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# Diversity Council Annual Report 2017-18

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## A. ACTIVITIES

### 1) MEMBERSHIP

The Diversity Council convened for its first meeting on November 20, 2017, by Christy Drale. At this meeting we elected the Chair and Secretary, Sharon Downs and Greg Robinson, respectively. The membership consisted of the following 22 members:

#### **Executive Committee**

- CHAIR | Sharon Ann Downs, Assistant Vice Chancellor for Student Affairs – Wellness and Inclusion
- ASSOCIATE CHAIR (ex officio) | Christina Drale, Associate Vice Chancellor for Academic Affairs – Faculty Relations and Administration
- SECRETARY | Greg Robinson, Professor, Audiology and Speech Pathology

#### **Students**

- Brandon Burdette, Bio-science doctoral student
- Dylan Wright, Spanish / Political Science undergraduate student

#### **Staff**

- Carlos Albert, Desktop Support, Information Technology Services
- Mya Sandi Aung, Senior Program Manager, Children International
- Regina Carter, Director, Public Safety
- Molly Castner, Senior Woman Administrator, Athletics
- Dara Goad, Assistant Human Resources Manager – Budget/Recruitment, Human Resources
- Vernard Henley, Assistant Dean, College of Engineering and Information Technology
- Hyginus Ukadike, Counselor, Counseling Services
- Amber Wolf, Coordinator, Chancellor's Leadership Corps

#### **Faculty**

- David Briscoe, Professor of Sociology, Department of Sociology and Anthropology
- Catherine Crisp, Associate Professor, School of Social Work
- Sarah Beth Estes, Executive Director, Community and Career Engagement
- Jane Evans, Associate Professor, Nursing
- Juliana Flinn, Professor of Anthropology, Department of Sociology and Anthropology
- Ray James, Faculty, Interpreter Education Program, Education and Health Professions
- Sarah Porter, Director, Intensive English Language Program
- Daryl Tate, Pgm Coordinator, Learning Systems Technology, Department of Education
- Tusty ten Bensel, Associate Professor, Department of Criminal Justice

Euchay Horseman was invited to join the Council, but never responded to the invitation. In February, Jane Evans resigned her spot due to being over-committed. This leaves the Council with 21 active members.

At the second meeting of the Council on December 4, 2017, we selected the membership of the three committees. The following chairs were selected later in committee meetings:

- Data Committee - Sarah Porter
- Education Committee - Nora Bouzihay
- Policy Committee - Amber Wolf

On May 3, 2018, a notice was sent to the campus for nominations for 2018-19 to fill vacancies.

## 2) MEETINGS

The full Council met twice in the fall 2017 semester, and five times in the spring 2018 semester, including the retreat.

The Data Committee and the Policy Committee met once each in the spring 2018 semester, in addition to their online planning and work. The Education Committee met three times in the spring, primarily to plan and coordinate the Diversity Week activities.

## 3) RETREAT

The full Council met for a half-day retreat off campus in February. The retreat was held at Fletcher Library just off North University Avenue, in their Community Room. Ruth Shepherd, former Executive Director of Just Communities of Arkansas, led the retreat activities, which included helping the Council members get to know each other on a deeper level and develop trust, visioning exercises, short- and long-term goal development and exploring how each of the three committees could contribute, and finally, a discussion of avoiding burnout while doing diversity work.

A post-retreat survey was sent out to the 18 Council members who attended. Surveys were completed by 12 of the 18.

### QUESTION 1: The retreat helped me know and trust others on the Diversity Council

Strongly agree	10
Agree	2

**QUESTION 2: The work done at the retreat will help the Diversity Council make meaningful strides in the coming year or two**

Strongly agree	9
Agree	2
Neither agree nor disagree	1

**Which activity did you think was helpful, and why?**

**Three for three (trust and sharing exercise)**

- *This really gave me a chance to open up about feelings that I have never shared before. It was a true trust factor for me.*
- *It made me realize that we all have different burdens that have shaped us and these issues will help us to be creative. It also showed how vulnerable we all are and I feel like no one has any ulterior motives*
- *It touches to the heart of who the members in the Council are; goes beyond the superficial places an emphasis on listening without responding.*
- *I thought this activity was extremely useful in airing vulnerability and drawing a closer connection between members of the Council. I feel empowered and ready to work with people whom I now consider to be friends.*

**Identifying goals for the coming years**

- *When we identify goals it will help us to know what we want to work on.*
- *It helped to focus the goals of our group*
- *I believe that identifying the goals will guide the work of the Council. However, I do not believe we would have identified the goals so quickly had we not gone through the exercises of the day.*

**Open comments:**

- Coming together gave me the chance to know the members in a different way.
- It was a very worthwhile opportunity and I deeply appreciated everyone's commitment, passion, and compassion.
- Thanks for adjusting the agenda based on feedback.
- The only improvement would be a little bit of time for the committees to work together. The energy was great and everyone was in the moment where I think brainstorming time for the committees would have been exceptional.
- I'm very happy with the retreat experience. I think it will position us well for the work we have ahead.

