

**Office of Diversity and Collaboratory for Urban and Intercultural Learning**  
**End of Year Report**  
**July 2012**

**Goal 1: Support Professional Development for Faculty and Staff**

To provide education and training opportunities for faculty and staff to increase their knowledge and understanding of various topics related to diversity

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
Provide on-going opportunities for faculty and staff to enhance their professional development training and workshops related to diversity	Office of Diversity, Provost Office and Human Resources	Instituted a diversity-related development Day workshop that focused on the following topic: <ul style="list-style-type: none"> <li>• <i>Moving Your Diversity Dialogue from Talk to Action</i></li> </ul>
Broaden the orientation for new faculty to include discussion of topics related to the campus climate, available services and resources and other diversity-oriented issues	Office of Diversity and Provost Office	Coordinated Diversity Orientation Training for all incoming first-year Faculty
Provide financial support to academic departments and other units to assist them in promoting independent diversity programs and events	Office of Diversity, Collaboratory, School Music, University Ministries, Department of Biblical and Theological Studies and Department of Women and Gender Studies	Co-sponsored the following events: <ul style="list-style-type: none"> <li>• Passover Seder dinner and presentation</li> <li>• Hymn Fest 2012</li> <li>• Race, Gender, and “Other”: Why the Violence Continues</li> <li>• Ask Away: The Truth about Rape</li> <li>• Helping to Create a More Valuable Existence – Benefit Concert</li> </ul>
Collaborate with academic schools and departments as well as with individual faculty to develop co-curricular programs integrated with curriculum	Office of Diversity, Collaboratory, School of Business and Nonprofit Management, Department of Spanish, Library, Department of Biblical and Theological Studies, Department of English, Department of Politics and Government, Department of Africana	Partnered with several departments to co-sponsor the following events <ul style="list-style-type: none"> <li>• Is Faith Necessary for a Life Well Lived</li> <li>• Maria Choc: The Ongoing Struggle for Land, Justice and Indigenous Rights in Guatemala</li> <li>• Multicultural Lecture by the Rt. Hon., Dr. Dennis MacShane, Member of Parliament, United Kingdom</li> <li>• What’s Goin’ On? Herman Cain: America’s Second Black President</li> </ul>

	<p>Studies, Department of History, School of Music, Athletic Department, University Ministries, Biology Department and North Park Theological Seminary</p>	<ul style="list-style-type: none"> <li>• What’s Goin’ On? A Eulogy for Fred Shuttesworth and Derrick Bell</li> <li>• God’s Relay Race: What It Means to Run Our Leg</li> <li>• Teatro Luna “Generic Latina</li> <li>• Grupo Araganey – Performance of Music from Venezuela</li> <li>• Gingarte Capoeira – Brazilian Martial Arts Performance</li> <li>• Chicago Latino Film Festival</li> <li>• Modern Ecuador</li> <li>• Cornel West: Understanding His Literary Work and Philosophy</li> <li>• Social Responsibility: Good for Business</li> <li>• Why should we pay attention to China?</li> </ul>
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**Goal 2: Student Learning**

To organize campus-based, co-curricular diversity events and activities that enhances student’s intellectual, spiritual, cultural, and social understanding and appreciation for diversity

