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Introduction

Advancing diversity is one of three goals of the 2011-2016 WSUV Strategic Plan, along with student access & research. The specific objectives associated with this diversity goal are:

- Recruit & continually improve retention of a diverse student body, faculty, administration & staff.
- Increase inclusion capacity for the campus community & support initiatives that reflect a broad understanding of diversity. Lead groups are faculty & academic administration, Student Affairs, & the Diversity Council.
- Continue to build a climate of support & infrastructure that accommodates the needs of a diverse community.

At WSU Vancouver, these values have been a part of our institution since it was founded in 1989.

Throughout the years, WSU Vancouver has continued to support diversity & foster an environment of inclusion on our campus. Today, this mission continues. WSU Vancouver’s Diversity Council is honored to be a part of this vital & ongoing work.

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

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

“Diversity is defined as the differences we all have, including in particular those differences, which currently are or have historically been systematically associated with social, political, &/or economic disadvantage.”

(2011-2016 WSU Vancouver Strategic Plan)

Role of the Diversity Council

The Diversity Council promotes diversity awareness, supports diversity-related programming & assists with efforts to enhance the campus climate for broadly-defined & practiced diversity in an effort to fulfill & meet WSU Vancouver’s stated policies & goals of creating a campus environment of inclusion & respect.

Diversity is not represented by one person, nationality or tradition, but by every culture, ability, identity, religion, ethnicity, language, gender, age, & sexual orientation that make up our campus community. The Diversity Council strives to facilitate interaction, understanding & civil discourse in which all are embraced & appreciated.

A major task of the Diversity Council is to provide organizational & financial support for events & activities that promote diversity on the WSUV campus. This includes:

• Encouraging the development of research & curriculum on diversity issues by our faculty & students
• Supporting programs that help prepare & recruit students from under-represented communities to attend WSU Vancouver
• Sponsoring cultural & academic events that help create an intellectual & social environment that celebrates diversity on our campus

Additionally, the Diversity Council is concerned with gauging the campus climate & attitudes toward diversity. This means identifying successes & opportunities, as well as challenges & hurdles that affect its mission. The Diversity Council is not the place to file personal or personnel complaints or individual grievances regarding possible violations of equal rights or workplace discrimination regulations. More appropriate channels are in place to address these issues.
Mission Statement

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

Goals of the Diversity Council

Increase Awareness

Increasing awareness & the visibility of the Diversity Council is a crucial goal. We hope to encourage more input & participation from the WSU Vancouver community in promoting diversity on our campus. The Diversity Film Festival is an annual event organized solely by the Diversity Council for the campus at-large. This event increases the visibility of the Diversity Council.

Promote New & Ongoing Projects

Another goal is to continue to promote & fund ongoing efforts while also developing new events & programs. The Council recognizes the need for developing diversity training & education workshops & seminars tailored to particular units & segments of the campus population. Randy Boose, Human Resources Director, chairs a committee that assesses the current & future needs for specific types of workshops & seminars on our campus.
Membership

The Diversity Council seeks a balance in its membership that reflects the WSU Vancouver campus community. The Council is thus comprised of administrators, faculty, staff & students from the WSUV community. As much as possible, members are selected for the understanding & knowledge of & experience with diversity they can bring to the Diversity Council, & their capacity to contribute to the Council’s efforts to create & implement an open & embracing environment.

All members & positions of the Diversity Council are appointed by the Vice Chancellor for Academic Affairs. Prospective new members may nominate themselves, or be nominated by others annually, usually in March, in response to an open call for nominations.

Council members serve either as permanent ex-officio members or for terms of one or two years. Ex-officio members include staff & administrators holding positions key to the implementation of diversity-oriented policy & 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, & the Assistant Director of Student Diversity.

A chairperson, generally a member of the faculty, coordinates the Diversity Council. Chairpersons are appointed to four-year terms. The outgoing chair is invited to remain on the Council for one year after his or her term expires.

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 of diversity issues would continue to play as WSU Vancouver entered an era of rapid growth.

The DTF’s primary charge was to recommend & coordinate the implementation of new & on-going program to advance diversity on campus. The DTF developed campus diversity goals & an ambitious five-year plan, which included a number of action plans.

