

University of Kentucky President's Commission on Diversity 2003-2004 Annual Report

The President's Commission on Diversity was appointed in January 2002 by President Todd 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 2003-2004:

- 1 Established the President's Award for Diversity, honoring those in the categories of UK student, faculty, staff, administrator, unit or program, and person or organization outside of UK who have demonstrated outstanding efforts toward advancing UK's mission of embracing diversity while maintaining academic excellence.
- 2 Coordinated and co-sponsored UK's commemoration of the 50th anniversary of the U.S. Supreme Court ruling in the *Brown vs. Board of Education* case that struck down racial segregation in public schools. The commemoration included, among other events, the conference "Education Beyond Brown: Future Perspectives," and the 10th Anniversary Black Women's Conference with the theme, "African American Women and the Historic Brown Decision: Looking Backward, Going Forward." "Education Beyond Brown: Future Perspective" included university, local community, and national speakers that discussed the *Brown* decision from a variety of perspectives.
- 3 Currently compiling a post-conference publication that will contain several pieces from

- speakers and panelist from “Education Beyond *Brown*: Future Perspectives” as well as other invited submissions. This document is to serve as a historical record of the UK Commemoration of the 50th anniversary of *Brown v. Board of Education* as well as a tool to continue the dialogue examining the legacy of Brown from various perspectives. The post-conference publication is expected to be available early next fall.
- 4 Hosted a series of invited focus groups entitled “Cultural Voices” for UK students, faculty and staff to gather qualitative data regarding various aspects of the university culture relating to ethnic/racial diversity. Data collected from these focus groups will be analyzed and serve as the foundation for the Commission’s establishment of goals for 2003-2004. Funding for this initiative was received through a mini-grant awarded to the Commission from the Equal Opportunity Panel.
 - 5 Met with UK Senior Administration to develop a plan to proactively deal with the possibility of the Klu Klux Klan presence on campus in the near future.
 - 6 Developed official bylaws for the Commission.
 - 7 Collaborated with the Office of Institutional Research and the President’s Commission on Women to coordinate the administration of UK’s first campus-wide student climate survey. Results from this survey will be available to UK administration no later than early fall.
 - 8 Currently collaborating with the President’s Commission on Women Chair and representatives from several campus areas to develop a NSF grant proposal for the ADVANCE program to be submitted in the fall of 2004. The goal of the NSF ADVANCE program is to increase the retention and promotion of women faculty and faculty who are members of underrepresented minority groups and/or individuals with disabilities.
 - 9 Partnered with the Office of Multicultural and Academic Affairs to sponsor a noontime dialogue for UK faculty, staff and students on the definition of diversity.
 - 10 Partnered with the Office of Multicultural and Academic Affairs to hold a welcome reception for new minority faculty.
 - 11 Co-sponsored many events and forums designed to enhance awareness, understanding and sensitivity among multicultural audiences, including partnering with the Lexington Network and other campus departments to bring Tim Wise, a nationally-known social justice advocate, to campus for a public speech.
 - 12 Conducted numerous presentations or visitations to various campus units or programs to discuss strategies to aid them in the development of unit strategic plans in regard to diversity goals.

- 13 Conducted continuing professional education and development for faculty, staff and students.
- 14 Participated in the Lexington Magic Johnson Urban Enterprise Initiative.
- 15 Co-sponsored a student forum with UK NAACP to discuss affirmative action and the implications of the recent Supreme Court decision involving the University of Michigan's admission policies.