

# Diversity

***President Shepard's diversity initiatives and major NSF grants funded recruitment, fellowships, and resources to build a stronger, more diverse faculty, staff and student body.***

## **Diversity Initiative Focuses on Recruiting and Retaining Faculty and Staff**

President Shepard funded 2011-12 initiatives aimed at enhancing employee diversity on campus for the second consecutive year. Five colleges and two employee groups received funding:

- Recruiting and retaining Diversity Fellows in several colleges.
- Retaining Western Libraries' Diversity Resident.
- Developing initiatives to provide resources for enhanced inclusiveness and retention for women in the sciences.
- Identifying potential diverse faculty in a "pipeline" project for CFPA.
- Developing a Diversity Outreach initiative, Departmental Action Plans and Diversity Project Work Teams for Woodring College of Education
- For the Minority Employment Council and Lesbian Gay Bi-Sexual Transgender Advisory Committee to enhance resources and continue to build a more diverse and inclusive environment at Western Washington University.

## **NSF grant funds scholarships for women in sciences**

A \$590,000 grant from the National Science Foundation to promote recruitment, retention and graduation

rates of women in the sciences will provide scholarships to gifted female students in the Computer Science and Mathematics programs. The grant also paid for student tutors in both math and computer science. Nine students were awarded scholarships for the 2011-12 school year and first year seminar students are currently being recruited. Perry Fizzano, assistant professor of Computer Science, along with David Hartenstine, associate professor of Mathematics, wrote the grant proposal and will oversee its allocation over the next five years.

## **Western named 'Military Friendly' for second year**

Western was selected for a second consecutive year by G.I. Jobs magazine as a "Military Friendly School," placing Western in the top 15 percent of all higher education institutions nationwide. The magazine, a monthly publication that assists veterans in seeking civilian employment and education, selects and publishes the results annually in the Guide to Military Friendly Schools. Western was also selected as a 2011-2012 Yellow Ribbon school by the U.S. Veterans Affairs office for helping to support the financial needs of select out-of-state student veterans.

### Western awards diversity 'Champions'

The Office of Admissions recognized five outstanding high school seniors with merit scholarships at the Champions of Diversity Ceremony at Skagit Valley College. The ceremony recognizes college-bound students in Skagit, San Juan and Island county high schools who contributed to diversity in their communities. Seniors honored by WWU included:

- **Madison Campbell** of Anacortes: \$2,000 Multicultural Achievement Program
- **Jasmine Martinez** of Mount Vernon: \$2,000 Multicultural Achievement Program
- **Geraldine Garcia** of Burlington-Edison: \$2,000 Multicultural Achievement Program
- **Carlos Palacios** of Mount Vernon: \$2,000 Multicultural Achievement Program
- **Fanny Silverio Gonzalez** of Mount Vernon: \$6,800 Western Foundation Scholarship.

### NSF ADVANCE grant for women in the sciences explores new funding options for faculty

In August 2008, College of Sciences and Technology Associate Dean **Kathleen Kitto**, Vice Provost **Sue Guenter-Schlesinger**, and Dean **Arlan Norman**, received an ADVANCE Catalyst award from the National Science Foundation to study matters related to the recruitment, retention, and advancement of women in CST. Thus far, the study has examined a wide range of issues from a faculty-wide climate study (with follow-up focus groups) to detailed analyses of hiring practices, applicant pools and promotion and tenure outcomes. Recently, work on the grant was continued through a

commitment from Western's Diversity Initiative Fund, CST and the ADVANCE grant have focused on how ADVANCE programs developed for research-intensive universities could be adapted to assist Western faculty in their careers. The next phase of the project is to find pathways to implement the identified faculty advancement programs at Western.

### Western students, faculty and staff: 'It Gets Better'

Western students, faculty and staff showed up in large numbers to contribute to "WWU It Gets Better," a popular series of YouTube clips designed to help LGBT youth realize they are not alone in their thoughts or feelings and that their lives will get better with time. The A.S. Queer Resource Center and KVIK captured more than two hours of footage; to view the finished clip, visit YouTube and search for "WWU It Gets Better."