In anticipation of the growing cultural & social complexity WSU Vancouver would face, as it became a full four-year college, the DTF was reorganized & renamed the Diversity Council in 2004-05.
Each academic year a representative from the student government & 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. The Student Diversity Intern is selected through a competitive university-wide application process, usually during the spring semester. Interns are appointed for one academic year, starting with the fall semester & concluding at the end of spring semester.

The Diversity Faculty Fellow is selected through a competitive, national search, following the same guidelines applicable to a faculty position search. Term length for this position is determined by the Vice Chancellor for Academic Affairs.

Council Members

**GRISHA ALPERNAS**, Director of Information Technology, joined WSU Vancouver in February 2011 after spending 9 years in similar positions in local government in Oregon. Prior to working in Oregon, he worked in several international hi-tech companies in Israel, India, Europe & the US. Grisha received the equivalent of a Master's Degree in Mathematics & Education from Vilnius University (Lithuania), & a Master's of Public Administration Degree from Portland State University. An expert-level chess player, Grisha is past president of the Portland Chess Club & a board member of the Oregon Chess Federation.

**DR. DANA LEE BAKER** has served as chair of the Diversity Council since 2008. She is Associate Professor in Politics, Philosophy & Public Affairs, & Director of the Public Affairs Program. Her primary research interests are in neuroethics, diversity in governance, disability & health policy design. Dana teaches in the areas of public policy & public administration & serves as the Director of the Program in Public Affairs. In addition to her university-based service, Dana serves on the Clark County Mental Health Advisory Board. She is also the mother of a seventeen-year old son & a two-year old daughter.
Dr. JOHN F. BARBER participated in civil rights activities in the Southern United States during the 1960s, developing an appreciation for diversity of all kinds. Since then, he has traveled internationally & lived & worked in all parts of the country, furthering his diversity experience. John teaches in the Creative Media & Digital Culture Program. The focus of his research is on the ways digital media theory & practice remixes the relationships between technology, art, science, & the humanities. He chairs the Diversity Film Festival Committee & the Diversity Intern Selection Committee. In Fall 2012, John will serve as chair the Diversity Council.

DEBRA BARNETT is Principal Assistant for the College of Education & has been with WSU since 1997. She has a BA in Anthropology from WSUV. Debra is a licensed Washington State Notary & provides her services free to the campus community. She is a founding member of River Cities Anthropological Society & the WSUV Community Choir. She has served as choir president for five consecutive years & is known for her fervent love of The Beatles. Of mixed ethnicity, Debra became politically active at an early age. She participated in the protests against the War in Vietnam, campaigned for presidential candidate Robert F. Kennedy, marched with Cesar Chavez & the National Farm Workers, & was a member of AIM (the American Indian Movement). Debra & her husband raised three children & now delight in their eight grandchildren.

DR. ART BLUME is Professor in Psychology. Before joining WSU in 2010, 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, & Diversity Coordinator for the College of Liberal Arts & Sciences. Art is also Associate Editor for the journal “Cultural Diversity & Ethnic Minority Psychology,” the official journal of the Society for the Study of Ethnic Minority Psychology of the American Psychological Association. His program of research focuses on addictive behaviors & ethnic minority health.
Randy Boose has been Director of Human Resources & a member of the Diversity Council for the past eight years. He was previously Human Resources Director at Portland Community College, where he 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 & people with disabilities by providing a low-cost personalized grocery shopping & delivery service. Randy is also the campus co-advisor for the student Human Resources Society.

Dr. Marcelo Diversi is Assistant Professor in the Department of Human Development. 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 & foster youth in Clark County. Marcelo’s work attempts to disrupt the reductionist & essentializing representations of disenfranchised youth in the mainstream social sciences.

Matt Finlayson graduated from WSUV in 2004 with a BA in Business Administration, majoring in Management Information Systems. He has been an Information Technology Specialist at WSUV since 2004. Matt’s interest in diversity focuses on multicultural awareness & fostering an open, engaging community here on the WSUV campus.
KATHI CARLISLE FOUNTAIN is Head of the Collection Development at the WSUV Library & the subject librarian for history, public affairs, sociology, & women’s studies. Her research focuses on new strategies for diversifying library purchasing in order to best represent the needs & interests of the campus community. Specifically, she is interested in collection use assessment using circulation statistics & patron driven acquisitions. Kathi is active in her professional association, the Law & Political Science Section of the Association of College & Research Libraries, & has an expertise in political science librarianship.

