Washington State University Vancouver

Diversity Council

Annual Report

2010-2011

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Introduction

Diversity is a strategic priority for the university and our campus. Goal 4 of the 2008-2013 Washington State University Strategic Plan calls on each of its campuses to "embrace an environment of diversity, integrity, and transparency." The 2011-2016 WSU Vancouver Strategic Plan sets “Advance Diversity” as Goal 3. The objectives of this goal are:

- Recruit and continually improve retention of a diverse student body, faculty, administration and staff
- Increase inclusion capacity for the campus community and support initiatives that reflect a broad understanding of diversity.
- Continue to build a climate of support and infrastructure that accommodates the needs of a diverse community.

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. WSU Vancouver's Diversity Council is honored to be part of this vital and ongoing work.

The 2008-2013 WSU Strategic Plan is available online at http://www.strategicplan.wsu.edu

The 2011-2016 WSU Vancouver Strategic Plan is available online at http://admin.vancouver.wsu.edu/office-chancellor/wsu-vancouver-strategic-plan
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 the Diversity Council

The Diversity Council is an important entity working to fulfill and meet Washington State University’s stated policies 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.
Organization

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 for Academic Affairs, the Vice Chancellor for Student Affairs, the Director of Human Resources, the Diversity Faculty Fellow, and the Assistant Director of Student Diversity.

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

A faculty member typically chairs the Council; the chair is appointed on an annual basis and serves in that capacity for approximately two years. Beginning in fall 2011, a vice-chair will also be appointed. Past chairs also serve for an additional year beyond their term as chair.

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.

Origin 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 ongoing program 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 Advisory Board

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.
Membership

**Dr. Dana Lee Baker** is Assistant Professor in the Department of Political Science and Criminal Justice and serves as Chair of the Diversity Council. Her primary research interests are in comparative disability, and health and science policy. Dr. Baker teaches in the public affairs program. In addition to her university-based service, Dr. Baker serves on the board of Inclusion, Inc., a nonprofit based in Portland, Oregon and the Clark County Mental Health Advisory Board. Dr. Baker is also the mother of a 14-year-old son and a two-year-old daughter.

**Debra Barnett** is Principal Assistant for the College of Education and has been with WSU since 1997. She earned a Professional Writing Certificate and a BA in Anthropology with a minor in English at WSUV, and was named Outstanding Anthropology Major for her class. Debra is a founding member of River Cities Anthropological Society and the WSUV Community Choir, and serves as choir president. She is also involved in archaeological excavation and artifact analysis at Fort Vancouver. Debra lives in the Columbia River Gorge with her husband. They have three grown children and eight grandchildren.

**Dr. Art Blume** is Professor in Psychology at WSUV. Before joining the faculty this year, he was on the faculty at the University of North Carolina Charlotte where he served as Director of the Health Psychology Ph.D. Program, Special Assistant to the Provost, and Diversity Coordinator for the College of Liberal Arts and Sciences. Dr. Blume is Associate Editor for the journal “Cultural Diversity and Ethnic Minority Psychology,” the official journal of the Society for the Study of Ethnic Minority Psychology of the American Psychological Association. Dr. Blume’s program of research focuses on addictive behaviors and ethnic minority health.

**Dan Bodell** has been the Project Manager for Capital Planning and Development at the Vancouver campus for ten years. Prior to that he spent 15 years working as a general contractor on similar projects throughout the western states. He received a master’s degree in Public Affairs from WSUV in 2006.
**Randy Boose** has been the Director of Human Resources and a member of the Diversity council for the past seven years. He previously worked as the Human Resource Director for Portland Community College, where he also served as the Americans with Disabilities Act Coordinator for 12 years. He is past Board President of Store-to-Door, a non-profit agency that assists Portland area seniors and people with disabilities by providing a low-cost personalized grocery shopping and delivery service. Randy is also the campus co-advisor for the student Human Resource Society.

**Armetta Burney** received her Computer Science degree in 1989 from Southern University in Baton Rouge, Louisiana. In 1995, she received her Master of Business Administration from Cardinal Stritch College in Milwaukee, Wisconsin. Armetta began her career in Milwaukee, Wisconsin in the telecommunications industry where she served in several capacities including traffic engineering, equipment engineering and network performance management. Armetta currently serves as the Director for SW Washington MESA where she helps to provide a pathway to college and careers in math and science for middle and high school students.

**Linda Campbell** is Secretary Senior in the College of Liberal Arts, providing support to faculty in the Fine Arts and Anthropology Departments, and the Creative Media & Digital Culture Program. She has a BA from Evergreen State College and served on the 2010 Diversity Film Festival Committee.

