

Portland State University

Diversity Action Council Newsletter

Diversity Action Council

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Through the integration of teaching, research, and outreach, PSU offers students of a diverse age, ethnicity, and experience the preparation to become responsible citizens attuned to the needs not only of their own communities but those of regional, national and international communities.

Diversity Action Council History

Based on the Commission on Campus Climate and Life's report (1999), President Bernstine created The President's Diversity Initiative. This initiative, facilitated by a Vice Provost and Special Assistant to the President, is grounded in the following philosophy:

Diversity in the faculty, staff and student population enriches the educational experience, promotes personal growth, strengthens communities and the workplace, and enhances an individual's personal and professional opportunities. As a public university, PSU has a special responsibility to work for equity and social justice and to make our programs accessible to our diverse constituents.

In support of the President's Diversity Initiative, The Diversity Action Council undertakes activities that seek to improve PSU's campus climate and, where appropriate, to make recommenda-

tions on policy related to diversity issues.

Because we believe that diversity is an issue that should be of concern to all, we seek council representation that does not privilege any one demographic group. With this philosophy in mind, the Diversity Action Council membership includes, but is not limited to, differences in: academic program, discipline, faculty, administrator, student, race, ethnicity, religion, sexual orientation and disability.

Through systematic campus and community input, The Diversity Action Council designed a Diversity Action Plan. The Plan is posted on the President's website:

<http://www.president.pdx.edu/initiatives/Diversity/DACplan.phtml>.

We invite you to visit the website and give us input on the Plan, on activities and on achievements of the President's Diversity Initiative.

Some of the activities to view are:

- Diversity mini grants
- Connections
- Diversity Hiring Resource team
- The Focus on Diversity Series
- The Diversity Film Fest
- The Faculty in Residence for Diversity
- The Diversity Liaison Network

Contact Devorah Lieberman with questions or comments about the President's Diversity Initiative or any of the above mentioned activities.

Devorah Lieberman, Vice Provost & Special Assistant to the President .

An Example of a Diversity Capstone: Global Portland:

In this course, students tutor Somali children in public schools. Capstone students realize the profound impact war has on the lives of families. They find out about the hidden academic deficiencies of the children and learn of the cultural conflicts and misunderstandings that occur in the classroom. They also learn the value of their various roles as tutor, mentor, friend, and cultural broker and experience compassion, gratitude, and

friendship with people from very different backgrounds than their own. They examine US immigration policy for issues of justice and fairness and attempt to understand the effects of government policies on immigrants and refugees. Students also examine the issues of cultural adjustment when immigrants arrive in this country and think about their own role and responsibilities as citi-

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A Diversity Capstone: Global Portland: SOMALIA cont'd

"They wear a dress when they go swimming because they do not want strange men to stare at their bodies. That got me thinking".

zens and educated professionals who interact with people from multiple cultures. Finally, students ask themselves and each other, "What is freedom and who should receive the benefits of living in a free society?"

Reflections from a student:

We saw a Baywatch book in the library. Muna told me that that isn't a good show for kids. I told her that I don't like that show either. She said that Somalian

women would never dress in that kind of swimwear. They wear a dress when they go swimming, because they do not want strange men to stare at their bodies. That got me thinking. It seems like most American feminists want to categorize the traditional way of dressing (covering most of the body) as many Muslim women do, as oppressive. When I think, it seems like it could be quite empowering. To hold the belief that your body is sacred and that

you don't have to show it off to the world and worry all of the time about what it looks like, sounds like a wonderful idea. Most American women hate wearing our kind of swimwear anyway. I look forward to my next meeting with Muna and Fowsia.

Upcoming Events *These event are co-sponsored by DAC

March 18, 3-4, ED 212 Scholarship Advising for the Graduate Teacher Education Program, Special Education, Counseling Education, and Bilingual Teachers' Pathway. A special workshop to facilitate applications from diverse groups of students.

Affirmative Action Workshops and Training for Spring Term 2003:

April 15, 9-12, SMC 333 Basic Sexual Harassment training for supervisors and faculty

April 17, 9-11, SMC 333 Basic Sexual Harassment training for staff

April 22, 9-11, SMC 333 ADA 101: An introduction to the American with Disabilities Act (ADA).