ABRIL HUNT has been Financial Aid & Scholarships Counselor for Student Affairs for two years. She presents local & regional college planning workshops & annual WSU events, & provides students with one-on-one counseling. She serves on the executive board of the Western Association of Student Financial Aid Administrators (WASFAA. She has also served on executive boards for the Oregon Association of Student Financial Aid Financial Aid Administrators (OASFAA) & the Western Association of Student Employment Administrators (WASEA). Abril is the proud parent of a biracial adult child with Autism who is in his first year of college.

DR. ARMANDO LAGUARDIA researches public policy & its impact on low income & minority students in public schools, college participation & success of minority & Latino students, teacher preparation & teacher diversity in the United States, & improving schooling for underperforming populations. Besides teaching at two universities for twenty-five years, Armando is a former high school social studies & language arts teacher. He also taught in & directed college preparation programs for low income & minority students (Upward Bound, High School Equivalency Program. The World Arts Foundation Keep Living the Dream Tribute to Dr. Martin Luther King, Jr. presented the Lifetime Achievement Award to Armando in 2004, He will retire from his position at WSUV in June 2012.
CHRISTINE LUNDEEN is a Career Counselor at WSUV. She provides career counseling to current students & alumni for all career related issues. Each semester she also teaches a Career & Major Planning course, leads workshops, & coordinates events with employers. Christine has experience in both mental health counseling & career counseling. She is a licensed professional counselor & has a BA in Psychology from Linfield College & 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 & SW Washington.

BOLA MAJEKOBAJE is Assistant Director of Student Diversity, & she is responsible for the outreach & retention of students from diverse backgrounds, in collaboration with other university departments. Bola started her career at WSUV in August 2006. She is a graduate of the University of Oregon where she majored in Biology.

DR. KAREN SCHMALING is Vice Chancellor for Academic Affairs & Professor of Psychology. She received her undergraduate degree from the University of Oregon Honors College, & her master's & doctoral degrees from the University of Washington. Her research on clinical/health psychology problems that disproportionately affect women & minorities, such as depression, has resulted in over 100 publications. Karen has served on numerous research review panels for the Department of Defense & the National Institute of Health & other sources. As an administrator, she seeks to increase diversity.
**DR. BETH TARASAWA** is the Diversity Faculty Fellow & Clinical Assistant Professor of Sociology. Her research & teaching interests include race & ethnic relations, the sociology of education, & urban sociology. Her recent research examines the implementation of language assistance programs for English Language Learners in Southern public high schools. Beyond traditional academic approaches to research, Beth has also worked on multiple university-community partnership projects developed to mobilize research resources to assist local community organizations.

**SHAVENOR WINTERS**, the Diversity Council Intern for the year 2011-2012, is currently an undergraduate student studying Public Affairs with a concentration in Public Administration; she is currently minoring in Sociology, Spanish, & Business Administration. With a forecasted graduation date of 2014 “Shavey” hopes to enter Graduate School & receive a Master’s Degree in Business Administration.

**NANCY YOULDEN**, Vice Chancellor for Student Affairs, began her career at WSU in 1990 as Assistant Director of Admissions in Pullman. She earned a Bachelor’s Degree in Education from the University of North Dakota & a Master’s Degree in Higher Education Administration from Montana State University. She worked in the Admissions Office at Montana State University & was Associate Director of Admissions & Foreign Student Advisor at Eastern Oregon University. Nancy has served on all iterations of diversity committees since coming to WSU Vancouver in 1996. She has worked closely with the Diversity Council chair & members as the council has evolved to meet a growing & changing campus population. Her office hired the first full-time employee to focus on the recruitment & retention of a diverse student population. She has a keen interest in providing a safe & inclusive environment for all students, faculty & staff.
Committees

The committee structure provides effective management & implementation of the Council’s on-going & long-term projects & tasks. Committees meet & then report to the Council at-large on a regular basis throughout the year. Eight (8) Committees were seated for the 2011-2012 academic year.

