



University of Kentucky President's Commission on Diversity 2004-2005 Annual Report

The President's Commission on Diversity was appointed in January 2002 by President Todd 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 2004-2005:

- Coordinated and sponsored 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.

- Completed compilation, printed, and disseminated the monograph, "Education Beyond Brown: Future Perspectives". This monograph contains several pieces from speakers and panelists that contributed to the 2004 *Education Beyond Brown* conference, 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 monograph has been sent to UK Deans, Department Heads, and Student Organizations; Deans at UK benchmark universities; Kentucky public universities and private colleges; and Deans at approximately 20 other institutions nationwide.
- Conducted continuing professional education and development for faculty, staff and students.
- Compiled Domestic Partner Benefits information from the top 20 research universities, UK's 19 former benchmarks, and flagship public universities in neighboring states.
- Secured permission to include on UK's homepage and the PCD homepage, "Welcome to UK" in the 15 – 20 native languages most common among international students attending UK. Translations of "Welcome to UK" are currently being collected, and will be ready to post on the newly developed UK homepage.
- Reviewed the 2004 UK campus climate survey data, with special attention to the need to gain additional data from students with disabilities, international students, and students who identify as gay-lesbian-bisexual-transgender.
- Initiated the work of the Presidential appointed Comprehensive Diversity Task Force based on the findings of the 2004 UK campus climate survey and the focus group data of the 2004 *Education beyond Brown* conference to establish goals and criteria for every unit on campus. The final product will be monitored by the

PCD, the Office of the Vice President for Institutional Research and Planning, and the Office of Multicultural and Academic Affairs.

- Reviewed the report titled, “Remembering the Human Spirit Through Students with Disabilities” by students C. Miguel Carlin and Betty Jo Allen. The Commission will work with the Office of Residence Life regarding ways that the report’s recommendations may be integrated in the broad range of training currently being provided by this office.
- Compiled and posted on PCD website a comprehensive list of GLBTQ resources and links.
- On-going: Review of UK web pages as to visual representations of diversity (broadly defined); how readily-accessible is PCD and other diversity-related information; and ways that the Commission can partner with units such as the Office of Work-Life to address issues of inclusion for faculty and staff.

The President’s Commission on Diversity supported several organizations on campus with funds for specific projects related to goal five:

- The UK chapter of the Student National Medical Association has received \$1,000 from the Commission to support the regional conference, which was sponsored by UK. The topic of the conference was, “Combating Health Disparities: Education for Action. Promoting and Maintaining the Pipeline.” The conference was hosted at the Griffin Gate Marriott Resort in Lexington, KY.
- The Commission also awarded \$483.00 to an undergraduate student, Tramaine Chapman, to attend the National Association of Black School Educators conference that was held in Dallas, TX. The conference focused on teachers who would be working in the field of special education with diverse students.
- An organization called the Lexington Network was awarded \$350.00 for a series entitled, “The Reparations Controversy: A Community Conversation”. The

organization has studied the debate and proposes to open the discussion across central Kentucky.

- The Kentucky Women Writers Conference was awarded \$1000.00, for the annual conference, which featured presenters such as Elaine Brown, Candace Bushnell, Beth Ann Fennelly, Patty Friedmann, Christine Fugate, Louise Gluck, Donna Hilbert, Dana Levin, Tift Merritt, Vijai Nathan, Alexandria Robbins, Ann Telnaes, Neela Vaswani, and Carrie Mae Weems.
- African American Studies and Research Program received \$1000.00 for the eleventh annual Black Women's Conference. This year's theme was "Black Women and the Body". 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.
- The Office of International Affairs received \$750.00 for a program called "Crossing Cultures and Building Bridges: Appalachia and the World". The program was a cross-cultural workshop that consisted of UK International students making a one-day visit to a school in rural Kentucky to teach the elementary students about their countries, cultures and languages, and for the UK students to learn about regional educational, cultural and economic issues.
- The PCD awarded \$750.00 to the Kentucky Literacy Research Symposium. This event that was largely focused on literacy instruction and multicultural issues. The list of presenters included Dr. Geneva Gay, from the University of Washington, who is an expert in equity pedagogy and culture; and the Brown Sisters (Linda Brown Thompson, and Cheryl Brown Henderson), who were the

two girls the civil rights landmark case *Brown vs. the Board of Education*, were built around.