April 24, 9-11, SMC 329 ADA 201: An examination of real issues faced by people with disabilities.

April 29, 9-11, SMC 294 "You Can Stop Harassment" (training for staff). Learn how to recognize and handle various forms of harassment in the workplace.

May 1, 9-11:30, SMC 333 "You Can Stop Harassment" (training for supervisors and faculty). Learn how to recognize and address harassment issues within your supervisory area.

***May 15, 9-4, SMC 355** 4th Annual Diverse Abilities Conference
A regional conference to examine disabilities from a variety of perspectives.

***April 16, 3-5, SMC 228** Diversity: Theory to Practice
The Michigan Affirmative Action Case and How it Affects PSU." A panel consisting of students, faculty and experts within the Oregon University System.

***May 14, 3-5, SMC 228** Diversity in the Future of Higher Education
Edgar Beckham, Senior Fellow at the Association of American Colleges and Universities is a nationally recognized scholar in the areas of Diversity and Higher Education. This session will focus on national higher education diversity initiatives. During this interactive session, Dr. Beckham will invite participants to discuss "diversity efforts" at Portland State and strategies for deepening them

among faculty, students, staff and curriculum.

July 19, 7am-8:30pm, Park blocks Carifest

August 9-10, 1-9, Park Blocks Homowo

www.oregonafricavillage.com for the most comprehensive information on all African and Caribbean community events.

RADIO DOCUMENTARY:
"Coming To America: From one Land to Another" Have you ever wondered what it is like to be an immigrant or refugee coming to America? Hear first hand accounts of the struggles that immigrants and refugees face when they move to this country. Listen to the issues they deal with while trying to survive and retain their culture in a totally foreign nation.

Created by students for a Capstone course, (Connecting Diverse Populations) this documentary will air again next fall. Contact Carol Gabrielli at (503)-725-8993 or cg@pdx.edu for a copy of the text.

Connections

CONNECTIONS meetings are designated times when faculty and staff of color gather (with some good hors d'oeuvres and music) to comfortably interact with other faculty and staff of color. Come join us and learn more about our diverse backgrounds.

Mondays
4:00 - 5:30 pm, 228 SMC

April 14th
May 12th

RSVP 5-5642

Diversity Liaison Network

This newly established network is a group of PSU faculty and staff representing departments or units across campus. The primary responsibilities of the DLN members are to:

- Communicate to their department/unit/program upcoming diversity related activities and programs
- Communicate information and requests about diversity from their department/unit/program to the Diversity Action Council

- Attend one meeting a term with the other PSU DLN members

To date, many have agreed to serve in this capacity. This represents over 80% of all the units/programs/departments across the campus.

Recruitment efforts will continue, to ensure that all units are represented. An early April meeting will be held for the DLN's to discuss their responsibilities.

Diversity Liaison Network

Carol Morgaine, Chair, CFS

Amir Ameri, ARCH

Hayward Andres, SBA

Sarah Andrews-Collier, TA

Kate Bonsignore, SA

Arlene Brockel, USP

Barbara Brower, GEOG

Kim Brown, LING

Pah Chen, ME

Marcia Fischer, CECS

Darrell Grant, MUS

Victoria Gilbert, UPA

Samuel Henry, ED

Carol Holdt, SOC

Jon Joiner, OSA

Dianna, Kaady, DEV

Priya Kapoor, SP

Veda Kindle, ADM

Karen Kraus, HRC

Yves Labissiere, UNST

Joy Leary, GSSW

Ann Mai, FAC

Gabriela Martorell, PSY

David McClure, CHEM

Sandy McDermott, OMB

Darrell Millner, BST

Jeffrey Morgan, FPA

Brian Renauer, JUST

Leopoldo Rodriguez, ECON

Maria Alanis Ruiz, CHIC/LAT

Teddie Seeley, CS

Isaka Shamsud-din

Chuck Smith, XS

Ed Washington, OMC

Paulette Watanabe, EEPS

Lawrence Wheeler, HON

Manya Wubbald, FLL

Ghana Heritage Experience: 2003

Dr. Kofi Agorsah, Chair of the Black Studies Department and Dr. Carol Morgaine, Chair of the Child and Family Studies Program are offering a study abroad program in Ghana, West Africa during the summer 2003 term. Students have the opportunity to study aspects of African history and culture, including family traditions and relationships, on the PSU campus followed by a 19-

day cultural and educational experience in Ghana. Students can earn credit for practicum, research, or special studies experiences. Additional information is available from Dr. Agorsah (503-725-5080) or Dr. Morgaine (503-725-8529) or from the International Studies Department (503-725-8246; 503-725-5077).