Annual Report Committee
Compiles information of Diversity Council events & grants. Prepares the final report of the year’s accomplishments.

Budget & Funding Committee
Monitors & provides input on Diversity Council expenditures. Makes queries, provides formative suggestions & recommendations for grant applicants.

Climate Survey Committee
Develops a survey that will aid in determining the climate of the campus in regards to diversity.

Events & Training Committee
Plans or facilitates trainings as requested by the Diversity Council. These trainings or events may include partnering with other campus groups or external diversity organizations. Provide assistance on how to include diversity in campus events.

Film Festival Committee
Determines the theme for the following year, selects the films, schedules & promotes the festival.

Research & Curriculum Committee
Encourages & promotes diversity-related research conducted by faculty at Washington State University Vancouver. Organizes the Diversity Council Lunch Box Talk & participates in the Research Showcase.

Response to Hate, Bias & Discrimination Committee
Examines how individuals in our campus community respond to hate, bias, & discrimination incidents by seeking information about current reporting procedures, & identifying departments involved in the process. Recommends additional actions & identifies associated outcomes.

Website, Communication & Collaboration Committee
Creates & maintains contacts in regards to student, campus, & community. Seeks opportunities to co-sponsor events while reinforcing communication channels for Diversity Council activities.
Committee Membership

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<td>Response to Bias, Hate &amp; Discrimination</td>
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Accomplishments

Budget & Grants Committee: Grants Funded

In addition to funding on-going events such as the Diversity Film Festival, the Council manages a grant program aimed at advancing campus diversity goals. Support is requested for curricular development projects, campus events & programs, & diversity-related research. Projects that have broad campus impact are especially encouraged.

Faculty, staff & students seeking support for diversity-oriented activities are eligible to submit grant applications throughout the year. Grant applications are reviewed first by the Budget & Funding Committee, returned with queries if necessary, & then submitted to the Vice Chancellor for Academic Affairs for final approval.

During the 2011-2012 academic year, the Budget & Funding Committee received seven applications for Diversity Council funding which the committee considered. Three proposals were funded.
Guest Speaker Stipends for Native American Film Series

The History Club was awarded funds to cover speaker fees for Grace Dillon, Georgina Lightning & Jacqueline Peterson to present at the Native American Film Series. The Associated Students of Washington State University Vancouver (ASWSUV) funded the April 4th, 5th, & 6th event. Three films were featured: Older Than America, Our Spirits Don’t Speak English, & The Only Good Indian.

Movie Rights for Non-Traditional Family Movie Night

The WSU Vancouver Kappa Omicron Nu Organization received an award to pay for movie rights for the April 12th Non-Traditional & Transfer Students Family Dinner & Movie Night. The funds supplemented a grant from ASWUSV that paid for food, beverages, & door prizes for the event.

Travel Expenses & Flyers for Gender Neutral Bathroom Week

The Sociology Club was granted funds to print flyers, information packets, & educational materials for a Gender Neutral Bathroom Week event in April, & to cover travel expenses for Heidi Stanton of GIESORC in Pullman to provide Trans Ally training workshops for students, faculty & staff. The event was part of the Gender Diversity Film Series, funded by ASWSUV.

Climate Survey Committee: Online Survey

After investigating many resources, the Climate Survey Committee in consultation with the Council & the Vice Chancellor for Academic Affairs created a climate survey that was tailored for use for students, & another for faculty & staff. Students, faculty, & staff were subsequently invited to complete the survey in the spring. All responses were voluntary & anonymous. Aggregate of results will be made available on the web sometime during the 2012-2013 academic year.

Events & Training Committee: Workshops

The Events & Training Committee arranged to have Jeff Guillory, WSU Pullman Diversity Education Director, conduct one Diversity Education Workshop for students, one for faculty, & one for faculty & staff.

In the Company of Others: The Demand for Cultural Competency in the Workplace (open to all students)

Valuing Cultural Competence in Today’s Multicultural World (open to all faculty & staff)

Cultural Competence & Unintended Bias in the Classroom (open to all faculty)
Film Festival Committee: 2011 Films

The sitting Diversity Film Festival Committee selects the theme & films for the following academic year.