### LGBTQ Safe Zones are in the works

The A.S. Queer Resource Center and the LGBT Advocacy Council joined forces to create an LGBTQ Safe Zones ally program. This educational program is designed to bring together members of the campus community invested in creating an



Five high school seniors from Skagit, San Juan and Island county high schools were recognized as "Diversity Champions" by Western's Office of Admissions.

inclusive campus with safe spaces for individuals to explore and express themselves. Pilot trainings were conducted this past spring and campus-wide trainings will launch in the fall quarter.

#### **U Residences develop gender inclusive option**

University Residences will offer gender inclusive housing for the 2011-12 academic year, providing an alternative for students who believe their gender should not factor into their housing assignments. This community, open to those with sophomore standing and above, is designed for lesbian, gay, bisexual, transgender, intersex, queer or questioning students, or any students whose gender identity or expression varies from the standard paradigm. The gender inclusive housing cluster will be supported by trained staff members who will work with the community to explore issues such as identity development, meaningful relationships, interdependence and self-understanding.

#### **Disability Awareness Week promotes understanding**

The A.S. Disability Outreach Center held a number of events for Disability Awareness Week last April to promote awareness and understanding about disabilities. The

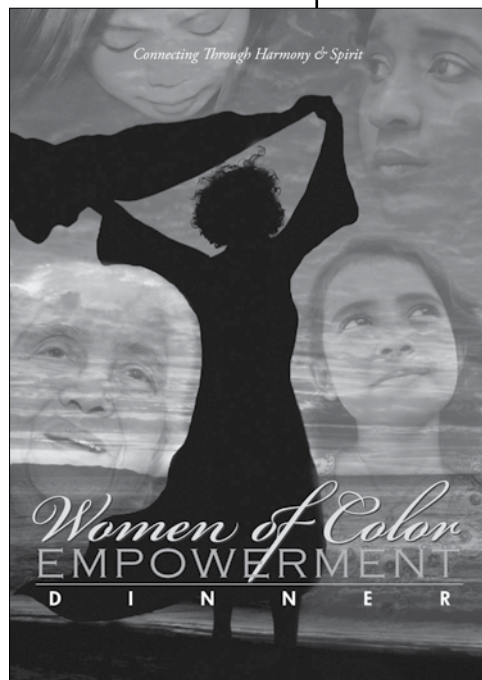
events included a Disability Resource Fair, workshops, performances, discussion panels and a presentation: "Disability is Natural and Other Revolutionary Common Sense" by speaker Kathie Snow.

#### **Women of Color Empowerment Dinner celebrates accomplishments and funds scholarships for future**

Western's 13th annual Women of Color Empowerment Dinner, which celebrates the success and accomplishments of students, faculty and staff who are women of color, was held in May during Back 2 Bellingham weekend. The keynote speaker was artist Debora Barrera Pontillo and the evening also included the presentation of the Women of Color Empowerment Award to **Joan Ullin**, academic support coordinator in Student Outreach Services. A \$1,000 Women of Color Empowerment Scholarship was awarded to student **Maria Guzman**. The silent auction at this year's event also raised about \$900 for future scholarships. Also awarded at the event was a brand new scholarship established for this event by its founder **Sonia Arévalo-Hayes** and her husband Tom Hayes. Arévalo-Hayes, former director of Student Outreach Services and assistant director of Admissions at Western, awarded \$1,000 to the first-ever recipient of the Arévalo-Hayes Scholarship: incoming freshman **Laura Diaz**.

#### **Diversity librarian launches 'Perspectives' display**

Since joining Western Libraries in early fall, new Diversity Librarian **Rebecca Marrall** has accomplished several diversity initiatives. Marrall wrote the libraries' Diversity Plan in partnership with the Diversity Commit-



This year's Women of Color Empowerment Dinner included the presentation of a two scholarships.

tee and the rest of the libraries' personnel to establish – and pursue – specific initiatives in efforts to create a more inclusive learning environment. Marrall also created a display for the library's Zoe's cafe, "Perspectives: Exploring Diverse Worldviews," an on-going display of cultural narratives based on ethnicity, gender, sexual orientation, physical ability and much more.