Deadline for submitting an application is Friday, March 14, 2003.

Mini Grant Awards

Don't forget to check out the President's Diversity Initiative Website for information about Faculty and Student Diversity mini-grant awards. Congratulations to:

- Patti Duncan (WS)
- Leslie Hammer & Margarite Shafiro (PSY)
- Donald Truxillo & Vianne Ma Weathers (PSY)
- Delys Ostlund (FLL)

- Yves Labissiere (UNST)
- Swapna Mukhopadhyay (GSE)
- Polynesian Cultural Club
- Vietnamese Student Association
- PSU Curriculum & Instruction, Center for Learning & Teaching in the West, Portland Public Schools.

<http://www.president.pdx.edu/Initiatives/diversity/activities3.phtml>



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"Representing a vast array of places, ages, beliefs and backgrounds, student at PSU make the classroom experience rich with an array of perspectives."

www.president.pdx.edu

The Diversity Action Council, in response to a charge from the President and Provost, and building on the work of the Campus Climate Commission, has developed a plan to enhance the diversity of Portland State University in the following four major areas:

- The institutional environment, curriculum, and scholarship
- Numbers of students from under-represented groups
- Numbers of persons from under-represented groups in faculty, classified staff, and administration
- Connections with diverse communities in the region.

Published by the Center for Academic Excellence in conjunction with the President's Office.

Newsletter Editors.....

- Carol Morgaine, Faculty-in-Residence for Diversity
- Sandra Roberts-Morrissey, Graduate Student

We encourage and welcome feedback on this our debut issue. Please direct comments to sandrar@pdx.edu

Graduate School of Social Work Addresses Diversity

The Graduate School of Social Work incorporates content on diversity, social justice, and oppressed populations in their curriculum in a number of ways.

Diversity is interwoven throughout the curriculum in classroom activities, lectures, readings, and assignments. Although many aspects of diversity are considered throughout the curriculum, content on African-Americans, Latinos, Native Americans, and gays, lesbians, and bisexuals is strongly emphasized in different foundation courses. All foundation courses include learning objectives related to diversity. Specifically, there are objectives related to a) Human Behavior and Social Environment, b) Policy, c) Practice, d) Research, and e) Field. Student learning regarding diversity is regularly assessed through class discussion, exer-

cises, examinations, and other written work.

Diversity, social justice, and oppressed populations have also been considered in social work electives. While the number of electives dealing with diversity have been severely cut back because of the budget crisis, a number of courses are still offered that cover Social Work with Native Americans, Diverse Communities, and Progressive Social Work. Next year the Graduate School of Social Work hopes to offer a two credit course on Ethnically Sensitive Practice and a four credit elective on Social Work with Lesbians, Gay Males and Bisexuals. The web-based Indian Child Welfare class will be offered this summer.

The Graduate School of Social Work has also established a

Committee to Advance Cultural Diversity and Promote Social Justice which involves students, faculty, alumni, and community members. In addition to reviewing curriculum content on diversity and consulting on efforts to recruit a diverse faculty and student body, the committee sponsors different events each year. Last year, the committee held a welcoming potluck to introduce new students to the committee and its work. In addition, they sponsored a very successful community event entitled "Communities of Color Coming Together: A Dialogue Between the Latino and African American Community." In Spring Quarter, they co-sponsored a White Awareness event with the Organization of Graduate Students of Social Work. The Faculty Affairs Committee has also developed a

series of workshops for faculty dealing with specific issues affecting diverse populations.

Finally, a graduate assistant is appointed annually to assist the Director of Student Affairs and Admissions with minority recruitment and retention. Recruitment is facilitated as the graduate assistant meets with potential MSW students. Advice is provided about submitting an application. Retention is addressed as the graduate assistant stays connected in an on-going manner with minority students. The McCoy Scholarship is also offered annually to support students of color. More information can be acquired from the Graduate School of Social Work website at www.ssw.pdx.edu.