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
<p>Incorporate a diversity presentation into the Threshold Orientation program.</p>	<p>Office of Student Enrichment and Support Services, Threshold Program</p>	<p>Presented the following Seminar during Threshold Orientation Week:</p> <ul style="list-style-type: none"> <li>• Soup or Salad? Diversity the Main Entrée</li> </ul>
<p>Provide on-campus training, in-class presentations and workshops</p>	<p>Office of Residence Life, School of Adult Learning’s Principles of Counseling Diverse Populations Class, Lighthouse Scholarship Program, Department of Africana Studies, Student Development, Athletic Department</p>	<p>Presented the following events:</p> <ul style="list-style-type: none"> <li>• An Examination of Race and Cultural Identity Models</li> <li>• How do we meet the social, cultural, recreational and educational needs of our diverse residential students</li> <li>• Race Matters</li> <li>• Brown v. Board of Education: The End of the Separate but Equal Doctrine (1954)</li> </ul>
<p>Offer a range of urban engagement learning opportunities for students</p>	<p>Department of English, Department of Communications Art, Department of Spanish, Collaboratory – Africana Initiatives, Collaboratory – Latino initiatives, African American Student Association, Art Club and</p>	<p>Students participated in the following off-campus activities and events:</p> <ul style="list-style-type: none"> <li>• Luna Central – Crossed: Immigrant Equals Mexican?</li> <li>• Vittum Theater – Torn: The Musical</li> <li>• The YWCA Evanston/North Shore – Fatal Invention: How Science, Politics and Big Business Re-create Race on the Twenty-First Century</li> </ul>

	<p>Latin American Student Association</p>	<ul style="list-style-type: none"> <li>• Northwestern University – The New Jim Crow: Mass Incarceration in the age of Colorblindness</li> <li>• Movie Theater – Red Tails</li> <li>• China Town on Chinese New Year</li> <li>• Chicago River Architecture Tour</li> <li>• La Union Latina de Chicago</li> <li>• Mexico – US Solidarity Network</li> <li>• Argentine Consulate of Chicago</li> <li>• Mexican Consulate of Chicago</li> <li>• Colombian Consulate of Chicago</li> <li>• National Museum of Mexican Art – Great Pilsen Adventure</li> <li>• Concordia University Chicago – Faith. Service. Action: Celebration of the Life and Legacy of the Rev. Dr. Martin Luther King, Jr.</li> <li>• Benedictine University – Step Team Performed</li> <li>• St. Xavier University – Step Team Performed</li> <li>• North Central College – Step Team Performed</li> <li>• Wheaton College – Step Team Performed</li> </ul>
<p>Sponsor the annual Sankofa Experience</p>	<p>University Ministries, Collaboratory – Student Engagement, Department of Africana Studies, North Park Theological Seminary</p>	<p>56 students participated in the annual Sankofa Experience, which included course credit for the pre and post trip presentations. Additionally, students visited the following historic landmarks:</p> <ul style="list-style-type: none"> <li>• National Civil Rights Museum – Memphis, TN</li> <li>• Lower Ninth Ward – New Orleans, LA</li> <li>• National Civil Rights Museum – Montgomery, AL</li> <li>• Southern Poverty Law Center – Montgomery, AL</li> <li>• Voting Rights Museum – Selma, AL</li> <li>• Slavery and African History Museum – Selma, AL</li> <li>• Chicago Sankofa Experience-The House Church in Lawndale; The Firehouse Arts Center, Lawndale; Progressive Community Church Intergenerational Garden Project, Bronzeville; DuSable Museum; New Moms, Inc., Logan Square; Trinity United Church of Christ; Oakdale Covenant Church; Second Baptist Church; Atonement Covenant Church</li> </ul>
<p>Sponsor the Campus Conversations on Race and Human Identity Training Workshops</p>	<p>Collaboratory – Student Engagement, Group Communications class, Conflict Transformation class and Department of Youth Ministries Studies</p>	<p>Provided a series of workshops designed to enhance students’ knowledge, understanding and respect for diversity, social justice and intercultural learning</p> <p>12 Students participated in the training activities</p> <ul style="list-style-type: none"> <li>• 5 students were certified as student trainers</li> <li>• 7 students received course credit</li> </ul>

