

COEHS DEAN'S DIVERSITY COUNCIL 2018-19 Academic Year Review

Council Membership: Sarah Henley (CASAL), Co-Chair, Noelle Muscatello (Cont. Ed.), Co-Chair. *Faculty Members:* Paula Chan (Teacher Ed.), Joanne Goodell (Teacher Ed.), Eddie T.C. Lam (H.H.P), Katie Clonan-Roy (C.&F.), and Adam Voight (C.&F.). *Staff Members:* Veronica Bunkley (E.S.S.C.) and Adam Miller (Dean's Office). *Visiting Doctoral Students:* Anil Lalwani (also, Recorder), Khadeja Najjar, and Steven Sanders.

Summary of Council's initiatives and activities:

Between Fall 2018 and Spring 2019, the Dean's Diversity Council at the College of Education and Human Services (COEHS) engaged in several discussions, activities, and programming pursuits that were aimed at promotion and development of 'diversity' across the college. The following sections outline the specific initiatives and activities that were offered, categorized using the criteria listed by the Division of University Engagement.

Innovation: The Council held monthly meetings that served as a safe and enriching space for members to meet and reflect on the diversity experiences and related needs of students, staff, and faculty within the college. Many of these discussions involved members expressing need for programming or a professional development event that is aimed at identifying resources for a certain student demographic or offering practical knowledge on typical diversity concerns. For example, identifying resources for non-traditional students, strategies for working effectively with international students and non-native speakers of English, and, a seminar that addresses Implicit Bias in educational settings. In addition to aforementioned examples, members noted the need for the Council to address "diversity in faculty recruitment", "supporting gender and sexual diversity in schools (using gender neutral terms, examining content for heteronormativity and cisgenderism, etc.)", and strengthening channels that link students of COEHS with support resources offered across campus, such as, tutoring services, and more.

Honoring the purpose of this criteria factor, which is to create "penetrating efforts or initiatives that identify and eliminate barriers and promote positive change", the Council organized a free diversity workshop titled "Cultural Competence and Classroom Culture". It was advertised through COEHS social media, internal listservs, and electronic displays installed within Julka Hall. Aimed at enabling attendees to identify and address common stressors and obstacles faced by international students and non-native speakers of English, the workshop was held on March 27, 2019 in Julka Hall. The presenters comprised of Ali Soltanshahi, Director, Center for International Services and Programs and Michele Bowman, ESL Program Director – two campus administrators who have extensive experience working with international students and non-native speakers of English.

Impact: Discussions and conversations during monthly meetings were noted by the members to have served as a productive community space to utilize for positive social change. Also, results of the formal evaluation conducted at the end of the diversity workshop shows consensus among attendees. A combination of twenty five faculty, staff, and students, encompassing every department within the College of Education and Human Services (COEHS), attended the

workshop, and each attendee completed an evaluation. 100% responses expressed agreement on attainment of new information that has practical use. All of the attendees (100 %) also reported agreement on having learned how to “Identify and discuss stresses of international student population”; “Describe language proficiency issues”; “Explain academic stress”; and, “Identify resources/support available at CSU”. Majority of attendees (80% - 90%) positively rated their satisfaction with the presenters, along with the manner in which the workshop was organized by the Council. There was 100% agreement on the question asking attendees whether they would “recommend this program to other faculty and staff?” One of attendees commented that “The information provided is necessary as most campus employees have some type of interaction with international students.” Overall, the diversity workshop was a successful endeavor and provided an opportunity for faculty, staff, and students at COEHS to gain cultural competence and learn ways of supporting a vulnerable demographic on campus. By doing so, the Council attempted to address the need for creating positive change and reducing barriers among international students and non-native speakers of English who are seeking services at the college.

Sustainability: This year's Council had 4 members from last year's Council continuing, whereas 5 new permanent and 3 new visiting members joined the Council this year. Throughout the contact that took place among Council members and with COEHS community, Council's leadership (the Co-Chairs) attempted to link previous years' Councils work with current efforts and near future pursuits. Previous year's members were asked to share results obtained from evaluations, if any, that were conducted in activities pursued during the previous year. It was noted that supportive programming for disenfranchised groups of students was discussed in previous year's Council (particularly, in relation to DACA (Deferred Action for Childhood Arrivals) and LGBTQ+ groups). Although, given previous year's Council having offered workshop on supporting transgender students, the workshop for this year extended that spirit of diversity promotion and sensitivity to another group of students who are potentially marginalized. In addition to bridging planning efforts with previous Councils' initiatives, certain traditions were continued. These include (i) continuing to build the library within the college that provides a list of published discourse on diversity consciousness, and (ii) offering awards to faculty and staff who have demonstrated diversity promotion and positive change through their professional service.

Alignment with University Diversity Goals: Throughout the Council's functioning since last fall semester, its leadership served as the bridge between the initiatives and goals espoused by the Office of Inclusion and Multicultural Engagement (OIME). At the first Council meeting, the two Co-Chairs provided every member a copy of the PowerPoint handout and accompanying Executive Summary of CSU's Diversity Action Plan for the year 2018-19 created by Dr. Tachelle Banks and Dr. Ronnie Dunn, respectively. As advocated by OIME, the Council organized initiatives, held space, and offered engagement that were aimed at proliferation of multicultural programming and collaborations that generated new outreach and assistance for diverse and disenfranchised groups of students. The Council aspires to maintain such alignment and partnership with CSU's diversity goals in the years to come.