



University of Kentucky President's Commission on Diversity 2007-2008 Annual Report

The President's Commission on Diversity (PCD) was appointed in January 2002 by President Lee T. Todd Jr. and is charged with the following:

- **Advise** the President on issues, policies and practices that affect the University of Kentucky's commitment as a champion of diversity;
- **Report** regularly to the President and the University community on the status of issues of diversity at UK on matters of racial and ethnic diversity in employment, working environment, compensation and campus leadership;
- **Offer recommendations** to redress all forms of racial and ethnicity-related inequities:
 - Recommendations for enhancing the University's recruitment, retention and graduation of minority students in all of its programs,
 - Recommendations for enhancing the University's recruitment and retention of minority faculty and staff;
- **Propose initiatives** to ensure racial and ethnic diversity at the University of Kentucky, which fully engage faculty, staff and students in the creation of a campus that is inclusive;
Inclusion of cultural affairs, communications, curriculum and extracurricular opportunities.

The following is a list of the activities and accomplishments realized by the President's Commission on Diversity throughout the academic year 2007-2008:

- Created PCD Strategic Plan that provides a "roadmap" for creating an institutional culture that is diverse and inclusive. This plan includes five initiatives:
 - I. Review existing strategies and develop new ones that will encourage diversity in every facet of undergraduate students' affairs.

- II. Review existing strategies and develop new ones that will encourage diversity in every facet of graduate and professional student affairs.
 - III. Review existing strategies and develop ones that will encourage diversity in all aspects of faculty and staff affairs.
 - IV. Review existing metrics and develop new ones to monitor, evaluate, and improve the progress of programs established to enhance diversity, including demographic diversity among students, staff, faculty, and administrators.
 - V. Review existing strategies and develop new ones that will build institutional capacity for diversity and inclusion as it informs the university's efforts in community engagement and public relations.
- Sponsored and coordinated the 2008 **President's Award for Diversity**. This function served to honor individuals who demonstrated outstanding efforts toward advancing UK's mission of embracing diversity while maintaining academic excellence. The second focus of this function was to encourage others to make a contribution to the creation of an institutional culture that is diverse and inclusive.
 - Revamped the **PCD website**. The new PCD website was launched in October 2007 with better visual representation of Diversity on campus and also making it easier to access the diversity information and the latest upcoming diversity events on campus. Also featured on this website is a comprehensive list of resources that include many important diversity links and information under various sections such as Disability, Race & Ethnicity, Religion, Sexual orientation and Socio-economic status. Also compiled and posted on the PCD website are various other **highlights**:
 - i. One stop **online calendar** indicating diversity events on campus,

- ii. Separate section where the **Agenda and Minutes** of monthly meetings of PCD are available for viewing as well as for downloading,
 - iii. A membership section with a picture of each commissioner and their designation with full contact details as well as the various sub committees of the Commission,
 - iv. **Online feedback and comment form** through which visitors to the website post their feedback/comments. These feedback/comments help us to make the changes necessary to better serve the university community.
- Created new **PCD ListServe**. This facilitates communication between Commission members.
 - Secured permission and placed a link for the President's Commission on Diversity on UK's homepage in the Diversity section under the sub section of "Discovering your passion" thereby making PCD website more readily and easily accessible.
 - Revised PCD By-Laws to facilitate the effective and efficient running of the Commission.
 - Collaborated, sponsored and worked with African American Studies and Research Program (AASRP) (a donation was made for "**The 14th Annual Black Women's Conference**"). This year's theme was "Addressing Health Disparities among Black Women". The conference recognizes, highlights, and examines issues that are central to the lives of Black women including their historical and contemporary roles in the black community and beyond.

- Collaborated with and sponsored the Department of Theatre at the University of Kentucky for the production of “**Colored Girls**”, Obie winning play that reveals the everyday realities of Black Woman and their ability to survive in the face of life’s challenges and pain through a unique fusion of movement, music and poetry. Cultural events like these can help students to better understand individuals from all walks of life.

- Collaborated with the **Martin Luther King Center on the Vigil** at University of Kentucky on Jan 20, 2008 (A late night vigil, titled "King's Dream Is Alive").

- Collaborated with the Office of International Affairs, University of Kentucky, on the “**Cross Cultural Workshop**” organized by Office of International Affairs. This program provides students the opportunity to discuss cultural issues, learn from each other, and make new friends.

- Collaborated with and sponsored the Art Department in the College of Fine Arts to facilitate the **2008 exhibit of Jamaican artists**. Activities like this one can help to expose students to international issues.

- Various members of the Commission and members of the university community, who were sponsored by the PCD, attended conferences on diversity issues. The focus of this effort is to fully acquaint Commission members to various diversity issues so they are better equipped to help the university achieve it diversity goals.
 - Alise Marshall, a senior at UK majoring in Sociology with a minor in African American Studies, and Jenisha Watts, a senior at UK

majoring in Journalism were sponsored by the PCD to attend and participate in the **Essence Magazine Summit**, October 2007 in New York City. This Summit was a national conference tailored for women who are actively seeking to shape the world. These students made a presentation to the Commission summarizing the opportunities gained by their attendance at this conference and how the knowledge and experience they gained would have a positive effect on their future careers.

- Michael Lee, member of PCD, was sponsored to attend the Medici Conference led by Frans Johansson, the author of remarkable bestseller “The Medici Effect”, in Phoenix, AZ. **The Medici Summit: Where Business and Innovation Intersect** is an intense and invigorating two-day program designed for senior-level executives and business leaders – company owners, entrepreneurs, C-suite executives, presidents, and all those charged with their organization's new product development, R&D, innovation, creativity, or diversity programs.
- Michael Lee, Richard Sutphen, members of PCD and Allan Richards, Chair of PCD attended National Conference on Race and Ethnicity (NCORE) in Orlando, FL.
- Collaborated with Dr. Connie Ray, Vice president for **Institutional Research, Planning and Effectiveness, UK**, on the development of metrics for the assessment of the status of diversity here at UK. The assessment tools are essential to determining the effectiveness of programs and policies in creating an institution that is diverse and

inclusive and to use the results to guide decision making as it relates to advancing diversity on campus.

- Encouraged community engagement by working with Cardinal Valley Elementary School on an after-school program. The focus of this after-school program is to help prepare students for higher education. In preparing these students for higher education there are two goals that are being met: 1) to prepare a diverse pool of students to enter higher education and 2) to continue to build a student population that will enhance an institutional culture that is diverse and inclusive.

Submitted by

Allan G. Richards, Chair

President's Commission on Diversity

University of Kentucky