REPORT TO THE CAMPUS CHANGE TEAM
UNIT: DIVERSITY COMMISSION
Date: May 14, 2012
From: Joie Acheson Lee, CCT Representative

Members of the Diversity Commission, Spring 2012
Anna Naughton
Chris Davila
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Derek Donlevy
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Tory White
Trisha O’Keefe
Stacy Crawford
Shelley Smith
Susana Pelayo Woodward

The Diversity Commission currently meets weekly on Tuesdays at 11am in Kirby 268. Meetings are open. Our annual reports are posted on our website for the public. The Diversity Commission has continuously worked to improve the UMD campus climate since 1989, by bringing awareness and education on issues of equity, diversity and social justice to students, faculty, staff and the community.

Our top action steps / activities for 2011-2012:

6B: Intercultural competence curriculum integration across all disciplines – content and delivery (Universal Design for Learning); Teaching and Learning Center to advance intercultural competence in the curriculum; Provide educational sessions and activities to students, faculty, staff building on the liberal education theme of cultural diversity and self awareness.

7A: Build sustainable UMD-Community Partnerships

Diversity Commission Timeline for Achieving these Action Steps:

✓ Create Curriculum Integration Resource Web Site for UMD faculty, administration, and staff. Created Fall 2011; ongoing through Spring 2012 (see Fall 2011 report) Website has been adopted by the Leadership Team for campus wide usage. See Example A.
Create campus-wide theme to help develop cultural awareness among students, staff, faculty, administration and community. **Begins Fall 2011 and ongoing through Spring 2012** (see examples of multiple activities, programs, and community collaborations attached.) See Example B.

**What is America? Lecture Series: Continuing the Dialogue about how we came to be here** week of April 14th – 21st, 2012. Created and completed Spring 2012. See example C.

Campus and Community Performances of **Pastures of Plenty: How did you come to be here?** To build sustainable community – UMD partnerships. November 11th and 12th 2011 in Marshall Performing Arts Center. Collaboration campus-wide, involving students, staff, faculty, administration and community in cultural competency building and awareness of self. **Created and completed Fall 2011**. (see September 2011 report)

Community outreach and partnerships: **In-progress Fall of 2011**. Mary Cameron, Paula Pedersen (UMD); Joan Sargent, Bill Gronseth, ISD 709 Superintendent (community.)

**Example A – Curriculum Website**
[Welcome to the UMD Diversity Commission Curriculum Integration Resource Site](#) Create Curriculum Integration Resource Web Site for UMD faculty, administration, and staff. **Created Fall 2011** (see Fall 2011 report) **ongoing through Spring 2012**. This website will soon be adopted by the UMD Leadership Team for technical updating and for wider and more accessible campus distribution and usage.

**Example B – Educational Sessions / Presentations / Service**

**Spring Service Trip**
March 10th – March 17th, 2012 Monte Gomke of the Diversity Commission was one of the leaders of a service trip to New Orleans involving 37 students from UMD. This annual trip, sponsored by United Campus Ministries and the Diversity Commission, brings a delegation of motivated UMD students (and others) to areas in need of hands-on service.

**Film: Patsy Mink, Ahead of the Majority and Title IX Presentation**
March 27th, 2012, Rafters
Guest Speaker: Lisa Erwin, Vice Chancellor for Student Life, followed by the file **PATSY MINK: AHEAD OF THE MAJORITY**, a documentary by Kimberlee Bassford that follows the remarkable journey of Patsy Mink, an Asian American women who, battling racism and sexism, redefined American politics. Co-sponsored by the Diversity Commission. 15 participants.

**Kao Kalia Yang, The Latehomecomer: A Hmong Family Memoir**
April 9th, 2012, Kirby Ballroom
Kao Kalia Yang, is a Hmong American writer and author of The Latehomecomer: A Hmong Family Memoir from Coffee House Press. Her work has appeared in the Paj Ntaub Voice Hmong Literary Journal and numerous other publications. She wrote the lyric documentary, **The Place Where We Were Born**. Co-sponsored by the Diversity Commission. 125 participants
White Privilege 101  
April 18th, 2012 / Griggs Center  
Doug Bowen-Bailey, Ricky DeFoe and Xavier Bell lead this interactive session suited for folks seeking more information about white privilege in a supportive and respectful setting. Questions about the Un Fair Campaign and basic questions about racism were encouraged. Sponsored by the Diversity Commission. 18 participants.

Where do we go from here?  
April 18th, 2012 / Griggs Center  
Doug Bailey Bowen, Ricky DeFoe. This session was a discussion of white privilege, institutional racism and the challenges we face in addressing them. This was for staff, students, faculty who were looking for a new ability to act and respond to the issues at hand. Sponsored by the Diversity Commission. 16 participants.

How did you come to be here? Showcase of Faculty and Student Projects  
April 16th – May 4th, 2012 / Multicultural Center  
The Diversity Commission sponsored a showcase in the Multicultural Center featuring some of the class projects based on the campus theme How did you come to be here? Students from the classes of Emily Gaarder, Alison Aune, Fatih Benzer and JoEllyn Rock displayed a variety of projects which were available for campus and public viewing for three weeks.

Example C - What is America? Continuing the Dialogue about how we came to be Here Lecture Series  
April 14th – 21st, 2012  
Changing Awareness of Diversity One Card Game at a Time  
~ Dr. Joan Kwako, Education Department,  
In this interactive workshop, participants will play a card game that simulates what it feels like to live in a different culture. Through playing the game and debriefing afterwards, participants will consider how not understanding another culture can make one feel as though they are an "other." One of the goals is to leave with an understanding of what others might tolerate when they are not part of the majority culture.