#### **Faculty survey to measure workload, stress, student goals, diversity issues**

Western has contracted with the Higher Education Research Institute (HERI) at University of California, Los Angeles, is conducting a faculty survey to measure a broad range of timely issues affecting faculty. The HERI Faculty Survey includes questions regarding perceptions of institutional priorities; workload activities; institutional impacts and changes as a result of the economy; goals and expectations for students; pedagogical strategies; stress and satisfaction; and the connection of learning activities to the local and global community. Issues of the equal opportunity and diversity climate are also addressed in this survey. This will allow Western to compare survey findings with similar institutions.

#### **Sexual Harassment Prevention training going online**

The Equal Opportunity Office has developed and will offer an online Sexual Harassment Prevention Refresher Training in 2011. This training was developed for those who have already received a face-to-face briefing, but are due for refresher training as required by the state and the university. This online program is part of West-

ern's continuing commitment to ensure a workplace free of discrimination and harassment.

#### **Handbook catalogues efforts to promote diversity**

The Equal Opportunity Office's most recently published Diversity Handbook summarizes more than 300 programs, classes, and projects dealing with some aspect of diversity at Western. Examples of significant efforts reflected in the handbook include the Law, Diversity, and Justice Program at Fairhaven College of Interdisciplinary Studies and the Disability Awareness Week, which promotes resources for individuals with disabilities and provides open and safe spaces for dialogue and advocacy. The number of diversity efforts included in the handbook rises with each new edition.

#### **Woodring offers training in multicultural education**

The Center for Education, Equity and Diversity (CEED) at Woodring College of Education, sponsored a two-day professional development training by the REACH Center for Woodring faculty and staff in CEED's newly expanded space in Miller Hall. The training, a "multicultural education approach to teacher preparation" was the first for the REACH Center in a higher education setting. The Seattle-based REACH Center is a nonprofit organization that provides cultural diversity services such as professional development and consultations. Presenters were: Jessie Myles, coordinator of the Midwest Equity and Access Center at Kansas State University, and **Patricia McDonald**, a 1994 Woodring graduate and member of the education faculty at Highline Community College.

***Western's Diversity Handbook includes more than 300 programs, classes and projects on campus touching on diversity. The number of items in the handbook grows each year.***

**Woodring College of Education's two Migrant Youth Leadership Conferences brought more than 200 students to Western for the day.**

**Conferences, other efforts support migrant youth**

Woodring College of Education continues to support the needs of migrant students in K-12 schools. Two conferences, a new course and a new "Pathways" initiative all combine to support migrant students on their path to higher education:

- Woodring College hosted two Migrant Youth Leadership Conferences, bringing more than 200 middle and high school students from migrant backgrounds to Western for a day. The conferences focused on cultural identity, affirming personal assets, accessing higher education, and developing personal and community leadership skills. More than 50 Western students and 40 university and school educators helped facilitate the conferences.
- A new course in the TESOL program, Building Bridges with Migrant Youth, combines an academic focus on challenges faced by migrant students while providing more than 1,200 hours of service in migrant communities.
- Woodring also received small grants to facilitate the new Bilingual Pathways Initiative, a series of interrelated projects designed to create a pathway to higher education for migrant/bilingual students from middle school through college.

**Elementary Education Department focuses on building a more diverse teacher workforce**

The Elementary Education Department, in conjunction with other teacher education programs of Woodring College of Education has been working for two years to improve the recruitment and retention of under-

represented students, particularly students of color, in teacher education. While working to prepare all teachers to teach effectively across cultural, linguistic, and socio-economic differences, the department has also established a recruitment initiative to deliberately seek out more candidates whose experience outside the dominant European-American profile may better prepare them for understanding the life experience of an increasingly diverse student population. A new college-wide mentoring outreach program connects upper class students with prospective candidates. The elementary application process now recognizes more assets candidates bring to teaching and new classes for freshmen and sophomores attract those who have an interest in education. The department has already seen some success: Applications from students of color are up, and students of color made up more than 34 percent of those admitted to the department in fall 2011, a significant improvement over previous years.

**Record enrollment year for students of color**

Western's record enrollment in fall 2010 also included a record-high percentage of students of color. Enrollment of students of color increased to 19.3 percent, compared with 18.66 percent in fall 2009. Students of color comprise 23.5 percent of freshmen and 21.7 percent of transfers – both records for Western.