Director, Student Diversity

William Meek
Staff Psychologist, Counseling Services

Wendy Olson
Assistant Professor, English

Bruce Romanish
Vice Chancellor, Office of Academic Affairs

Shelly Jean Vincent
Diversity Council Student Intern

Amy Wharton
Professor, Sociology
Director, College of Liberal Arts

Nancy Youlden
Vice Chancellor, Office of Student Affairs
Acknowledgements

Annual Report Editors:  
Jorge G. Lizárraga, Denise Beachum, and Dana Baker

Annual Report Graphic Design:  
Denise Beachum

Photography:  
Deb Garrett, 1Studio, Vancouver, Washington  
WSU Vancouver Office of Marketing and Communications  
WSU Vancouver Office of Student Affairs