

Academic Senate  
Diversity Committee  
Final Report 04/05  
April 5, 2005

### **Major Activities for the Year**

The committee was successful in achieving several objectives this year.

1) We have identified two efforts for implementation, bringing in a nationally recognized diversity speaker and locating a potential institute for future implementation.

- We identified, located the funding for, and booked Tim Wise, who will speak Wednesday, September 28, 2005 at 7 pm in Williams Auditorium. Attendance is free. Please mark your calendars and encourage students to attend.
- We met with Gordon and Stephanie Rinard from the Institute for Racial Healing to discuss possibly bringing the Institute to Ferris. The possibilities range from hosting a two day program on an as needed basis to permanently establishing an IRH at Ferris (for a fee) and training faculty as facilitators. To begin establishing ties to other groups on campus, we invited the Diversity Incidents Team and the Office of Minority Student Affairs to join us for that presentation, and they did.

2) We have provided opportunities for faculty development

- The committee visited the Jim Crow Museum
- Applied for and received a Team Timme to attend the National Conference on Race and Ethnicity

3) We are working to coordinate with other efforts on campus

- Shelly Vandepanne is already planning to make Tim Wise's visit part of the FSUS curriculum in the fall.

### **Plans for Next Year**

Our plans for next year begin early.

- We hope the trip to NCORE will generate ideas for a workshop during Faculty Development week.
- We will promote Tim Wise's visit.
- We will continue to encourage members to contribute to *Diversity Counts!!*
- We will improve communication with the Arts and Lecture Committee to share ideas on potential speakers.

### **Mission Statement**

Three objectives on our Mission Statement are problematic. Objectives should be achievable and measurable.

- **Objective 3** states, "utilize the media, i.e. films, videos, cable television, newsprint and other promotional efforts to promote diversity awareness." The

objective is so vague (When? Where? In what context?) as to be impossible to measure. Individual faculty members undoubtedly undertake these activities, but there does not seem to be means or an opportunity by which the committee can act *as a group* to do the same.

- **Objective 5** states, “establish a resource center and personal assistance to integrate diversity into courses and introduce diversity sensitive pedagogy.” How might the committee undertake the creation of such a center? We have no financial resources, no space, and no one in a position to direct such activities. These activities might be better housed in CTLFD.
- **Objective 7** states, “create student focus groups to provide feedback to the committee.” Again, the objective is vague: Feedback on what? How often? How should the groups be constructed (for the results to have scientific validity this issue must be addressed)? How would we encourage students to participate?