**Adam Carpinelli** is a doctoral student and teaching assistant in the Department of History at WSUV focusing on African cultural retentions and memory systems of the African Diaspora in the Americas during the time of enslavement. He is interested in how neoliberal globalization, socio-economic, and political changes impact human memory. His intention is to contribute to this area of historical scholarship by providing trans-Atlantic thematic approaches that will enhance our understanding of the era of the slave trade and the tremendous impact it has on the world today.
Dr. Linda (Xiaolin) Chen is Associate Professor of Mechanical Engineering at the School of Engineering and Computer Science. Her research is in computational methods of solid mechanics, finite element and boundary element analysis, characterization of advanced materials, biomaterials, reduced order modeling and multiphysics simulation of micro electro-mechanical systems. Dr. Chen has published nearly 40 papers in peer-reviewed journals and proceedings, and has chaired many conference sessions and organized several mini-symposia at the national and international conferences on computational mechanics. Dr. Chen teaches courses in the areas of computer-aided engineering, engineering mechanics, engineering analysis, finite elements and dynamic systems.

Dr. Cynthia Cooper is Assistant Professor of Molecular Genetics. Her research interests include genetics and developmental biology of skin pigmentation. Her specific interest regarding diversity is increasing the number of diverse and underrepresented students in the sciences. Dr. Cooper served on first committee (minority affairs committee) in 1995. She has served on committees and/or mentored diverse scientists continuously since then.

Dr. Marcelo Diversi is Assistant Professor in the Department of Human Development at WSUV. His scholarship has focused on youth growing up at dehumanizing margins of democratic societies, from children living in the streets of Sao Paulo, Brazil, to undocumented Latino youth in northern Utah, to homeless and foster youth in Clark County. His work attempts to disrupt the reductionist and essentializing representations of disenfranchised youth in the mainstream social sciences.

Kathi Carlisle Fountain is Head of Collection Development in the WSUV Library. Her research focuses on new strategies for diversifying library purchasing in order to best represent the needs and interests of the campus community. Specifically, she is interested in collection use assessment using circulation statistics and patron driven acquisitions. Kathi joined the WSU community in 2008. Prior to that, she served as the political science and social work librarian at California State University, Chico for eight years.
**Whitney Hafer** is the Diversity Council Intern. She is currently a master’s student in the Public Affairs program. Her concentrations of study focus on Juvenile Justice, Restorative Justice, and Harms Reduction. For her master’s thesis, she is conducting a content analysis isolating associations between music, political discourse and blogging. Whitney currently volunteers at the Clark County Juvenile Justice Center as a mentor and intern.

**Dr. Tonda Liggett** is Assistant Professor of English Language Learning in the Department of Teaching & Learning at WSUV. Her research focuses on the intersections of race, culture, gender, and language in constructions of identity for teacher education and English language learners. She also studies immigration and critical multicultural education in relation to globalization and neoliberal influences. Her work attempts to problematize the intersectionality of race, language, and culture in ways that will assist teachers in becoming better prepared to address the complex and dynamic knowledge frameworks that inform and influence student learning.

**Christine Lundeen** is a Career Counselor at WSUV. She provides career counseling to current students and alumni for all career related issues. Each semester, she also teaches a Career and Major Planning course, leads workshops and coordinates events with employers. Christine has experience in both mental health counseling and career counseling. She is a licensed professional counselor and has a BA in psychology from Linfield College and an MA in mental health counseling from the University of Cincinnati. Christine also enjoys being a board member of the Oregon Career Development Association, which serves Oregon and SW Washington.

**Bola Majekobaje** is Assistant Director of Student Diversity, and she is responsible for the outreach and retention of students from diverse backgrounds, in collaboration with other university departments. Bola started with WSUV in August of 2006 and is a graduate of the University of Oregon where she majored in Biology.
Tiffany Moore is Vice President of ASWSUV. She is a current Senior majoring in Biology. Previously Tiffany has served the students of WSUV as Leadership Development Director and a member of the Elections Board. Tiffany is also active in her community volunteering at the Free Clinic of Southwest Washington and Southwest Washington Medical Center.

Dr. Karen B. Schmaling is Vice Chancellor for Academic Affairs and Professor of Psychology. She received her undergraduate degree from the University of Oregon Honors College, and her master’s and doctoral degrees from the University of Washington. Her research on clinical/health psychology problems that disproportionately affect women and minorities, such as depression, has resulted in over 100 publications. She has served on numerous research review panels for the Department of Defense and the National Institute of Health and other sources. As an administrator, she seeks to increase diversity.

Carmen B. Vonk was the Diversity Council Intern for Fall 2010. She is a transfer student from Humboldt State University, California and will graduate from WSU in December 2011 with a BA in Social Sciences. Her area of concentration is Sociology, Comparative Ethnic Studies, and Human Development.

