

Diversity Committee – Rationale for Diversity Programming

From its inception, William Jewell's Diversity Committee has approached its work through four avenues: Education and Scholarship, Institutional Viability and Vitality, Access and Success, and Climate and Intergroup Relations. Co-curricular programs that include emphasis on diversity are essential to each of these avenues. Co-curricular diversity programs are not the whole of a strategy but one part of a multifaceted approach.

The Association of American Colleges and Universities published a monograph on "Campus Diversity Initiatives." (*To Form a More Perfect Union: Campus Diversity Initiatives* AAC&U, 1999) Effective diversity programming includes the following aspects.

Builds Consensus

- Involve many people from a variety of campus locations to help plan, implement, evaluate and sustain diversity initiatives
- Create opportunities for debate and dialogue
- Seek creative, varied ways to generate dialogue in an atmosphere of genuine inquiry and mutual respect

Links Curricular and Co-curricular Efforts

- Cultivate complementary and coordinated curricular and co-curricular programs
- Provide a variety of forums and arenas, both curricular and co-curricular, where students can address specific developmental issues

In another publication, *Diversity Works: The Emerging Picture of How Students Benefit* (AAC&U, 1997), a review of research indicates that "individual group contact over time allows students to break down stereotypes and to become more reflective of their own and others' experiences and perspectives – and this has a positive effect on both the students' perception of college and their learning." (See pages 23-29) To be effective, diversity programming should provide students of diverse populations with opportunities for intragroup contact and promote intergroup contact and understanding.

In the afterword to her book, *The Color of Our Future*, Farai Chideya proposed ten ways to deal with diversity. Several of these are relevant to this discussion. The first is "know the facts about America's diversity." The third and fourth are "foster coalitions ...

among nonwhite groups and between whites and nonwhites." The ninth is to "reward programs that make diversity a part of work and learning." Chideya wrote, "We need to begin to reward programs that avoid the crisis mentality and deal consistently with issues of race. ... Rather than putting out the fires of racial conflict, we'd do a lot better using training to fireproof." (Farai Chideya, *The Color of Our Future* Morrow, 1999, see pages 255-261.)

This annual report is respectfully submitted by the Diversity Committee: Donette Alonzo, Karen Brink, Tim Everly, Elise Fisher, Donna Gardner, Lois Anne Harris, Rachel Ibok, Elizabeth Miranda, Andy Pratt (chair), James Redd, Sara Valladares, Emily Wales, John Westlie, Rick Winslow, and Todd Wirth.

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 challenge and Christian ideals.

WILLIAM JEWELL COLLEGE

DIVERSITY COMMITTEE

Annual Report

Spring 2006

William Jewell College Diversity Committee Report to the College Community

The Mission of the Diversity Committee:

- 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

William Jewell College Community Standards:

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.

William Jewell College Values and Vision

We value the promise of our community to shape us, enriched by our similarities and differences.

Our vision includes celebrating the fact that the human community is diverse while respecting and accepting differences.

Educational Outcomes

The faculty of William Jewell College approved the following statement of the outcomes of a William Jewell College education. Outcomes 5 and 6 related to diversity.

- **Comprehensive knowledge** – WJC graduates demonstrate a breadth and depth of knowledge that prepares them for lifelong learning.
- **Intellectual skill** – WJC graduates think critically, independently, and creatively.
- **Effective communication** – WJC graduates communicate thoughtfully and effectively.
- **Responsible leadership** – WJC graduates show initiative in practicing individual and social responsibility.
- **Concern for the common good** – WJC graduates show respect for all persons and multiple viewpoints as they engage others locally and globally.
- **An informed ethic** – WJC graduates demonstrate an ethic informed by both the Christian faith and other perspectives.

Diversity Committee 2005-2006 Outcomes and Results

1. Continue diversity training for College employees in collaboration with the office of Human Resources. *The office of Human Resources cooperated with the Diversity Committee to include college employees, Administrative Staff, CORE, Dining Services, and Facilities Management Staff, in the small group discussions for the film "Two Towns of Jasper".*
2. Conduct diversity training for faculty at the fall faculty workshop. *The Fall Faculty Workshop included a half-day session by Juan Rangel, Jr., Executive Director, National Conference for Community and Justice, Greater Kansas City. The theme of the session was "Building an Inclusive Community." A session was held for faculty to view and discuss the film "Two Towns of Jasper".*
3. Re-administer the diversity survey fall semester 2005 and spring semester 2006. *The diversity survey was administered to students, faculty and staff in October- November, 2005. The Executive Summary and Recommendations from the survey are included with this report.*
4. Examine diversity criteria established by North Central Association's Higher Learning Commission and develop action plans toward addressing the criteria. *Diversity Committee members received copies of the criteria. Specific action plans for addressing the criteria were not developed. Recommendations from the Diversity Survey address specific departments and committees of the College in ways that are consonant with the criteria. This goal is being carried forward to 2006-2007.*
5. Develop and conduct diversity training for students. *The events associated with the film "Two Towns of Jasper" (small group viewing and discussion, full screenings, and the session with the film's directors) were designed as a training program for students.*
6. Work cooperatively with the Director for Multicultural Student Recruitment and Development. *The Director for Multicultural Recruitment and Development is a member of the Diversity Committee. The Diversity Committee collaborated with the Director for Multicultural Recruitment and Development in programming for Martin Luther King, Jr. Holiday.*