Provide funding to support the coordination of the Race and the Caucasian Experience (R.A.C.E.) program	North Park Theological Seminary	Sponsored a student-led program dedicated to advancing and sustaining cultural-competence <ul style="list-style-type: none"> <li>Several Seminary students participated in a series of training opportunities, which focused on the social, political, religious and historical dimensions of the dominant European and European-American culture</li> </ul>
Offer financial assistance and encourage students to attend professional development conferences and training related to diversity	North Park Theological Seminary	Provided funding for six Seminary students to attend the Evangelical Covenant Church's annual Midwinter Conference. The Students – <ul style="list-style-type: none"> <li>Attended workshops and forums</li> <li>Attended the African American and Hispanic Ministers' Meetings and Luncheons</li> </ul>

**Goal 3: Diversity Awareness and Celebration Programs**

To foster a campus environment that celebrates and values diversity

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
Provide funding to assist with the coordination of Heritage Months' Celebrations as well as Dr. King Commemorative Event and Service Project	Collaboratory	Sponsored several events to support Arab History Month, Hispanic Heritage Month, Black History Month, Asian Celebration and Lectures and Cinco de Mayo: The events included the following: <ul style="list-style-type: none"> <li>Without Justice, Is Reconciliation and Forgiveness Possible?</li> <li>Salt of the Earth Film and Discussion</li> <li>Arab Information Session and Story Telling</li> <li>Korean Professional Cultural Troupe – Il Kwa Nori Performance</li> <li>A Man of Excellence: Gerald B. Hankerson, African American Muslim, On Leading a Life of Significance and Service</li> <li>Rhythm and Lyrics II: Music Film and Performing Arts Showcase</li> <li>19<sup>th</sup> Century Islamic Political Thought</li> <li>Grupo Araganey – Performance of Music from Venezuela</li> <li>Gingarte Capoeira – Brazilian Martial Arts Performance</li> <li>Black History Month Feast – ARA</li> <li>Arab Heritage Month Dinner – ARA (A traditional Arabic dance group performed</li> </ul>

		Debka dance and taught North Park students how to dance Debka)
Enhance diversity programs for faculty, staff and students by providing cultural education and diversity engagement activities designed to benefit the entire campus community	Collaboratory and Brunch club	Students, Faculty and Staff participated in the following programs and activities: <ul style="list-style-type: none"> <li>• Interfaith Dialogue with Women Faith Leaders: Christian, Muslims, and Jews Making a Difference</li> <li>• Conversation about Diversity – Brunch Club</li> <li>• Confronting the Uncomfortable Truth – Troy Davis</li> <li>• 9/11 Chapel service, which an opportunity for the two faith groups to commemorate and share their memories of 9/11 and how those events have helped shape their lives to live with more understanding, dialogue and intentional relationships in the present</li> <li>• The Path to Peace by Rev. Dr. Naim Ateek</li> </ul>
Offer cultural films and educational movies designed to educate the community about a particular culture or ethnic group	Collaboratory and Student Cultural Clubs	Sponsored the following cultural films and movies: <ul style="list-style-type: none"> <li>• Tired of Kissing Frogs: “Cansada de Besar Sapos”</li> <li>• Devout Muslim Tariq wrestles with his religious identity while attending college in the US following the 9/11 terrorist attacks</li> <li>• Which Way Home</li> </ul>

**Goal 4: Recruitment, Retention and Professional Development of Underrepresented Faculty and Staff**

To strengthen existing and develop new programs designed to support and retain underrepresented faculty and staff

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
Support Underrepresented faculty, staff and students	Office of Diversity	Met individually with underrepresented faculty and staff to listen to their questions and concerns related to diversity and to solicit their ideas about how to strengthen diversity support on campus <ul style="list-style-type: none"> <li>• Provided academic counseling, tutoring and support services to athletic teams</li> <li>• 30% of new students improved overall GPA</li> <li>• 15% maintained a GPA higher than 3.5</li> </ul>

**Goal 5: Recruitment of Underrepresented Students**

To identify, discuss and develop innovative recruitment initiatives designed to increase the enrollment of underrepresented students.

