

A Muslim-Christian Dialogue was held on campus April 14. The event was a partnership between the Chaplain's Office, Department of Philosophy and Religion, and the Muslim Student Association of UMKC.

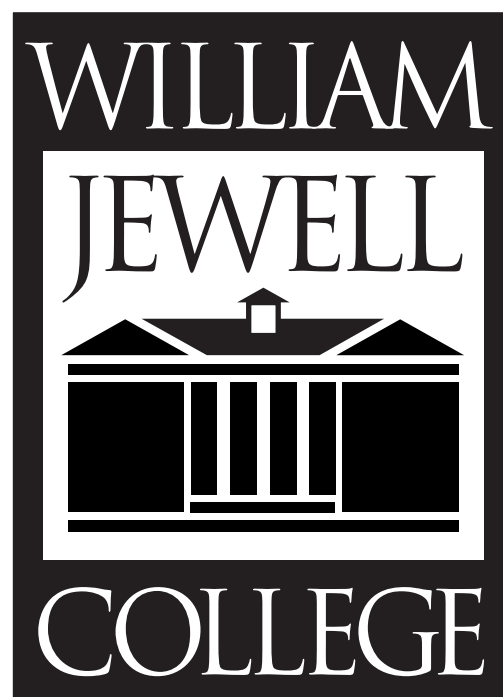
The Office of Student Affairs and General Education are sending four faculty members to the National Conference on Race & Ethnicity in American Higher Education, May 31 – June 4, 2005.

*If your department or program sponsored a diversity event and it was not listed above, we apologize. The diversity committee would like to hear from you about diversity events on campus. We would like to include all diversity events in the above list.*

## Outcomes for the Diversity Committee's Work (2005-2006)

1. Continue diversity training for College employees in collaboration with the office of Human Resources.
2. Conduct diversity training for faculty at the fall faculty workshop.
3. Re-administer the diversity survey fall semester 2005 and spring semester 2006.
4. Examine diversity criteria established by North Central Association's Higher Learning Commission and develop action plans toward addressing the criteria.
5. Develop and conduct diversity training for students.
6. Work cooperatively with the Director for Multicultural Student Recruitment and Development.

**Diversity Committee:** Sarah Bader, Tim Everly, Cynthia Green, Lois Anne Harris, Liz Hoyt, Andy Pratt (chair), James Redd, Lilia Toson, Emily Wales, John Westlie, and Rick Winslow



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## Our Promise

*William Jewell College is a campus of achievement that promises to offer students an outstanding liberal arts education with a focus on cultivating leadership, service and spiritual growth within a community inspired by rigorous intellectual challenges and Christian ideals.*

WILLIAM JEWELL COLLEGE

# DIVERSITY COMMITTEE

## Annual Report

Spring 2005

## William Jewell College Diversity Committee Report to the College Community

The Diversity Committee's mission is:

1. to foster increased, enhanced and sustained diversity at William Jewell College;
2. to address diversity in four dimensions - climate and intergroup relations, access and success, education and scholarship, and institutional viability and vitality; and
3. to facilitate a process of evaluation of diversity at William Jewell College

***Diversity is all the ways in which we differ. Celebrating the fact that the human community is diverse, William Jewell College is committed to being an inclusive community that values the worth of each individual while respecting and accepting differences.***

The following are the outcomes established by the Diversity Committee for the 2004-2005 year and our report on these outcomes.

- A. We strongly encourage the incorporation of diverse perspectives, and ethnic and gender contributions within academic programs.

### Recommendations/Actions

1. We recommend to the Dean that time be allotted in the Fall Faculty Workshop for diversity issues. *Wednesday morning of the Fall Faculty Workshop was devoted to diversity.*
2. The Diversity Committee will plan a Faculty Colloquy in both the fall and spring semesters that will provide training for faculty and staff on how to teach/deal with issues of diversity within an educational setting. *Two*

*faculty colloquies were conducted during the fall semester. The colloquies were led by Dr. Lisa Wolf-Wendel of Kansas University. The colloquies addressed the issues of pedagogical techniques for a multicultural classroom and strategies for developing multicultural dimension of courses in the curriculum. A colloquy with representatives of The Language Company was not held.*

4. The Diversity Committee will conduct an event for faculty and staff that will focus on the non-majority student experience at William Jewell. *Jewell grad, Steve Harris addressed the faculty at Fall Faculty Workshop.*

- B. Promote respect and inclusion of diversity at all levels.

### Recommendations/Actions

1. We support the goal of Student Affairs to post the definition of diversity throughout the campus by the beginning of the fall 2004 semester. *The Office of Student Affairs produced and distributed three posters stating Community Standards, the Definition of Diversity, and Student Expectations by January 2005. The posters were themed Embracing the Journey: Individuals Achieving Excellence Through Community.*
2. In the fall semester, the Diversity Committee will conduct a campus wide program to educate the College community about hate speech and methods for preventing and addressing incidents of hate speech. *This goal was not met. The Office of Student Affairs conducted a focus week on hate speech during February 2005.*

3. In the spring semester, the Diversity Committee will continue its focus on positive programming with another Multicultural Day. *Multicultural Day was held April 7, 2005 (see below).*
  4. The Diversity Committee will bring at least one diversity speaker to campus next year. *Mr. Barry Scott spoke in Chapel, February 3. Mr. Robert Francis and Mr. Sheldon Ponder spoke on Multicultural Day.*
  5. The Diversity Committee is seeking to cooperate with other campus departments to sponsor a global simulation workshop. *This goal was not met.*
  6. The Diversity Committee encourages and supports all campus departments to engage in projects that promote diversity. *A listing of those activities reported to the committee is printed below.*
- C. Provide internal and external leadership (best practices) of diversity.

