

University of Oregon
College of Education
Ethnic Diversity Affairs Committee (EDAC)
Annual Report 2005-06

Overview

The Ethnic Diversity Affairs Committee (EDAC) is an organization housed in the College of Education (COE), whose mission is to recruit, retain, support, and advocate for ethnic minority students, faculty and staff within the COE. Our membership is comprised of faculty, staff, graduate and undergraduate students, and community members. EDAC would like to sincerely thank its members and supporters for their presence and work throughout this year.

EDAC and the people it supports have endured a couple of difficult and emotionally intense years, only to emerge stronger and more unified. Last year, we witnessed students advocating for increased multicultural awareness and sensitivity on the part of their program faculty and staff as well as greater diversity content infused throughout program curricula. EDAC members supported the creation of the first drafts of the University and College Five-Year Diversity Strategic Plans. This year, we continued to work to improve the inclusiveness of the College environment and College curricula by focusing on activities that would forward our EDAC mission, "Advocacy through Education." We have: (a) witnessed increased efforts in the College to train students, faculty and staff in a broader range of multicultural/diversity issues; (b) collaborated with other College organizations and programs to host over five different College events designed to raise awareness about underrepresented students' experiences on the UO campus and broader diversity issues in education; (c) participated in the UO Office of Institutional Equity and Diversity meetings; (d) participated in many College of Education searches, such as the Dean's search, the multicultural education faculty search (sp '05), the Diversity Coordinator search, and the other COE faculty searches; and (e) supported and witnessed the adoption of the UO Diversity Plan to help enhance our learning environment for the whole UO community.

Key EDAC Themes for 2005-2006

- (1) *"Advocacy Through Education"* –This year, EDAC revised its focus to concentrate on advocacy through education as a means of supporting underrepresented individuals in our College. This included serving as a venue for members to gain support from one another, as well as sponsoring educational events including movie nights, personal presentations, diversity dialogues, exhibitions and events.
- (2) *Support for faculty, staff, students, and community members* – EDAC served as a meeting place for faculty, staff, students, and community members to discuss their experiences and concerns within the COE and larger community, and to provide College administrators with feedback regarding the implementation of new College diversity initiatives.
- (3) *COE Governance: Search committees and Diversity Advisory Committee (DAC) involvement* – EDAC ensured that its members had a voice in both faculty searches and the Diversity Plan by being involved in faculty and administrative search committees, attending candidate colloquia and

meetings as well as appointing representatives to the DAC. In particular, EDAC provided administrators with feedback regarding the College Dean and Multicultural Coordinator searches.

- (4) *Research* – EDAC members have: (a) continued to develop a COE community evaluation project to begin fall of 2006 and (b) have made scholarly presentations at national conferences on topics of interest, such as enhancing environments traditionally underrepresented college students.

Activities and Accomplishments

Among the many activities during 2005-2006, here are some highlights:

Fall 2005

- Presented at COE program orientations for incoming students: SPED, MFT, FHS, CPSY, and EDLD;
- Met with Ombudsperson Bill Young to discuss how his position could be used as a support for students;
- Met with Interim Dean Bullis to discuss his goals for the COE and role expectations for EDAC
- Supported and participated in fall GTF diversity training for the COE;
- Met with external reviewer, Dr. Carlos Cortes, to provide feedback on the COE diversity climate and discuss his diversity training goals for the College;
- Re-emphasized mission and clarified goal: support and advocacy for students through communication and education;
- Organized and hosted *Enter the dragon in Bosnia*, featuring Mirsad Serdarevic, who discussed his personal experiences immigrating to the United States from Bosnia and Herzegovina to a College crowd of over 100 people;
- Hosted a movie night and dialogue featuring the film, *Crash*;
- Organized and hosted a fall social dinner at Los Dos Amigos Hacienda;
- Updated and expanded EDAC website to include current meeting minutes, pictures, academic calendar of upcoming events;
- Submitted a proposal for a conversation hour at the APA Convention in 2006 on the topic of social justice, student activism and diversity on college campuses. This proposal was accepted and EDAC will be presenting in August, 2006 at New Orleans, LA;
- Held 6 regular business meetings and topics included the COE diversity climate, students' experiences, racial incidents on campus, the Diversity Strategic Plan, collaboration with other COE student groups, and recruitment.

Winter 2006 –

- Organized and held a college-wide celebration honoring Martin Luther King, Jr. Day and other Civil Rights leaders in the COE courtyard;
- Co-sponsored COE Colloquium Series presentation *The power of an individual, particularly that of a woman*, featuring Dr. Surendra Subramani, who discussed his most recent travels to India.
- Organized and hosted winter social potluck dinner;
- Attended faculty search candidates' colloquia and student meetings and provided feedback to search chairs;
- Co-sponsored COE Colloquium Series presentation *Storytelling: A subtle and subversive teaching tool*, featuring Johnny Lake and Lyllye Parker.
- Co-sponsored a movie night with QREAD featuring the film, *Saving Face*;