## 4) COMMITTEES

### a) DATA (Sarah Porter, chair)

The Data Committee is looking further at the 2013 survey data. It was noted that the data are not disaggregated, so the committee is looking at reanalyzing that and conducting a new diversity climate survey through the Survey Research Center. They plan to revise the Council website to make the report of the 2013 survey more detailed and eventually report trends across time. The committee will look at aligning some of the questions in the new survey with national polls in order to make comparisons between the national climate and the climate at UA Little Rock.

### b) EDUCATION (Nora Bouzihay, chair)

Diversity Week was held March 26-30, 2018 (see Appendix A for complete listing with descriptions). One of the highlight events was *Human Library: Don't Judge a Book by its Cover*, in which participants interacted with people who have very different lived experiences. These included deafness, abusive relationships, LGBTQ, traumatic brain injury, mother raising a child with disabilities, Muslim woman in the south, sexual assault survivor, poverty, 'hippy-dippy' (vegan, living in a yurt, etc.), bullying, and being raised in India. *Human Library* is an international effort that began in Denmark in 2000, and is now being utilized all around the world.

Other highlights include the *Black Panther Movie Panel Discussion* headed up by Dr. Brian Mitchell from the Department of History, Safe Zone training, and *WorldFest: A Food & Music Experience* sponsored by the Student Experience Center.

Many of the 16 events came about as a result of a request from the Council to the campus community for their ideas and input. We received an outpouring of interest, with many more ideas than we could fit into one week. This has prompted the Council's desire to have Diversity Week in both fall and spring semesters in 2018-19.

### c) POLICY (Amber Wolf, chair)

The Policy Committee is investigating the Equity Lens Assessment tool, which is a framework for examining current and proposed policy to ensure no group of people is inadvertently disadvantaged.

In addition, they are exploring partnerships on the campus, including the Associate Vice Chancellor for Student Affairs Enrollment Planning, when that person is hired, to see how the Committee could help further enrollment efforts for the university.

## B) OUTCOMES

After a year and a half hiatus, the Diversity Council had a strong year. Since there were so many new members, and the Council had new leadership, we increased group cohesion and teamwork via the February retreat, and began planning for the future of the Council.

The Council has worked toward more of a presence with the campus community, including the call for nominations, Diversity Week activities, and transferring our website to the /diversity site to make it easier to find.

Diversity week events had full capacity participation (rooms were filled), but general awareness remained uneven. A goal for next year is to start earlier and work through various partnerships to increase campus-wide awareness.

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## C) RECOMMENDATIONS

- Make the Director for Multicultural Center an ex officio member of the Diversity Council
- Add more students to the Council, ideally enough so that each committee has a participating student

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## D) GOALS FOR NEXT YEAR

During the retreat in February, the Council came up with drafts of goals for the coming year or two. Some general ideas being considered include:

- Diversity Week in both fall and spring semesters, and build in assessment
- strategies for recruiting and retaining diverse faculty
- implicit bias training for search committees (collaborating with HR) and admissions committees
- diversity training for employees
- strategies for making a more LGBTQ-friendly campus
- brainstorming possible responses to hate-filled messages on campus toward stigmatized groups, as has happened on other campuses across the country

The Council will develop a strategic plan early in the 2018-19 year, and plans to align goals to the new UA Little Rock Strategic Plan, specifically Goal 2, objective 1 and Goal 5. This information will be both posted to the website, and forwarded to the Chancellor.

Appendix A



# Diversity Week

## March 26-30, 2018

**Monday**

**12-1 p.m. Lunch & Learn-Death By Dialect: Oppression of Language is Still Oppression**  
**Donaghey Student Center, Room D**  
We'll discuss how dialect is often used as a way to keep stigmatized groups of people from socially advancing, as we attempt to recognize our own linguistic biases and work at looking past them to see people for who they really are. Speaker is Dr. Gregory Robinson. Lunch provided for the first 25 participants.

**2-5 p.m. Human Library: Don't Judge a Book by its Cover**  
**Ottenheimer Library, First Floor**  
The Human Library™ builds a positive framework for conversations that can challenge stereotypes and prejudices through dialogue. Real people are on loan to readers, where difficult questions are expected, appreciated and answered.