Work of the Diversity Committee 2005-2006

Fall Semester

Diversity Survey: Preparation, Administration, Data Collection and Analysis, Planning for spring programs

Spring Semester

Martin Luther King, Jr. Holiday Program

Martin Luther King, Jr. Liberty Celebration
Rosa Parks Bus from Kansas City Transit Authority
Documentary Film: *Rosa Parks: The Path to Freedom*
Kimberly LaMarque "Tribute to Rosa Parks"

Multicultural Emphasis

"Two Towns of Jasper"
(small groups, full screenings, directors program)

Chapel Program: Mahnaz Shabbir and Sheila Sonnenschein

Curry Library Discussion with Shabbir and Sonnenschein

Mix-it-up Program: Cultural Communication Class
Cultural Fair: Overseas Study Program
Step Show: UNITY

The Diversity Committee, General Education, and Chaplain's Office co-sponsored Hatebusters' "Human Family Reunion" on campus April 18, 2006.

Office of Student Affairs, General Education, and Diversity Committee sponsoring students, staff and faculty to attend NCORE, Chicago, Illinois, May 2006.

Work of other groups related to Diversity

Art Department

Mr. Rob Quinn, Exhibit "The Light in the Other Room" a Kansas City based African American artist collaborative. March 5-31, 2006

Department of Communication

Dr. Kim Harris, WJC Theater, "Raisin in the Sun" (1st WJC all African-American production), October 6-8, 2005; production of two Icelandic plays, "Glass House" and "Phone Friends," November 3-6, 2005; and production of two British plays by Francis Warner, "Conception of Love and Light Shadows," April 2006.

Department of Education

Dr. Donna Gardner, Education students prepared posters for ML King Day focused on *Brown v. Board of Education*

Department of Music

Dr. Ann Marie Rigler, *God of Many Names*, Organ Faculty Recital, October 23, 2005.

Office of Alumni Relations

A reception for African-American alumni was held at Homecoming 2005.

Office of Student Affairs

Multicultural Affairs -- Student Affairs/Admission, Diversity Programs 2005 - 2006

- Multicultural Student Advocate
- Diversity Workshops
 - o Residence Hall Directors and Residence Assistance
 - o CORE
 - o Admission and Student Affairs staff
 - o Shepard's
 - o Emerging Leaders participants
 - o Classroom guest lecture
- Diversity Committee
 - o Initiative
- Multicultural Mentor
 - o Focusing on multicultural students success
- Admissions
 - o Outreach to local middle and high schools with diverse populations
- Diversity Programming
 - o Collaboration with various departments on campus
 - o Salsa Dance (CUA)
 - o Jason Carney - slam poet on race & social issues (CUA)
 - o Negro League/Jazz Museum Tour (CUA)
 - o "Two Towns of Jasper" - discussion groups
 - o Remember the Titans (CUA)
- Kansas City Outreach
 - o Kauffmann Foundation
 - o Coalition of Hispanic Organizations
 - o Urban League

Diversity Committee Outcomes 2006-2007

1. The Diversity Committee, in cooperation with the Office of Human Resources, the Office of Student Affairs, and the Faculty Council will provide workshops and events that seek to equip and empower students, faculty and staff to identify and reject speech and behavior that are demeaning and/or threatening.

2. The 2005-2006 Annual Report of the Diversity Committee will articulate to the College community the rationale for the positive relationship between programs that feature diversity and building community.
3. Prior to the fall and spring semesters the Diversity Committee will announce to the faculty and students upcoming programs that include diversity or reflect diversity.
4. The Diversity Committee will cooperate with the Office of Student Affairs, CUA, Religious Ministries, and UNITY to offer programs that include diversity or reflect diversity.
5. The Diversity Committee will add to its membership the College's Director of Human Resources and a representative from the Office of Advancement.
6. It remains a significant concern that the perception of SODP and Euro-American students about the value the College places on racial/ethnic diversity is reversed. In light of this significant concern the Diversity Committee will conduct student peer conversations (1) about why perceptions differ and (2) what can be done to change perceptions.
7. The Diversity Committee will cooperate with the Faculty Council to conduct a workshop in January 2007, led by an external facilitator of significant reputation, to address the topic of diversity issues across the curriculum.
8. The Diversity Committee will continue to study and address criteria related to diversity established by North Central Association's Higher Learning Commission and develop action plans toward addressing the criteria
9. The Diversity Committee will continue to work with departments, committees, and offices of the College regarding recommendations from the 2005 Diversity Survey.