

Diversity

A stronger, more inclusive campus

As enrollment among students of color climbs to its highest levels in history, we're proud of the inclusiveness and multiculturalism the numbers represent, and the contributions made by all in the form of leadership, understanding and scholarship.

WWU students reflect the state's growing diversity

In 2008-09, students of color accounted for 18 percent of all enrolled students, the highest in Western's history. Over one third (34 percent) of enrolled undergraduates in 2008-09 were the first in their family to attend college. Among undergraduate students of color, this figure was even higher – 45 percent. Meanwhile, 18 percent of new students reported fluency in at least one language other than English.

Shepard recognizes important milestones in campus diversity

While the increasing diversity of Western's campus can be measured in enrollment figures, WWU President Bruce Shepard also recognized the contributions of students of color "in shaping a campus culture and community that we all can take pride in." The Black Student Union, African Caribbean Club, Latino Student Union and MeCHA all helped with outreach efforts to encourage more students to consider Western. Such outreach efforts are critical, Shepard said. "Today, almost one third of the students in Washington's public high schools are students of color. Western's student body must be the same," Shepard said. "Here lies huge potential – for our state, for our university – if we have the vision to seize it."

NSF grant continues Shannon Point's multicultural initiative

The Shannon Point Marine Center has received a five-year \$983,000 grant from the National Science Foundation to extend its nationally recognized program to promote a multicultural professional workforce in the ocean sciences. The Multicultural Initiatives in Marine Science: Undergraduate Participation program has been supported by NSF continuously since 1991. The program annually brings eight undergraduates from Western and other

universities to the marine center to spend the Winter and Spring academic quarters taking courses in ocean science, participating in workshops that provide hands-on training in use of laboratory and field investigative techniques, learning how to access the scientific literature, exploring potential career paths in the ocean sciences, and engaging in independent research projects. The new grant will extend the program through the 2013 academic year.

Hiring data show WWU's commitment to a diverse workforce

The most recently available hiring data, October 2007 to October 2008, show positive trends reflecting the significant commitment of Western's leadership to create a more diverse and inclusive work force.

- Of all tenure track faculty hired during this period, 21.6% were faculty of color, up from 14.8% in 2005.
- A similar trend can be seen with tenure-track women, who were 54.1% of all tenure track faculty hired in 2008, compared to 37% of all tenure-track faculty hires in 2005.
- Professional staff of color represented 23.3% of all hires in this employment category in 2008, compared to 11.8% of all professional staff hired in 2005.

Supporting promising teachers of color

A \$4,500 grant from State Farm will support the Future Teachers of Color Promise Scholarship program at Woodring College of Education. The grant is the fourth from State Farm's Good Neighbor Citizenship philanthropy program to support a total of 11 Promise Scholarships from State Farm since 2006. Woodring's Promise Scholarship program supports students of color who are entering Woodring and may be renewed for one year in the

teacher preparation program. To date more than \$80,000 from various private funding sources, in collaboration with the Western Foundation, has been awarded to 34 students. Other donors have included the School Employees Credit Union, John and Marilyn Warner, and Woodring faculty, staff and alumni.

College of Science and Technology studying recruitment of women scientists

The College of Science and Technology received an NSF Advance Grant in August to improve the recruitment and retention of women in science and engineering. The grant's principal investigators, Dean Arlan Norman, Associate Dean Kathleen Kitto, and Vice Provost Sue Guenter-Schlesinger, have completed a climate assessment of the college as the major undertaking for year one of this two-year grant. Results of this assessment will be used to better understand improve the overall organizational climate for all faculty. The grant is also looking at hiring trends for women faculty in the college.

Helping today's student become tomorrow's teacher

WWU and North Seattle Community College completed the second year of an innovative partnership to help students from underrepresented communities earn a teaching degree in elementary education with a focus on math, science or special education. After earning an associate's degree at North Seattle Community College, students then transfer to Woodring's elementary education program located on the community college campus. The partnership was funded by a grant from the state Professional Educator Standards Board.

Veterans welcome here

The Veteran Safe Zone program, started on May 11, 2009, aims to improve the campus climate for student veterans by demonstrating outward support, respect and honor for these students regardless of one's own political views. Each Veteran Safe Zone is identified by a logo which indicates a location where veterans on campus can go to feel safe and supported.

WWU's Hui 'o Hawai'i Club hosts annual Spring Luau

Hui 'o Hawai'i, Western's Hawaii club, presented its annual spring luau, "Makahiki: He Manawa no Lono," on campus in May. "Makahiki: He Manawa no Lono" translates to "a time for Lono," the Hawaiian God of agriculture and prosperity. The event included hula performances and Hawaiian food.