**6-7:30 p.m. Black Panther Movie Panel Discussion**  
**Donaghey Student Center, Room C**  
Panelists will discuss the new Black Panther movie and delve into the impact of the character portrayals regarding racial and gender issues. Panelists include Dr. Brian Mitchell, Dr. Paul Crutcher, Dr. Kris McAbee, and Zach Miller.

**Tuesday**

**10:50 a.m.-1 p.m. Amreeka film and discussion**  
**Student Success Center Auditorium**  
Amreeka, a film about the Arab American immigrant experience, is an eye-opening feature that follows a single mother and her son as they settle into small-town Illinois.

**1-2 p.m. Lunch & Learn-The Faces of Deafness**  
**Donaghey Student Center, Room D**  
Deafness manifests itself differently based on many factors. Come meet some deaf and hard of hearing UA Little Rock folks who will discuss their deafness and its impact. Panelists include Dr. Glenn Anderson, Ella Irby, Dr. Sam Atcherson, and Michael McMahon. Lunch provided for the first 25 participants.

**3-4 p.m. LGBTQ Ally 101-For Students**  
**Donaghey Student Center, Leadership Lounge**  
Discussion about how students can be good allies to the LGBTQ community.

**Wednesday**

**9-10:50 a.m. I See You: Blind contour drawings from Basic Drawing class**  
**Ottenheimer Library, mall area outside**  
Come get a quick portrait drawn of yourself (or draw a portrait of someone else if you like) so that we can take a look at ourselves through a lighthearted lens.

**11:30 a.m.-12:30 p.m. Lunch & Learn-Hidden in Plain Sight**  
**Donaghey Student Center, Room G**  
Discussion on the subculture of low socioeconomic citizens on our local community. Speakers are Dr. Tusty ten Bensel and Amy King. Lunch provided for the first 25 participants.

**1-5 p.m. Safe Zone training-For Faculty, Staff, and Administrators**  
**Dickinson 502**  
In-depth training on becoming an ally to the LGBTQ community. Registration is required. Register at [ualr.edu/safezone](http://ualr.edu/safezone).

**Thursday**

**11 a.m.-1 p.m. UA Little Rock's WorldFest : A Food & Music Experience**  
**Donaghey Student Center and mall area outside Ottenheimer Library**  
A celebration of food and music from around the globe sponsored by the Student Experience Center to celebrate the diverse student body represented on campus. A variety of food will be provided by local vendors as well as music experiences and dance demonstrations.

**11:30 a.m.-12:30 p.m. Lunch & Learn-The Voice of Cesar Chavez and the impact on Hispanic/Latinx communities**  
**DSC Leadership Lounge**  
A panel discussion of Cesar Chavez and what his mission would mean today; speaking out for the oppressed and exploited. Panelists include Jessica Fontenot, Abby Brenneman, and Sarah DeBusk. Lunch provided for the first 25 participants.

**12:30-1:30 p.m. Diversity and Inclusion in the Workplace**  
**Donaghey Student Center, Room D**  
Job seekers will learn what to look for when choosing companies that value diversity and inclusion, including what questions to ask during a job interview. Positive solutions to negative experiences will also be discussed.

**1:30-2:30 p.m. Anderson Institute Lecture Series: How Can Black Parents Rear Their Children to be Black Americans in a Color Conscious Society?**  
**Ottenheimer Second Floor**  
Parenting is a challenge even in the best of circumstances. For many parents of color, the challenge is even more complex because of historical, social, economic, and political factors embedded into American society. This presentation will provide strategies for parenting while maintaining a unyielding sense of black identity. Speaker is Dr. David Briscoe.

**4-6 p.m. Te Ata movie**  
**Ottenheimer 535**  
Produced by the Chickasaw Nation of Oklahoma, the film tells the story of Te Ata (1895-1995), internationally known Chickasaw actor and storyteller, who traveled the world educating audiences about Native American cultures.

**7-8 p.m. Expressing S'More Values**  
**Commons Great Room**  
Students will discuss and compare their key values, create a display board showing values important to students at UA Little Rock, and make s'mores.

**Friday**

**11 a.m.-3 p.m. UA Little Rock's WorldFest: A Food & Music Experience**  
**Donaghey Student Center and mall area outside Ottenheimer Library**  
A continuation of Thursday's WorldFest event. See above.

**For more information go to [ualr.edu/diversity](http://ualr.edu/diversity)**  
**All Events are FREE**



**DIVERSITY COUNCIL**  
UNIVERSITY OF ARKANSAS AT LITTLE ROCK