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SIUE BULLETIN

To the Faculty, Staff and Students of Southern Illinois University at Edwardsville

Vol. 28, No. 12
July 17, 1997

MEMO TO: University Community
FROM: Nancy Belck *Nancy Belck*
SUBJECT: Shortened Version of Diversity Plan
and List of Accomplishments and Goals

We have a strong diversity package that is ready to share broadly! Please find attached the shortened revised version of the Diversity Plan, and the list of accomplishments and goals of the Human Relations Advisory Council. Both items have been carefully reviewed by many groups and were accepted unanimously by the HRAC.

Special thanks to those who helped develop the materials; now let's all help implement these worthy goals. The list of accomplishments to date is impressive!

Attachments

CHANCELLOR'S OFFICE

JUL 17 1997

SOUTHERN ILLINOIS UNIVERSITY
AT EDWARDSVILLE

DIVERSITY

AT

SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE¹

An institution of higher learning must reflect the greater democratic principles underlying American society. Southern Illinois University at Edwardsville (SIUE) derives its mission and values from these principles. In its pursuit of excellence in education, SIUE and all affiliated entities has adopted the following statement on diversity:²

All societies and peoples have contributed to the rich mix of contemporary humanity. If in the coming century we are to achieve peace and tranquillity, preserve the planet, and develop the full spectrum of human potential for just ends, we must build on this diversity.

In this context, SIUE is committed to education which explores the historic wealth of diversity and reflects on its legacy so as to better enable all students to engage the future. Integral to this commitment, SIUE strives for a student body and a workforce that manifests diversity.

Similarly, the University is dedicated to a harmonious, open, and hospitable climate which facilitates learning and work. Each member of the University community bears responsibility for creating a community typified by tolerance and civility, and that welcomes the exchange of differing opinions and ideas.

Appreciating diversity is a part of being well-educated. The University has a responsibility to open minds and to create a positive and supportive atmosphere where people can express and evaluate different points of view, separate informed opinions from mere prejudice, and develop a personal and informed perspective.

¹To assist the University community with developing a diversity plan, a team of administrators and faculty, (Paul Pitts, David Werner, Rudy Wilson, Sonia Zamanou), attended the Campus Leadership and American Pluralism Conference at Georgetown University sponsored by the Association of American Colleges and Universities. In consultation with other members of the University community, the team then developed a draft of a diversity plan. Subsequently, a subcommittee of the Human Relations Advisory Committee (Paul Pitts, James Andris, Lynn Fields, Emil Jason, Rosanda Richards-Ellsworth, John Farley, James Jackson, and Janet McReynolds) and the Human Relations Advisory Council (HRAC) finalized the diversity plan. Editing by Mary de Meneses, Belinda Carstens-Wickham and the HRAC has resulted in this statement on diversity at SIUE.

²Diversity is a very broad term which certainly includes but is not limited to an appreciation of multiculturalism. Multiculturalism does not call attention to diversity in sex roles or gender expectations. It requires a great leap to connect a multicultural emphasis to issues of students with disabilities or respecting those with unpopular, but defensible viewpoints. An appreciation of **diversity** has as its foundation, a liberal education, elimination of discriminatory practices and attitudes, mutual respect, fairness, intergroup sensitivity, cooperation and freedom of expression.

It is important to develop productive relationships among students, faculty, staff and the service community. The areas from which SIUE draws students offer a rich mix of racial, cultural and socioeconomic groups. The University also interacts with community members who express different but valuable ideas. Therefore, the University must create a respectful and accessible environment where people can learn to relate to those who think differently from themselves and to work cooperatively in a diverse community.

As an institution of higher learning with a serious commitment to creating and maintaining a diverse environment -- where members of the community treat each other with mutual respect, acceptance, and civility -- SIUE must generate opportunities for groups and individuals who are experiencing discrimination. Therefore, in order to achieve quality education, it is essential to invest resources in affirmative action and special programs for women, minorities, persons with disabilities and other disenfranchised groups.

SIUE faces unique challenges. It serves communities which have been segregated historically and whose members have had fewer chances to interact with people different from themselves. This has resulted in tendencies toward racial separation on campus. Members of our community from minority and international backgrounds, women, persons of differing sexual orientation or gender identity, persons with disabilities and individuals with differing religious and political views often feel unwelcome, excluded and mistreated. This sense of exclusion creates an inhospitable environment and can lead to low retention rates.

The ACCORD Model to Promote the Appreciation of Diversity³

The **Accord** Model for supporting diversity at SIUE suggests harmony, agreement and unity. At SIUE, six ways to improve the appreciation of diversity have been identified.

³At least two models were helpful to the committee in developing The Accord model: "In Every Classroom," The Report of the President's Select Committee for Lesbian and Gay Concerns, the State University of New Jersey-Rutgers, and "Racism on Campus," in Ethics and Higher Education, William May, (ed.) New York: Macmillan (1990).

