

Diversity and Climate Enhancement Committee

2008 - 2009 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, chaired by the Leadership Team of Gail Boldt, Paul Datti, and Charleon A. Jeffries, 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 2007 – 2008 and included a year-long theme committee, a web site redesign committee, a resources committee and a community enhancement committee. Reports by each of these subcommittees follow.

The work of the entire DCEC was determined to include major decisions about membership and ways of working; overall goals, direction and evaluation of the committee's work; public representations of the committee; the creation and direction of a DCEC sponsorship grant; and budget oversight. In addition, the committee of the whole has responsibility for approval of the recommendations of the subcommittees.

In the 2008 – 2009, the accomplishments of the committee of the whole included:

- Carrying out the 2008 – 2009 DCEC decision to reformulate membership from mandatory department participation to voluntary participation. This change enabled the committee to ensure that attendance at meetings and participation in subcommittee work is viewed as a serious personal commitment and is undertaken willingly and enthusiastically. 2008 – 2009 committee members were invited to resign or to recommit to the committee. Three times during the 2008 – 2009 year, the committee solicited college-wide participation. In addition, Lead Staff Assistants and Department Heads were advised the participation must be voluntary. Through the 2008 – 2009 year, membership rose from 16 members to 22 members, all of whom expressed a commitment to active participation on the committee. In addition, we note that the membership of the committee itself became more diverse and that we attracted the participation of new faculty members and several new doctoral students.
- Supporting the development of the year-long theme initiative. This was the first year for this initiative. The committee as a whole participated in defining this as new work for the DCEC, and establishing how the theme was to be identified and supported by the committee and the subcommittee
- Defining criteria for budget expenditures.
- Oversight of the direction and budget for this year's theme, LGBT issues in education.

- Establishment of the criteria for the DCEC support grant. We received and approved two support grant applications for 2008 – 2009 for \$500 each. One came from Brent Hurley to support the creation of eLion modules for on-going teacher development for LGBT issues in education. The second was in support of a student initiated effort to sponsor a COE visit and public talk by May Rihani, the Senior Vice President and Director, Global Learning Group. and Director, Center for Gender Equity, Academy for Educational Development.
- Sponsorship of the Cyclethon
- Soliciting and receiving substantial input from COE faculty, staff and students to identify the 2009 – 2010 year-long theme. Fourteen themes were suggested and based on the timeliness of the issue and the level of commitment to carrying out the theme in a meaningful way, the DCEC determined that the 2009 – 2010 theme would be the 40th anniversary of the American Indian Leadership Program at Penn State.

ON-GOING WORK:

- On-going discussion of the DCEC to assess existing and new needs, opportunities and challenges related to the DCEC mission; revision of existing work and undertaking new initiatives as needed
- Establishment of, support and guidance for 2009 – 2010 subcommittees
- Continuing to recruit membership from across college
- Review of sponsorship grant applications
- Guidance and support for 2009 – 2010 theme
- Creation of DCEC banner for publicity at events
- Regular review of website
- Budget oversight
- Coordination with departmental committees

RECOMMENDATIONS:

- Develop methods to assess the impact of the work of the DCEC
- Coordination with and support of the College's 2010 Diversity Strategic Planning
- Consideration of opening up DCEC to undergraduate representation
- Development of ways of working documents for the committee as a whole and for the subcommittees

ACTION TEAM NAME: **YEAR-LONG THEME**

TEAM MEMBERS

Gail Boldt, Moses Davis, Paul Datti, Darla Homan

ACCOMPLISHMENTS:

- Defined and supported the DCEC Year Long Theme of LGBT Issues in Education by:
 - Planning and recruiting DCEC members to staff an October resources table in the atrium of Chambers in recognition of National Coming Out Day. The resource table was widely advertised, timed and positioned to catch teacher education students and other coming out of classes in Chambers. Resources included a display of books for children and youth dealing with LGBT issues, appropriate for inclusion in classrooms and school libraries; bibliographies of books and resources for LGBT students, families, teachers and supporters; and pamphlets about available support services. The table attracted over 100 visitors. The Education librarians at Pattee were instrumental in supporting the event through creating the book display. 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.
 - Bringing Dr. Jonathan Silin, noted gay activist, writer, and early childhood educator, to campus in February to facilitate two events. Dr. Silin hosted a public panel discussion of LGBT issues in education. The committee, with significant support from Allison Subasic at the PSU LGBT Student Support Center, put together a panel of local educators that included two State College High School Teachers, a gay Penn State student who had gone to school in the State College School District, a lesbian mother with children in the State College schools, and a director of a local day care. The event attracted approximately 75 undergraduate and graduate students, staff and faculty and community members for a 90 minute discussion. The event received significant support and co-sponsorship by the Library; HDFS also contributed financial support. The library continues to make the event available via streaming video on their website. The second event Dr. Silin hosted was a luncheon at the College of Education that was designed specifically to bring together LGBT staff, students and faculty and supporters to discuss issues in the college and community and to offer a chance for support, strategizing and celebration. This luncheon was kept deliberately small and required an RSVP to participate; it attracted approximately 25 participants. Both events were again widely advertised via the COE electronic signs, list-servs across the university,

the DCEC website, and the college and university electronic calendar system.