- Submitted proposal to APA for roundtable discussion on the topic of the role of critical consciousness in retaining students of color in counseling psychology; is this different from previous APA submission – I'm a bit confused?
- Organized and hosted *True Life: I'm an international student*, featuring Anne-Christin Trost, Regina Vayaliparampil, and Christiane Blanco-Vega, who shared their personal experiences as international students at the University of Oregon;
- Received a \$500 leadership and service award from the CPHS program for EDAC's leadership efforts in the COE;
- Co-sponsored a Community Alliance for Lane County (CALC) photo exhibit with QREAD entitled, *What Does Family Look Like*; the exhibit includes photo essays of 22 families with LGBTQ adults or children, multiracial families, adoptive families, single parent families, families headed by grandparents and more;
- Held 5 regular business meetings and topics included the COE diversity climate, students' experiences, racial incidents on campus, the Diversity Strategic Plan, collaboration with other COE student groups, faculty candidates, and recruitment.

Spring 2006

- Attended College faculty and administrative search candidate colloquia and student meetings and provided feedback to search chairs;
- Sponsored the EDAC Week of Remembrance to increase awareness around hate crimes and genocide;
- Organized and hosted a Cinco de Mayo Celebration in the COE Courtyard;
- Co-sponsored a COE Colloquium Series presentation *Villa Grimaldi: From denial to reparation in post-dictatorship Chile*, featuring Dr. Ellen McWhirter, who discussed empowerment in post-dictatorship Chile;
- Organized and hosted spring social at McMEnamin's North Bank;
- Met with Interim Dean Bullis to provided feedback on COE Diversity Statement and get an update on the progress that COE administrators' have made toward addressing the EDAC Action Plan;
- Presented at Education Foundations program orientation for incoming students;
- Elected new leadership team members for 2006-07;
- Held 3 regular business meetings and topics included students' personal experiences in the Eugene community, racial incidents on campus, speakers and events for the coming year, COE climate, the Diversity Advisory Committee and diversity action plan and elections.
- Held annual Spring Luncheon to recognize out-going EDAC leadership team, welcome the new EDAC leadership team members, and express our gratitude for EDAC members' support.

Follow Up on EDAC Action Plan

- Judge Bill Young's Ombudsman contract was renewed in January by Charles Martinez for another year;
- COE Diversity Plan is complete and published on the website;
- Diversity content and instruction course evaluation forms have been implemented in SPED and EDLD areas and are being piloted in Teacher Ed and CPHS for the coming year;
- Diversity Coordinator position is yet to be filled;
- Dr. Carlos Cortes completed two faculty trainings on cultural competency for COE faculty and staff;
- The Teaching Effectiveness Program held 3 additional cultural competency training workshops for COE faculty and staff;
- Dr. Carlos Cortes will continue to serve as a consultant during the 2006-07 academic year;

- New scholarship created for CPHS students who are conducting research concerning the experiences of ethnic/racial minority individuals;
- Inclusion of diversity in course curricula through the addition of COE's statement of commitment to diversity into all syllabi;

**Future Directions:
Unique challenges and opportunities in the coming year**

- (1) *Recruitment* – EDAC will continue to expand its membership to include students from academic programs across the COE. This will be accomplished by outreach at program orientations, flier advertisement of meetings and events, word of mouth, and other methods. EDAC will also continue to support programs who request information and advice about enhancing their recruitment of a more diverse student body.
- (2) *Communication* – EDAC will continue to build relationships and meet with COE faculty, staff, and administrators to maintain open communication about mutual interests within the College and cultivate mutually respectful relationships.
- (3) *Connectedness* – EDAC will engage in ongoing efforts to collaborate with other COE student organizations with similar interests. We are especially committed to this effort to reach out and maintain awareness of students' experiences across the College given the unusually busy schedules of most students.
- (4) *EDAC Action Plan* – EDAC will advocate for further examination of the following areas: (a) where it exists, the negative image of COE practicum students in the community; (b) training of practicum students and appropriate placements; (c) diversity in education classes; (d) assisting faculty in attending to human diversity in the classroom and assisting programs in evaluating this; and (e) continuing conversations with faculty, staff, and administrators about the ways in which COE faculty and programs are achieving their own goals and the goals set forth by the “EDAC Action Plan” related to enhancing the cultural competency of members of community of scholars.

Leadership 2006-2007 and Acknowledgements

We are happy to announce the EDAC leadership team for next year. The new leaders are:

- ❖ Gerald Gonzales (CPSY doctoral student)
- ❖ Anne-Christin Trost (EDLD doctoral student)
- ❖ Gina Furr (CPSY doctoral student)
- ❖ Karrie Walters (CPSY doctoral student)
- ❖ Tatum Phan (GTF/Secretary)

We graciously thank:

- (1) EDAC faculty co-sponsors, Dr. Krista Chronister and Dr. Benedict McWhirter. Your leadership and guidance have been priceless.
- (2) The current leadership team: Cristina Bustos, David Guardino, Erica Marchand, Tatum Phan, and Amit Shahane, for your hard work and gusto.
- (3) INTERIM Dean Mike Bullis for your support, guidance, and encouragement.