Nancy Youlden is Vice Chancellor for Student Affairs at WSUV. She has served on all iterations of campus diversity committees since coming to WSUV in 1996. She has worked closely with the Diversity Council chair and members as the council evolves to meet a growing and changing campus population. Her office hired the first full-time employee to focus on the recruitment and retention of a diverse student population. She has a keen interest in providing a safe and inclusive environment for all students, faculty and staff.
Committees

The purpose of the committee structure is to provide effective management and implementation of the Diversity Council’s ongoing 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 2010-11.

Grant Programs

In addition to funding on-going events, such as MOSAIC and the Diversity Film Festival, the Council manages a grant program aimed at advancing campus diversity goals. Support is requested for curricular development projects; for campus events and programs; or for diversity-related research. Projects that have broad campus impact are especially encouraged. Applications are invited from all WSU Vancouver faculty, staff, and students.

Faculty, staff or students seeking support for diversity-oriented activities were eligible to submit grant applications throughout the year. Grant applications were reviewed first by Budget and Funding Committee, returned with queries if necessary, and then submitted to the Vice Chancellor for final approval. The majority of grant applications were for special events, often tied to diversity-oriented coursework. Information about projects funded during the 2009-2010 and 2010-2011 academic years is provided below.
Funded Projects

A Tangible Approach toward Generating Interest in Under-represented Students in Computer Science
Dr. David Chiu, Grantee

Studies show that female, Latin, and African American populations contribute to a substantial minority group in computer science, a subclass of STEM. However, Alice, a promising new approach toward teaching computer science has emerged, where students learn programming implicitly through visually designing a 3-D animated storyline. Dr. Chiu and two computer science graduate students, Farhana Kabir and Travis Hall, designed a lab based in Alice where each student would be able to develop a unique storyline. A lab-based lesson was delivered to 25 under-represented high school students in the region. Each student successfully created a short animated Sci-Fi story that featured a robot and his spaceship. Only 36% of the participants had prior knowledge of programming.

Music and American Social Movements: Folksinger David Rovics
Dr. Laurie Mercier, Grantee

In this presentation/performance, David Rovics described how music and songs have played a central role in various American social movements (in particular labor, civil, human, and women’s rights struggles), and he sang a number of these songs to a campus and community audience.
**Queer Solidarity: LGBTQI Organizing in El Salvador**
Social and Environmental Justice Club, Grantee

Entre Amigos is an organization founded in 1994 that works for respect and the defense of human rights for lesbian, gay, bisexual, transsexual, queer and inter-sex individuals in El Salvador. It also offers a variety of educational programs, reports human rights abuse cases, and ultimately provides a safe haven for members of the LGBTQI community. As a consequence, it has experienced break-ins, death threats, and acts of violence including murder. The main focus of this event was HIV/AIDS education and prevention in communities socially excluded due to their non-heterosexual orientation.

**Lewis and Clark among the Indians**
Dr. Steven Fountain, Grantee

Gary Moulton, emeritus Professor of History from the University of Nebraska and editor of *The Journals of Lewis and Clark*, and recognized as an expert on the Encounters and effects of the Corps of Discovery’s 1803-1806 journey across North America, gave two public presentations. He also met with students to discuss the documentary process and Native American understandings of American expansion.

**World Drumming**
Trianna Collins, Grantee

Chata Addy and the Shi Dah Group performed drumming, dancing, rhythms, and songs from Ghana and hosted a workshop for participant involvement.

**Final Fiesta – A Cinco de Mayo Celebration**
The Latin@ Association, Grantee

This informative and festive event emphasized the significance, meaning, and tradition of Cinco de Mayo by providing a program for students, faculty, staff, and community members with music, dancing, crafts, guest speakers, educational games, prizes and authentic Mexican food. Participants to leave the event having learned something new and at the same time celebrated the end of the school year.
Internships and Fellowships

Diversity Faculty Fellow

The Fellowship begins August 16, 2011 and is a full-time 9-month position from any academic discipline represented on the WSU Vancouver campus.

The Faculty Fellow is expected to devote significant time to developing his or her research agenda in collaboration with the appropriate academic department and to engage in activities to enhance diversity at Washington State University Vancouver.

The Faculty Fellow will develop curriculum and scholarship to enhance diversity, contribute to the activities of the campus Diversity Council, and aid in the recruitment and retention of diverse students and faculty and/or help establish community partnerships.

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.

In Fall 2010, Carmen Vonk worked to get a mural on the WSU Vancouver campus. The first step was to set up a digital mural that was presented in 2011, with the intent to inspire a permanent one in the future.