1. **Administer and Assess the problem effectively**

Give full support to the Assistant Provost for Cultural & Social Diversity. The Assistant Provost for Cultural & Social Diversity **must** be qualified to address diversity issues, be free of discriminatory practices, have effective relationships with the various constituency groups, and demonstrate commitment to creating just conditions on campus. This office is charged with regularly assessing the campus climate for diversity.

2. **Create Curricula and Centers of Culture and Caring**

Establish programs that focus on the contributions of under-represented groups and re-evaluate the majority opinion in this context. These programs will be centers for cultural or artistic events that feature the contributions of these groups. Programs will also focus on helping and supporting the disenfranchised.

3. **Cooperate and Communicate**

Foster cooperation and open communication among minorities and between these groups and the broader community. Town meetings, forums, leaflets, newsletters, open mikes, teleconferences, and workshops are suggested means of communicating.

4. **Offer training programs and expect participation in them**

Institute training or programs designed to sensitize the campus community to diversity issues and to promote awareness of how to eliminate discrimination on campus. These programs are for all members of the institution, but especially for administrators and campus leaders who help to set the tone at SIUE.

5. **Recognize and Reward diversity**

Recognize and support minority groups that hold meetings to promote mutual support and effective political action. Such meetings may be either public or private.

6. **Demonstrate effective action to meet the Demand for equity**

Demand equity in access to representation, benefits, and services for all under-represented or marginalized groups. Such actions may include but are not limited to ensuring representation of minorities on the campus, equitable recognition of domestic partnerships, guaranteeing total physical access to all campus facilities, and eliminating sexual harassment.

DIVERSITY AT SIUE

Accomplishments and ongoing activities

1. Created position and office for Assistant Provost for Cultural & Social Diversity, responsible for coordinating special programs, minority student retention, and academic success programs for special and minority populations.
2. *Pathways to Harmony*: Provides training and educational programs for all members of the campus community to enable them to work effectively with diverse populations and to develop an appreciation of diversity.
3. Diversity Forum (1994) and the Diversity Conference (1995).
4. Assessment of the University climate by Dr. Daus' Psychology class (1996-97).
5. Annual assessment of University's progress toward meeting affirmative action goals.
6. Midterm early warning system to increase retention of all students.
7. Developed academic and support programs to meet student needs.
8. Recruiting of gifted and promising minority students through the Johnetta Haley Scholars Academy and the Chancellor's Scholars Program.
9. Implementation of changes required for compliance with American Disability Act standards and other issues and concerns that relate to persons with disabilities.
10. Inclusion of information relevant to minorities, women, persons with disabilities and those of alternative sexual orientation in the orientation activities of faculty, staff, and students.
11. Revised guidelines and criteria for the *Excellence in Undergraduate Education (EUE)* grant to encourage the submission and funding of projects for purposes of developing minority retention efforts.
12. Examine University mission, curriculum and allocation of resources to assess the extent to which they reflect diversity.
13. Recognize, appreciate and support the need for diverse programming: e.g. Martin Luther King, Jr. Luncheon, the Pow-Wow, Black History Month, Disability Awareness Month, Women's History Month, Gay and Lesbian Awareness Week, International Week, Cinco De Mayo.
14. Increase diversity among administrators, faculty, staff and vendors.
15. Develop publications and other materials that project a campus image which values and promotes cultural diversity.
16. Coordinate plans across all units of the University to share information and resources regarding diversity programming.
17. Keep the University community informed regarding progress made in diversity and other University initiatives undertaken to become an open and hospitable campus.

Goals

1. Review and revise, as appropriate, all General Education courses for the inclusion of content appropriate for developing an appreciation of diversity.
2. Review the curricula of major programs of the College of Arts and Sciences and the professional schools, and revise as appropriate to: a) include the history, traditions and unique ways of thinking and behaving of diverse groups, b) ensure that students have the opportunity to develop understandings and skills for working in a culturally diverse workplace, and c) ensure that pre-professional students are prepared to provide services and care for a diverse clientele.
3. Review the curriculum and seek adequate resources and personnel to support Black American Studies, Women's and Gender Studies, Persons with Disabilities and Ethnic Studies.
4. Develop procedures for including and rewarding demonstrated commitment to diversity in evaluations for merit and promotion.
5. Survey residents of University housing to assess whether the climate is harmonious, open, and hospitable.
6. Provide incentives for minority graduates to seek appropriate terminal degrees and return to SIUE to teach.
7. Establish a *Human Relations Incentive Grants Program* designed to provide seed moneys for innovative diversity programs and initiatives.
8. Encourage women's, minority, and student organizations to co-sponsor, jointly publicize and attend events and activities.
9. Include a report on diversity efforts as part of the Chancellor's annual address to the University community.
10. Report annually on progress made toward increasing the number of contracts awarded to vendors who are members of minority groups, women and persons with disabilities.
11. Include "sexual orientation" in the equal employment opportunities section of advertisements for vacancies.
12. Provide equitable access to representation, benefits and services to all members of the University community.
13. Create centralized database of materials about diversity available on campus.

July 7, 1997