Diversity Handbook highlights campus-wide efforts toward inclusivity

Western's Diversity Handbook, a compilation of a wide variety of diversity projects, programs and classes, is being updated this year and will contain nearly 300 entries, almost 100 entries more than in the initial publication two years ago. The handbook is easily accessible on the web at www.wwu.edu/eoo.

New maps include accessibility information

New maps installed throughout the campus in June 2009 now show "accessible routes," "usable routes," "push-pad activated doors," and buildings containing "accessible rest rooms." This initiative is one of many which focus on providing greater accessibility for individuals with disabilities.

disAbility Awareness Week highlights full inclusion

Western's Disability Awareness Center hosted disAbility Awareness Week from April 13 to 18, to address issues that inhibit the full inclusion of people with disabilities, such as inaccessibility around campus, stereotypes and stigmas. During the week, students were able to check out a wheelchair or a pair of crutches to gain a perspective of having limited mobility. The week also included the documentary, "Positive Images," and a comedy performance by Josh Blue, the winner of NBC's reality show "Last Comic Standing" in 2006. Blue lives with cerebral palsy and much of his comedy is about how he deals with his disability. More than 400 students who have disabilities currently attend Western.

Ethnic Student Center offers 'International Night'

The Associated Students Ethnic Student Center hosted its ninth annual "International Night" in May. Since its debut in 2001, "International Night" has allowed a variety of performers from different backgrounds to showcase their talents, and share their culture with the Bellingham and campus communities.

'Latino Heritage Celebration' celebrates past and future

WWU's Latino Student Union hosted its fourth annual "Latino Heritage Celebration" in April. The theme of the celebration was "intertwining our cultures, celebrating our futures" and featured a presentation by keynote speaker Erasmo Gamboa, associate professor of Chicano studies and adjunct associate professor of history and Latin American studies.

**WWU Filipino Club's presents
'Cultural Night'**

The Associated Students Filipino-American Student Association's "Filipino Cultural Night" had the theme, "Sino Ikaw: Who are you?" Performances included those by Gabe Bondoc, Passion, and members of the association.

**Coming Out Day includes discussions,
support**

Lesbian Gay Bisexual Transgender Alliance celebrated National Coming Out Day on Oct. 10 in WWU's Red Square. Alliance members handed out buttons in honor of Coming Out Day and provided information about coming out to friends and family. Students also made self-expression T-shirts. The Lesbian Gay Bisexual Transgender Alliance also lead a quiet march from Red Square to the Fairhaven Auditorium, located in the Fairhaven College of Interdisciplinary Studies, for a panel discussion on coming out to friends, family and roommates.

LGBTQA hosts 'Pride Month'

Lesbian Gay Bisexual Transgender Alliance hosted a variety of activities to celebrate "Pride Month" in the spring. Activities included films such as "A Jihad for Love" and "Save Me," discussions about identities, transgender and transsexual families, and female masculinity. Other highlights included a "Pride Prom," a barbecue, and the "Queer Olympic Gaymes."

**New faculty fellowship supports
multiculturalism at Woodring**

The Multicultural Faculty Fellowship, designed to honor and support Woodring faculty, is a collaborative inquiry group committed to two years of critical dialogue focusing on equity and diversity. The 13 members represent each department of Woodring. The fellowship supports active engagement as intellectuals, reflection on personal ideologies and biases, development of critical consciousness through an emphasis of multiple perspectives, and, finally, active decision-making toward Woodring's vision of social justice and educational transformation.

**Ethnic Student Center hosts Martin
Luther King Jr. celebration**

Associated Students Ethnic Student Center hosted "Be the Dream" with activities including a candlelight vigil and a reception for the "Race, Lies and Stereotypes: Posters on Racism and Anti-Semitism" art exhibit displayed in the Viking Union Gallery. Another reception was dedicated to Martin Luther King Jr. with keynote speaker Ted Pratt, WWU's Dean of Students.

**Theatre's Multicultural Outreach Tour
reaches thousands of kids**

Western's Department of Theatre Multicultural Outreach Tour presented 26 performances to a total of 7,800 students and faculty in Whatcom, Skagit, Island, and Snohomish counties in 2008-2009. The Multicultural Outreach Tour is a literature-based, assembly-style performance for kindergartners through fifth-graders to bring to life stories from all over the world. The tour serves as outreach to the community, performance and practicum experience for Drama in Education students and as a celebration of the wonderful diversity in children's literature.