In Spring 2011, Whitney Hafer conducted research dedicated to disability. This research will help contribute to the theme for the 2011 Diversity Film Festival.
Goals

The Diversity Council agreed to four broad and inter-related goals to pursue for the 2010-11 academic year: 1) Increase awareness of the Diversity Council and clarify and reassert its purpose and mission; 2) Continue existing and on-going projects and develop new events and approaches for promoting diversity on our campus; 3) Reorganize and formalize budget and decision-making processes; and 4) Expand and develop research on diversity related issues.

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 committee 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. The film festival was the first event solely organized by the Diversity Council for the campus at-large. Prior to the 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 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 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.
• The theme for 2010 was Women in Diversity, exploring the journey of women and finding their identity in different societies, characterizing a collective struggle and experience shared by all women across all cultures.

• The theme for 2011 focuses on Disability.

C. Promoting New and Ongoing Projects

Another goal was to continue to promote and fund ongoing 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.

The Events, Training, Website & Curriculum committee chaired by Randy Boose assessed 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.

D. Expanding Research on Diversity Related Issues

A third goal centered on expanding and increased awareness of research on diversity related issues. The Diversity Council Research Committee presented a paper at the campus’s 2011 Research Showcase entitled Understanding the Effects of Microaggressions on Campus Diversity and Climate. The Committee also sponsored a spring 2011 Diversity Research Seminar series:

Research Seminar Series

Dr. Cynthia Cooper, Assistant Professor of Molecular Genetics
“Modeling Human Pigmentation with Zebra Fish Stripes”
January 24, 2011

Dr. Alair MacLean, Assistant Professor of Sociology
“Inequality in the Military”
March 24, 2011

Dr. Thabiti Lewis, Associate Professor of English
“Intent of Diversity in Society, Sport Culture and Higher Education”
April 20, 2011
Sponsored Events

The Diversity Council sponsors and supports numerous events and activities throughout the academic year. In addition to supporting these events, members of the Diversity Council were often active organizers and/or participants.

**Diversity Film Festival: Women & Diversity: Discovering Place, Space & Self** (September 13 -16, 2010)

The selected films focused on women and girls challenging and establishing their place and identity within their own societies, cultures and localities. While the setting and situation for each person featured in the films varied, taken together, these stories provided a powerful testament of the collective struggle and experience shared by women and girls across all cultures.

- **“Babies”**
  Thomas Barnes, 2008

- **“Temple Gardin”**
  Mick Jackson, 2010

- **“Persepolis”**
  Marjane Satrapi and Vincent Paronnaud, 2007

- **“Trouble the Waters”**
  Tia Lessin and Carl Deal, 2008

- **“Volver”**
  Pedro Almodovar, 2006

- **“Frozen River”**
  Courtney Hunt, 2008

**What We Really Need To Know: Hearing the Concerns from your LGBTQQA Students** (October 19, 2010)

In this workshop led by Heidi Stanton, participants learned about concerns common among students on our campus and discussed policy and trends in higher education. They worked through some scenarios that gave them an opportunity to think about how they might address things that commonly occur on college campuses.
MLK Day of Service: “Knowledge Into Action” (January 17, 2011)

The theme for this year’s Martin Luther King Jr. Day of Service event was “Knowledge into Action.” The event included a keynote speaker and special music, followed by various workshops and activities that focused on educating attendees about social justice issues and that promote action and service in our community.


One of the most widely read American poets, Dr. Giovanni insists on presenting the truth as she sees it. A prominent voice of the black community for 30 years and committed to the fight for civil rights and equality she emphasized the power individuals have to better themselves and ultimately the lives of others.

Black Connect Luncheon (April 6, 2011)

This informal event was an opportunity for students, faculty, and staff to make connections with one another and discuss issues within the black community.
Diversity Education Training for Faculty and Staff (April 11, 2011)

“Valuing Cultural Competence in Today’s Multicultural World” for staff and faculty by Jeff Guillory, WSU Diversity Education Director, was a training session that included group activities and a video on the value of cultivating a working knowledge of other cultural values, traditions, norms and expectations, behaviors, and sexual orientation.

Diversity Education Training for Students (April 12, 2011)

“In the Company of Others: The Demand for Cultural Competency in the Workplace” training session for students by Jeff Guillory, WSU Diversity Education Director, focused on teaching skill sets students need to become competitive leaders in a multicultural labor market that demands tolerance and understanding of different cultural backgrounds and sexual orientation.

Diversity Education Training for Faculty (April 12, 2011)

“Cultural Competence and Unintended Bias in the Classroom” training by Jeff Guillory, WSU Diversity Education Director, provided an opportunity for faculty to advance the discourse on multiculturalism in the classroom with the goal of strengthening cultural competency education for their students.

Acknowledgements

Thank you to the Annual Report Committee!