

UNIVERSITY OF SCRANTON

CULTURAL DIVERSITY COMMITTEE

YEAR END REPORT

AUGUST 1996

CULTURAL DIVERSITY COMMITTEE

**YEAR END REPORT 1995-96
and
PLANNING GOALS FOR 1996-97**

Prepared for:

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SCRANTON

Office of Affirmative Action

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The acceptance of Planning Goal II (cultural diversity) is spreading throughout the campus. Having the goal, having a cultural diversity curriculum requirement, and having a very broad-based diversity committee have contributed greatly to its acceptance.

Since the cultural diversity committee is broad-based, representing most departments on campus, the goals and objectives that are developed cover all departments and spread out the responsibility for implementation.

Below are the goals for 1995-96 and the accomplishments: (The list is not inclusive, it only contains information sent to me by departments.)

- 1.0 **The Personnel Office will do periodic mailings in the local market area announcing job vacancies and requesting minority referrals.**

The Affirmative Action Office updated the mailing list in the Faculty Hiring Guide and shared it with the Personnel Office. Two mailings were conducted. One African-American individual was hired.

- 2.0 **The Personnel Office will provide a greater awareness to employees about cultural diversity.**

The Affirmative Action Office spoke on diversity at the new staff orientation and at one of the Speak Out Sessions.

Personnel requires, as part of the annual evaluation process, all supervisors to respond to the question, *Contributions to the Institutional Statement of Mission: Explain briefly how you have contributed to the goals identified in the Statement of Mission of the University of Scranton.*

3.0 Provide sensitivity training for all students and employees.

Partially accomplished. Fifteen faculty participated in sensitivity training as part of the faculty curriculum initiative on diversity. The Student Affairs Office conducted a half day seminar on diversity for the Student Affairs Division. COCA held evening sensitivity training workshops for members. A new skit of issues on diversity was developed for summer orientation. A multi-cultural dinner for fall orientation was planned. Diversity training sessions were held for RAs.

All full-time Counseling Center staff attended at least one training session on diversity issues, which specifically addressed issues of racism and homophobia. The Director attended two diversity conferences dealing with these issues, and also attended three clinical conferences with training sessions on multicultural issues in counseling, and treating gay and lesbian clients.

The Counseling Center, in conjunction with Residence Life, presented a program for resident students on gay, lesbian and bi-sexual issues.

4.0 The Admissions Office will examine the attrition rate of students of color.

This is on-going and being done as part of the University's overall retention study.

5.0 The Student Affairs Office will conduct a cultural diversity attitude survey.

Survey was conducted. Results not yet published.

6.0 The Admissions Office will increase minority enrollment to eight percent.

Not accomplished. Freshman class was only six percent.

7.0 The University will host a fourteen college conference on cultural diversity.

Accomplished. In 1996 the conference will be at College Misericordia.

8.0 Departments will develop courses that meet the cultural diversity curriculum guidelines.

Grant funding was received from ABC/CAP Cities and the Dr. Scholl Foundation to help support this initiative. Fifteen faculty met throughout the year to learn about and discuss diversity issues. The result fourteen undergraduate courses will be submitted to the CCC for approval. In addition one graduate course was developed.

Other accomplishments:

1. The Department of Education presented an educational symposium, "Holocaust and Other Violations of Human Rights."
2. University became part of AAC&U's cultural pluralism program.
3. University of Scranton Players presented three one act plays by a Cuban-American woman.
4. Foreign Language Department students began a Hispanic outreach program offering tutoring to limited English speaking children.
5. This year the Study Abroad Program had students of color going abroad.
6. United Colors started a theme house. Members of United Colors served as Orientation Aides.
7. Summer freshman orientation included the skit "If My Outside Were Like My Insides."
8. The library, through the Core Collection Development Project, acquired 117 books on diversity and by authors of color from June 1995 to May 1996. Media Resources Center added five items. The library had the following book displays in the Quiet Study Room: Festival of Latin American Culture, Women's Studies, and African American Studies.