The American Cosmopolitan  
~ John Schwetman, Associate Professor English Department  
What is your hometown and how does it define you? This session begins with a consideration of American literature and its engagement with questions about our attachment to particular places. In small groups, participants will examine each individual's degree of attachment to place and, from that, generate an extensive discussion about how attachment to and detachment from particular places influence our opinions about present-day political questions.

America: The story of immigration  
~ Dr. Nan Li, Foreign Language Department and guests  
This will be a round-table discussion forum, beginning with a presentation accounting the history of the United States as a country of immigration. After the presentation, there will be time for Q&A and discussion about issues surrounding this topic.

John & Erika Speak: Life, Love, and Autism  
~ Erika Hammerschmidt and John Ricker  
John and Erika are a married couple living in Minneapolis, MN. Erika was diagnosed with
Asperger's Syndrome and Tourette's Syndrome at age 11. John was diagnosed with Asperger's Syndrome at age 24. John and Erika speak on many topics including their childhood and education; what it feels like to be on the autism spectrum; the science of autism; their relationship.

**Imagining America**
~ Dr. Steve Matthews, History Department
What is "America?" The answer to this question was not as straightforward in the period of European "discovery" as standard history textbooks might suggest. Current definitions are built upon a conflicted past which must be understood in context if we are to properly understand "America" as it developed historically. America is an invention of the mind, a process which continues to this day.

**America That We Know: Underrepresented Perspectives**
~ Ahmed Heikal, Associate Professor Chemistry & Biochemistry Department
This workshop will highlight diverse perspectives and experiences of members from under-represented groups at UMD. The workshop will include presentations, panel discussion, and open questions from the audience. Selected members (students, staff and faculty) from under-represented groups will discuss their views of experiences in America and how their perspective have evolved with time. This workshop will highlight shared experiences as they relate to UMD's Strategic Plan.

**Living in Two Americas**
**KEYNOTE SPEAKER: Tony Treuer**
Dr. Anton Treuer is a noted Ojibwe scholar and Professor of Ojibwe at Bemidji State University. Using insightful frankness and a touch of humor, Dr. Treuer tackles today’s controversial topics, covering them with openness and sensitivity. Issues of sovereignty and the running of casinos, land management, poverty, unemployment, drug abuse and more are all addressed in his writings. Treuer has a B.A. from Princeton University, M.A. and Ph.D. from the University of Minnesota. He is editor of the *Oshkaabewis* (pronounced o-shkaah-bay-wis) *Native Journal*, the only academic journal of the Ojibwe language and author of nine books. He has received more than 40 prestigious awards and fellowships from many organizations, including the American Philosophical Society, the National Endowment for the Humanities, the National Science Foundation, the MacArthur Foundation, the Bush Foundation, and the John Simon Guggenheim Foundation.

**Faces of Earth: Cultural Portraits**
~ Alison Aune, Fatih Benzer & Joellyn Rock, Art Department
Inspired by the Fall 2011 How We Came to be Here and Land of Plenty performances, art students and faculty have created cultural portraits and art curriculum for area children and youth. This workshop will include a slide lecture of portraits created, followed by a guided workshop to create individual mixed media cultural portraits.

**What is America? What does that mean to me? Freedom of Thinking**
~ Jiyoung Yoon, Associate Professor, Education Department
Jiyoung Yoon shares her challenging journey before she decided to get married to her husband. The freedom of thinking she learned from America enabled her to overcome all the prejudice and stubborn ideas. The audience will go through song-writing, dancing, movie-watching, and problem-solving with my story of challenging journey.
Homeless in America
~ Steve O'Neil and Cherize Payton
Steve O'Neil and Cherize Payton present an interactive discussion of homelessness, affordable housing and poverty, causes and solutions. Payton is a mother who was formerly homeless and is now an advocate for those in poverty and homelessness. O'Neil is a St. Louis County Commissioner and long time community organizer on housing and homeless issues.

La Frontera: Walls, Rights and the State in a Post 9/11 Era
~ Susana Pelayo Woodward
This session will look at the US/Mexican border through the lens of Chicano/Mexican writers and artists on both sides of the border. The growing militarization and politicization of the border in recent years has brought racial tension and violence affecting families, communities, and indigenous tribes.

Eclectic Performances
11:00 am - 3:00 pm, Kirby Plaza Bus Hub.
A musical, theatrical, and engaging experience. This event features an Acoustic Pop artist Preston Gunderson, Rap Artist Cashmere Bourne, UMD BSA Dance Group, Spoken word artists Suicide minds, a short play by Edwin Nganji "Bitter tears", Local and international band 2one8, UMD's own Funk Soul Patrol, and other diverse artists.

Diversity Commission: Looking ahead to 2012-2013:
On May 9th, 2012, commission members participated in an extended meeting to discuss leadership structures, roles and responsibilities, commission goals and themes, and next steps including membership and meeting structure for 2012-2013. Most current members intend to serve next year. Elections were held for next year’s officers:
Chris Davila will serve as Chair
Lisa Rigoni Reeves will serve as Vice Chair
Susana Pelayo-Woodward will continue to serve as Treasurer
Trisha O’Keefe’s incoming intern will serve as Secretary
Joie Acheson Lee will continue on as Campus Change Team Representative from the Diversity Commission for 2012-2013.

Results of the discussion included a summary of the activities of the commission. There are five broad categories of group activity:
- support ongoing campus initiatives
- programming
- advisory
- partnerships
- other
Members wish to contribute to the campus climate and Goal Two by continuing to work on these five categories in 2012-2013.