

On Wednesday, March 17th, 2004 the U of O College of Education's Ethnic Diversity Affairs Committee (EDAC) presented the following action plan to the COE's Dean Martin Kaufman, Associate Dean Linda Forrest, and Margaret Mahoney, Coordinator of Licensure & Accreditation. The purpose of this plan is to a) put forth guidelines for the COE's efforts to address issues of multiculturalism, diversity, and discrimination, and b) hold the COE accountable for following through on these actions. At the end of the meeting EDAC gave the COE administration until April 26th to respond and begin to address these action points.

EDAC's Call for Action:

Action Point #1

- Development of a 5-year plan/timeline for administration to address the lack of multicultural education and sensitivity in the College of Education (COE), including:
 - Clear and consistently enforced standards and procedures for handling complaints of cultural/racial insensitivity, affirmative action violations and the like:
 - Standards must prioritize equity & include procedures on (1) who to contact, (2) how to document the incident, (3) a protocol for effective follow-through from administration
 - Regular faculty multicultural awareness and competency trainings
 - Evaluation of all COE courses to infuse diversity content into curriculum
 - Reevaluation of the "Diversity in Education" course
 - Formal assessment of multicultural competence and sensitivity included in all faculty and administrator annual evaluations (multilevel evaluation that includes student, faculty, and staff feedback)
 - Inclusion of multicultural content in all COE written policy (incl. the mission, recruitment and retention efforts)

Action Point #1 cont'd:

- Hiring of a multicultural consultant to train faculty and staff in diversity, multicultural, and affirmative action issues
- Plan to address negative image of Teacher Education students and graduates in the community

Action Point #2

- Immediate inclusion of diversity content in all course syllabi and evaluation:
 - Inclusion of diversity questions on course evaluation forms
 - Required statement on all syllabi regarding diversity

Action Point #3

- Strengthen the role and reputation of EDAC within the College:
 - COE funding for the EDAC College Evaluation project for 2 years
 - Regular advisory meetings between COE leadership (deans, area heads, training directors) and EDAC
 - Payment for all EDAC consultation on COE grant activities and review of all grants coming out of the COE that include EDAC's name

Questions?

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