9. University of Success program for economically and educationally disadvantaged 7th and 8th graders began summer 1996.
10. ARA sponsored ethnic food dining opportunities.
11. A gospel choir was formed and a Gospel Fest was held in March.
12. The Music and Art Department sponsored, *Artes: Festival of Latin American Culture*. The bookstore, library, theater, and Foreign Language Department held activities to enhance the event.
13. The Department of Art and Music's, Classic and Alternative Film Series included *The Conformist* and *Memories of Underdevelopment*.
14. The Friends of the Weinberg Memorial Library sponsored a film discussion series including the film *Glory*.
15. The Publications Office accomplished its goals of having a "cultural diversity" article in each publication of The Record and Scranton Journal.
16. The Office of International Student Affairs held a very successful "International Dinner."
17. Dr. Habib Zanzana taught a course on the Culture and Civilization of Spain in fall 1995 and a course on the Culture and Civilization of the Francophone World in spring of 1996. In addition he invited students and faculty from Spain, Mexico, Haiti, Catalūna, Venezuela, France and Canada to speak informally with students.
18. Programming on WSUR includes World Music (Latin, African, Celtic, Middle Eastern, and Asian music), Women's Center (featuring women's issues), Latino Jazz, and D.J. "Rock On" hosts urban music show featuring Rap. Special programs included a remote show during Cultural Diversity Week, remote coverage of date rape guest speaker, remote of Gospel Fest '96, and a live show by the University of Scranton Gospel Choir.
19. Thanks to the efforts of the International Student Affairs Office, a Moslem Mosque will open this fall.
20. Counseling Center staff saw 21 minority clients (figure includes both international students and American minority students) last year which is approximately 3% of the total number of students served.

21. The Counseling Center facilitated a gay, lesbian and bi-sexual support group with a total of 7 participants.
22. The following texts were purchased and added to the Counseling Center library:
 - a) Multicultural Assessment Perspectives for Professional Psychology by Richard Dana.
 - b) Women of Color by Lillian Comas-Dias and Beverly Green.
 - c) Lesbian and Gay Psychology edited by Beverly Greene and Gregory M. Herek.
 - d) Psychological Perspectives on Lesbian and Gay Male Experiences edited by Linda Garnets and Douglas Kimmel.

In addition, the Director purchased six other texts on diversity issues (four focusing on gay and lesbian issues, two on racial and ethnic diversity issues) for her personal library.

23. The Counseling Center continues to teach a class on the Psychology of Women, which covers issues of diversity, including the impact of race, ethnicity, class, culture, sexism and homophobia on women's lives. This class is being reviewed by the Psychology Department for consideration to submit for university review as a course which could fulfill a cultural diversity requirement for students.

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CULTURAL DIVERSITY GOALS FOR 1996-97

- 1.0 Increase minority representation among our employee groups.
- 2.0 Continue to communicate all professional job announcements to groups identified by the Office of Federal Contact Compliance Program in the hopes of identifying candidates of color.
- 3.0 Develop a closer working relationship between United Colors and the International Student Organization.
- 4.0 Develop a plan for recruiting faculty of color.
- 5.0 Continue to increase financial aid for students of color.
- 6.0 Increase percentage of freshman students of color to eight percent.
- 7.0 Develop a retention plan to retain students of color.
- 8.0 Increase awareness of library holdings on culturally diverse topics through displays and traveling exhibitions.
- 9.0 Produce a multicultural research guide for library users, including print, non-print, and internet resources.
- 10.0 Formulate a collection development profile indicating scope of materials that will be acquired in support of multicultural curriculum.
- 11.0 Increase library holdings in Office of Instructional Development, Weinberg Memorial Library and Counseling Center library on culturally diverse topics.

- 12.0 Office of Instructional Development will coordinate the second-year of the cultural diversity curriculum project to increase the number of courses that meet the diversity requirement.
- 13.0 Conduct workshops for employees on diversity.
- 14.0 The Counseling Center will schedule meetings with the minority recruitment admissions counselor, and the United Colors Club to ask students of color about their specific needs in the counseling area and ways it can serve them better.

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CULTURAL DIVERSITY COMMITTEE
1995-96

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