Four films were selected by last year’s committee with the common theme, “Diversity & Disabilities: Celebrating the Abilities in Us All” for screening in September 2011. The films focused on the challenges disabled people face within their own societies & cultures. Mark Moormann, director of the final film in the series, attended the screening & talked about his experiences filming the documentary.

**Wretches & Jabberers** Gerardine Wurzburg, Director (2011)

Two men with autism embark on a global quest to change prevailing attitudes about disability & intelligence. At each stop, they dissect public attitudes about autism & issue a hopeful challenge to reconsider competency & the future.

**Blindsight** Lucy Walker, Director (2006)

Six blind Tibetan teenagers climb the Lhakpa-Ri peak of Mount Everest, led by seven-summit blind mountain-climber Erik Weihenmayer.

**Music Within** Steven Sawalich, Director (2007)

Richard Pimentel returns from Vietnam severely hearing-impaired & finds a new purpose in his landmark efforts on behalf of Americans with disabilities.

**For Once in My Life** Jim Bigham & Mark Moormann, Directors (2010)

A true story about a band made up of singers & musicians with a wide range of mental & physical disabilities.

Film Festival Committee: 2012 Films

This year’s committee chose four films for viewing in September 2012. Two films focus on elections & two are about Native American issues. Lydia Nibley, director of the final film in the series, will be present at the viewing & will speak to the audience about her experiences filming the documentary.

**Please Vote for Me** Weijun Chen, Director (2007)

Democracy in China exists, that is, in a primary school in Wuhan where a third grade class get the opportunity to vote for who they want as class monitor. The three candidates campaign to convince their classmates to vote for them. They are seen at school & at home, where their parents do their best to make sure their child will win the election.
**Boogie Man: The Lee Atwater Story** Stefan Forbes, Director (2008)
The film follows the rise & fall of Lee Atwater, the charming, Machiavellian godfather of modern take-no-prisoners Republican political campaigns. Both a political thriller & a truly scary story, Boogie Man provides a context for controversial tactics of current-day elections.

Traveling through the heartland of the U.S. to the Black Hills & Monument Valley, Cree filmmaker Neil Diamond examines how the myth of the movie "Injun" has influenced the world's understanding—and misunderstanding—of Native Americans.

**Two Spirits** Lydia Nibley. Director (2011)
This film tells the story of Fred Martinez, a "two-spirit" with both masculine & feminine traits—a special gift in native culture. Fred became one of the youngest hate-crime victims in history when he was murdered at age sixteen. This film examines tradition, controversy, sex & spirit, civil rights, gender issues, & the freedom to be you.

**Research & Curriculum Committee: Seminars**
The Research & Curriculum Committee organized two Diversity Council events: a research presentation in the fall and a panel discussion in the spring.

**“Race, Criminal Justice, & Drug Policies”**
Dr. Clayton Mosher, Associate Professor of Sociology, discussed his research on racial profiling, criminal & juvenile justice systems, the impact of drug policies on racial disproportionality, & his analysis of arrest & incarceration data from the Washington State Patrol.

**“Bridging the Political Divide: How Social Movements Will Impact the 2012 Elections”**
A Panel of students & faculty shared their experiences & discussed their thoughts on how social movements such as “Occupy Wall Street” may influence the presidential election & the future of democracy. The event concluded with an open and civilized dialogue with the audience.
Response to Bias, Hate & Discrimination Committee: Recommendations & Outcomes

The Response to Bias, Hate & Discrimination committee developed a set of recommendations & outcomes in collaboration with Helen Gregory of Student Affairs, Dave Stephenson of Public Safety, & Casey Payseno of the Office of Student Involvement.