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
Continue to build partnerships with faith-based and community-based youth programs and high schools that have high concentrations of underrepresented students	University Ministries, Admissions Office and Collaboratory	<p>Worked with the Office of Residence Life, Admissions Office, University Ministries and other units on campus to sponsor the 3<sup>rd</sup> Annual High School Student Leadership summit, which included the following:</p> <ul style="list-style-type: none"> <li>• 51 participants and several chaperones from the following schools:               <ul style="list-style-type: none"> <li>– Minnehaha Academy</li> <li>– Options Laboratory School</li> <li>– Casa Central / Youth Opportunities Unlimited</li> <li>– The Chicago High School for the Arts</li> <li>– Talcott Fine Arts &amp; Museum Academy</li> </ul> </li> </ul>

**Goal 6: Retention of Underrepresented Students**

**To strengthen existing programs and develop new programs to retain students from diverse populations**

<u>Objectives</u>	<u>Responsible Area(s)</u>	<u>Outcomes</u>
Expand at-risk underrepresented student populations participation in programs that provide strong academic support (e.g. group tutoring and supplemental instruction, and the writing center)	Student Development Office, Athletic Department, Office of Student Enrichment and Support Services	<p>Underrepresented students participated in or were referred to the following offices or programs for support and assistance:</p> <ul style="list-style-type: none"> <li>• Group Tutoring and Supplemental Instruction program</li> <li>• Writing Center</li> </ul>

		<ul style="list-style-type: none"> <li>• Athletic Study Programs</li> <li>• Established the Minority Student Association of Medicine and Physical Sciences Club</li> </ul>
Support and provide assistance to the Student Development Office and the Office of Admission by providing of diversity seminars for the Light House and COMPASS programs	Student Development Office, Office of Admissions, Office of Student Enrichment and Support Services	Presented diversity-related information about services and resources available to assist students to prospective Light House students and in-coming COMPASS students
Provide funding to establish and support the underrepresented students' Men and Women Mentoring Seminars, aimed at increasing success rates	Collaboratory, Department of Mathematics, Athletic Department, Office of Career Development Internships, North Park Theological Seminary, School of Education, Department of Comparative Human Development, University of Chicago, Soul Stream Music Studio of Contemporary Voice, Cook County Department of Corrections, Bureau of Public Health Preparedness and Emergency Response, Chicago Department of Public Health	<p>Held monthly mentoring seminars addressing the following topics:</p> <ul style="list-style-type: none"> <li>• What is Sisterhood? What Do I Value as a Woman?</li> <li>• Who is my Brother? What is Community?</li> <li>• How do I Navigate Life: Love, Sex, and Relationships? What makes me Sensual, Sexual and Feminine?</li> <li>• Becoming a Whole Woman: Creative, Intellectual and Artistic</li> <li>• Time Management – Staying Focused and Accomplishing Life Goals</li> <li>• Financial Literacy: What is Money and How Do I manage it Wisely</li> <li>• What's the Plan after Graduation: Pursue a Career or Higher Education?</li> </ul>
Support social integration programs designed to connect underrepresented students to the life of the campus	Collaboratory, African American Student Association (AASA), Latin American Student Organization (LASO), Middle Eastern Student Association (MESA), East Asian Student Association (EASA)	<p>Some of the highlights included the following events:</p> <ul style="list-style-type: none"> <li>• Sushi making and animation watching for Japanese culture</li> <li>• Bibimbop making and K-pop for Korean culture</li> <li>• Dumpling making and Taiwanese cultural sharing for Chinese New Year celebration</li> <li>• Cinco de Mayo Celebration</li> <li>• LASO Fund Raiser</li> <li>• African American Student Association "Meet and Greet"</li> <li>• Welcome Back and End of Year Socials</li> <li>• Dia De Los Muertos activities</li> <li>• Fiesta Latin</li> </ul>

		<ul style="list-style-type: none"><li>• Moroccan Hafleh Evening of Food, Music and Conversation</li><li>• Lebanon Hafleh Evening of Food, Music and Conversation</li></ul>
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