- Setting up and staffed an LGBT resources table at the Cyclethon to make the broader COE community more aware of the year-long theme.
- Working with Allison Subasic and the LGBT Support Center to offer a Straight Talk workshop for COE staff, consisting of training for LGBT awareness and support. The workshop was offered twice to better accommodate staff schedules. In all, 24 staff attended the 2-hour training sessions.

ON-GOING WORK:

- Planning for the 2009 – 2010 theme events
- Coordinating across campus with other related groups and efforts to maximize the impact of the efforts
- Continuing to work with the web committee and the resources committee to develop on-line and physical resources in support of the theme

RECOMMENDATIONS:

- Develop methods to assess the impact of the events as part of an on-going assessment of the theme approach as an appropriate way for the DCEC to achieve its mission of serving the COE through discussion, education and the promotion of an environment conducive to scholarship and learning in a diverse world.

ACTION TEAM NAME: **WEB SITE DESIGN**

TEAM MEMBERS

Gail Boldt, Carla Firetto, Sharon Patrick

ACCOMPLISHMENTS:

- Revised and updated the DCEC website to more effectively represent the committee's proactive work on behalf of diversity education at the college. Changes included:
 - Working with the entire DCEC to update the mission statement and description of the committee
 - Developing a DCEC logo and artwork for the website
 - Updating the navigation bar and pages to more accurately represent the work of the committee

- Adding a page for resources
- Adding photos from events
- Determining what information and reports to make available and then making sure all selected information linked successfully to relevant reports and sites
- Adding links to the DCEC sponsorship grant, creating an email address for contacting the committee and creating a feedback form.

ON-GOING WORK:

- Regular maintenance of the site to keep it up-to-date and lively.

RECOMMENDATIONS:

- Yearly review by the entire DCEC to see if additional changes design need to be made.
- The website no longer requires an entire committee but can be folded into another committee whose oversight will include “ways of working” types of issues for the DCEC

ACTION TEAM NAME: **RESOURCES**

TEAM MEMBERS

Paul Datti, Richard Hazler, Elizabeth Park, Barbara Schaefer, Maria Schmidt, Priya Sharma

ACCOMPLISHMENTS:

- Supported the DCEC Year Long Theme of LGBT Issues in Education by:
 - Creating bibliographies of resources specific to the LGBT theme, including books, videos, movies, online sources, that can be used to enrich curricula, as well as providing support for students, families and community.
 - Researching media (books, videos, online sources) that can be used to enhance curricula for a range of educational levels, creating handouts listing the media and how to acquire them, and distributing them at DCEC events for the College community
 - In connection with the two public events led by campus visitor and LGBT activist Dr. Jonathan Silin, made his work available to faculty, staff, and students through bibliographies and .pdf files.

ON-GOING WORK:

- Developing a collection of diversity-related resources for College use.
- Adding information about diversity-related resources to the DCEC website.
- Developing an extensive list of media resources (books, videos, films, online sources) on a range of diversity topics to support efforts to enhance the inclusion of diversity topics in College syllabi.
- Identifying 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:

- Continue to build and organize catalogues of diversity-related resources for use within the College.
- Continue to acquire diversity-related media, including but not limited to books and videos.
- Secure a location for housing committee resources.
- Design a system for making the resources available.

ACTION TEAM NAME: **Community & Cyclethon**

ACCOMPLISHMENTS:

- Assist the College's Faculty Staff Student Award committee in the selection of the Diversity Enhancement Award.
- Worked with the Alumni Relations and Development Office to assist in the coordination of the Cyclethon fundraiser, as well as provided volunteer assistance during the event itself.

RECOMMENDATIONS:

- Strengthen relationships with departmental Climate Committees in an effort to support the work of the committees.
- Continue to support the efforts of the Cyclethon planning committee as well as provide a physical presence on the day of the event.
- Evaluate the role and function of this subcommittee and its ability to assess areas of climate concern across the College. Consider ways improve climate and community in collaboration with existing programs and committees.
- Achieve better balance of staff/student/faculty members on the committee.

DCEC Membership 2008 - 2009

<u>Name</u>	<u>Email</u>	<u>Dept</u>	<u>Status</u>
Gail Boldt*	gboldt	C&I	faculty
Paul Datti *	pad104	CECPR	grad student
Moses Davis	mkd12	LPS	grad student
Anna Fernandez	amf324	C&I	grad student
Carla Firetto	cfm270	ESPSE	grad student
Richard Hazler	rjh29	CECPR	faculty
Becky Holter	rih3	ESPSE	staff
Darla Homan	djh2	C&I	staff
Charleon Jeffries*	cxj164	MC	staff
Guadelupe Kasper	gur10	PEPP (Berks)	staff
Elizabeth Park	eup123	C&I	grad student
Sharon Patrick	slm1	Dean's	staff
Maria Schmidt	mjs123	MC	asst dean
Barb Schaefer	bas19	ESPSE	faculty
Laurel Schreffler	ljh2	LPS	staff
Priya Sharma	pus3	LPS	faculty

*Leadership Team