**Recommendations/Actions**

1. We encourage the office of Human Resources to continue to provide diversity training for College employees. *The office of Human Resources, under the direction of Ms. Karen Brink, has provided diversity training for all college employees: Administrative Staff (Fall 2003), CORE employees (Summer 2004), and Facilities Management Staff (Spring 2005).*
2. We recommend that the Administrative Council develop and implement systems to recruit and retain more minority students, faculty, and staff. *Academic departments were successful in*

**Important contexts for diversity issues:**

- North Central accreditation guidelines clearly require that colleges intentionally address issues of diversity.
- William Jewell College entered into a contractual relationship with the Language Company that began May 2004. This relationship will bring a significant population of international students to the campus.
- The 21st century is a global environment and students must be prepared to function within a world of diversity and inclusion.

*attracting, interviewing, and hiring minority candidates in two faculty appointments. The Administrative Council established a new staff position: Director of Multicultural Student Recruitment and Development. Ms. Donette Alonzo will begin her work in this staff position on June 6.*

3. We advocate the re-administration of the diversity survey in regular intervals. *The diversity survey will be re-administered during the 2005-2006 academic year.*

**Multicultural Day/Week Activities**

**Tuesday, April 5**  
*Free Speech vs. Insensitive Speech,*  
 Lively debate sponsored by WJC Debate Team

**Wednesday, April 6**  
*World Religions Panel, Rev. Vern Barnet, S*  
 sponsored by COM358 Cultural Communication

**Thursday, April 7**  
 Chapel, Native American Worship, Robert Francis,  
 Mid-America Indian Fellowships

Cultural Displays and Ethnic Foods,  
 Yates College Union - Lounge

Storytelling/Oral Tradition with Robert Francis

Dinner on the Quad: Dancing and Music/Cultural  
 Displays by Gen. 200 U. S. Pluralism Sinag Tala  
 Filipino Dance Company, Native American Dancers

Mr. Shelton Ponder, Guest Speaker

Marching Cobras

**Monday, April 11**  
*Slave Narratives, Sponsored by BSA*

**Campus Diversity Activities**

The Diversity Committee joined with the National Conference for Community and Justice to sponsor The Corinthian C. Nutter Diversity Issues in High Schools Workshop, June 22, 2004. The second annual workshop will be held June 14, 2005.

The Dean of the Chapel sponsored an Interfaith Listening Team from Niger. Dr. Alio Mahaman from Abdou Moumouni University visited campus September 2004. Dr. Mahaman made a presentation on Christian-Muslim relations in Niger; participated in a panel discussion with Jewell and UMKC students; and met with faculty.

Gen 101, Gen 102 and Dr. Cecelia Robinson led a group of more than 100 students in viewing and discussing the film Mississippi Burning.

The Department of Political Science hosted Dr. Ahmed Al-Kibsi, Fulbright Scholar for three weeks during the fall semester. Dr. Al-Kibsi spoke to campus and community audiences about relations between the United States and the countries of the Middle East.

The Admission Office engaged with selected students to begin conversations about intentional recruitment of a more diverse student body in December of 2004. This group of students elected a smaller group of students calling themselves the "Minority Report". In the future this group hopes to work with the new Director of Multicultural Recruitment and Development and the entire Admission Office to develop events, host students, and attend high school visits and college fairs. In the spring semester the Minority Report assisted with several off campus recruitment events and began preliminary planning of future initiatives.

Cultural Communication (Fall 2004): The class was divided into four groups with approximately six students in each group, and each group spent 1/2 of that the semester studying a particular religion; among the criteria were attending a worship service, interviewing a leader of that religion, and interviewing lay people who participated in that religion. The groups also focused, when appropriate, on the languages and the texts of those religions. The religions were: Hinduism, Islam, Judaism, and Buddhism.

American Public Address (Fall 2004): There was a study of the Civil Rights Movement and the issues/rhetoric of some of the key speakers of that period.

U.S. Pluralism (Fall 2004): The students are expected to move outside their comfort zones--off the Hill, so they explored the following groups and how they keep their cultures alive in Kansas City: Mexican-Americans, Japanese-Americans, Arab-Americans, African-Americans, Vietnamese-Americans.

COM 358 (Spring 2005): One group in the class studied the culture of death row; another group

focused on different roles of men and women in the Islamic faith; a third group studied the Mormon faith; a final group studied the KKK: A Culture in "Crisis."

GEN 200 (Spring 2005): The class divided into groups of three; the assignment for each group was to break the myth that Kansas City is NOT a diverse community. Thee groups spent four weeks outside of class traveling to different places of worship, different "communities," different schools, different grocery stores, etc--exploring all the parts of the city that represent its diversity.

Student organizations UNITY and Black Student Association were active throughout the year. These groups sponsored campus-wide programs including: a film series, step show, Black History Month program, and Slave Narratives.

The 20th Annual Liberty, Missouri, Martin Luther King, Jr. Birthday Celebration was held in Gano Chapel, January 19. Rev. Vernon Howard, WJC class of 1986 was the guest speaker.

The Language Department hosted an International Film Series, with films from Spain, France, Mongolia, Japan, Germany and other countries. The Phi Sigma Iota honorary society hosted several events which allowed international students to interact with US students. The French Club hosted French week which promotes the culture and history of France.

The Department of Political Science, under the Freedom Support Act Program, hosted an exchange student from the Republic of Georgia.

Education majors receive authentic teaching experience on urban and rural campuses while enrolled in clinical field experience courses. Students complete 40 clock hours of urban experience in EDU 212 (all education majors) and 40 clock hours of rural experience in EDU 311 (secondary majors).

The Diversity Committee co-sponsored Hatebusters' "Human Family Reunion" on campus.

*Continued on following page*