Recommendations:

- Create a centralized web resource for information about reporting report discrimination and/or where individuals & allies can go for help. Consider how this interacts with the Office of Equal Opportunity & Human Resources in Pullman
- Clarify response procedure for bias incidents that do not rise to the level of reporting
- Promote the reporting of all hate, bias, & discrimination incidents
- Create a strategy to identify trends in hate, bias, & discrimination incidents
- Increase dialogue between key departments/individuals involved in hate, bias, & discrimination incidents (Student Conduct, Public Safety, Human Resources, Diversity Council, Student Diversity, relevant Pullman departments)

Outcomes

- Increased campus awareness regarding resources & reporting processes related to hate/bias/discrimination incidents
- Increased dialogue about diversity issues on campus
- Perception that WSU Vancouver campus take issues of hate, bias, & discrimination seriously
- Ability to identify training and/or educational programming based on trends identified in hate, bias, & discrimination incidents
- A more streamlined experience for individuals involved in hate, bias, & discrimination incidents
Website, Communication & Collaboration Committee: Website Updates & Marketing

In addition to updating the Diversity Council website at http://admin.vancouver.wsu.edu/diversity/diversity-council, the Website, Communication & Collaboration Committee focused on ways to improve Diversity Council outreach on campus & off. A list of potential collaborators, including campus offices & off campus nonprofit groups was compiled.

A protocol was developed for marketing that could assist in advertising the Diversity Council’s work & that of Diversity Council funded individuals. For example, the committee was heavily involved in marketing the Gender Neutral Bathroom Week & the Gender Diversity Film Series. Finally, the subcommittee revised several “diversity” webpages in consultation with the Council.

Internships & Fellowships

Diversity Faculty Fellow

The Diversity Faculty Fellow (DFF) Program is a component of WSU Vancouver’s plan to advance diversity. Fellows act as advisors to the campus on diversity & multicultural issues, & help enhance existing diversity programs & develop new ones.

During 2011-12, Dr. Beth Tarasawa, Clinical Assistant Professor of Sociology, was the WSU Vancouver DFF. Dr. Tarasawa worked to expand WSU Vancouver’s efforts to diversify the faculty through faculty search processes. She & Diversity Council Intern Shavenor Winters developed a presentation of best practices in diversity recruitment. She also provided assistance on faculty searches in the disciplines of nursing, psychology, computer science, political science & education.

The DFF also advances diversity through research & teaching. In Spring 2012, Dr. Tarasawa taught the Sociology of Race Relations (SOC 480), which examines the major sociological concepts & theories regarding minority & majority group relations. It explores how social institutions, such as the labor & housing markets & education system, have systematic stratification by race.
Her article, “Live & Learn? Contradictions in Residential Patterns & School Demographics,” is forthcoming in *Education & Urban Society*. She found that in geographic areas with the greatest racial heterogeneity & the greatest potential for diversity in the public schools, the public schools least reflect the racial composition of the neighborhoods.

Three additional articles are currently under review:

- “Fight or Flight? Immigration, Status Competition, & Language Assistance Resources in Metropolitan Atlanta,” explores how language assistance resource implementation for English Language Learners is influenced by supply-demand, school, neighborhood, & political factors.

- The second article examines how race, human & social capital, & school context affect college-preparatory course taking.

- “Extending the branches of the Giving Tree: A community-university partnership to examine the impact of summer school support for at-risk youth.”

Dr. Tarasawa is also preparing an invited manuscript for a special issue of the *Peabody Journal of Education* on “Race, Place, & Schooling in the Contemporary U.S. South.”
Acknowledgements

I am grateful to Shavenor Winters for her assistance on this report, particularly her persistence in requesting & obtaining biographical information from council members & in offering suggestions for the order of content presented here. She was the perfect partner in this endeavor. Thanks, Shavey!

My thanks to John Barber for providing valuable feedback & unceasing, positive support in the drafting of this document!

Finally, on behalf of the Diversity Council, I would like to express our utmost appreciation to Dana Lee Baker for stellar leadership as Chair of the Diversity Council from Fall 2008 through Spring 2012. Dana has guided the Council with thoughtful, patient, encouragement & a background of scholarly expertise. In her work & actions, she has modeled our goal to “embrace an environment of diversity, integrity, & transparency.” Her commitment & dedication have been instrumental in all of our achievements. Thank you so very much, Dana!!!

I look forward to serving a third year on the Diversity Council.

Respectfully submitted,

Debra Barnett, Chair
Annual Report Committee

June 2012