

June 20, 2014

### **UMSL Chancellor's Cultural Diversity Council 2013-14 Summary**

The Chancellor's Cultural Diversity Council for the 2013-14 academic year was comprised of 27 members representing faculty, staff, and students from all segments of the campus community. Robert Bliss, dean of the Honors College and Deborah Burris, director & chief diversity officer of the Office of Equal Opportunity and Diversity continued to serve as co-chairs of the council for the 2013-14 academic year. The council was again provided remarkable support from our graduate assistant Ms. Lisa Busalacki. Eight meetings were held throughout the academic year.

Meetings included discussions of campus concerns, updates on equal opportunity regulations and presentations from members of the campus community. Below are the highlights of the year.

- **Presentations**

- Charles Hoffman, the dean of the business school, gave a talk about diversity in the business world. Charles spoke about the need for more diversity in higher level positions in the business sector as well as the lack of diversity on business boards.
- Marty Rochester, a professor in the political science department shared his views about intellectual diversity on UMSL's campus. Marty presented information to support his view that universities lack conservative views represented on campus.
- Niyi Coker, professor in the Department of Theater and Dance, shared his proposal for an African/African American Studies program.
- Forest Van Ness, the UMSL police chief, spoke about his past and current strategies for developing a diverse police force.
- Deborah Baldini, associate Dean of Continuing Education and Teaching, shared about the SUCCEED program, a residential program that serves individuals with intellectual and learning disabilities.

- **Diversity Action Plan**

After approval by the Chancellor and Provost, the CCDC began implementing the Diversity Action Plan (DAP). Subcommittees were created for the first three items of the DAP: 1) Design and implement a campus wide cultural competency program 2) Include a diversity assessment in the five year review, 3) Create a more inclusive environment for hourly employees. The following progress has been made on the plan:

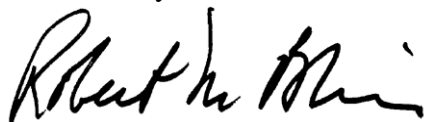
- The cultural competency training subcommittee has had five meetings thus far. The group has added Jermine Alberty from MIMH, Harland Hodge, a professor from Social Work, and Jennifer Simms, a PhD candidate. The training is still in the planning stages.
- A subcommittee revised the current Five Year Review by integrating diversity questions to the current format. The revisions were sent to Provost Cope.
- The hourly employees subcommittee has organized a focus group to better understand the experiences of hourly employees on the UMSL campus. The focus group was conducted on June 11, 2015. The group was led by Dr. Haim Mano and Dr. Malaika Horne.
- **Other**
  - The council wrote a letter of support for the implementation of the African/African American studies program. The program was approved in January 2014. As of now, one class is being offered for Fall 2014.
  - The council wrote a letter of support to the Chancellor to add the words “gender expression” and “gender identity” to the current Equal Opportunity policy.
- **Support**

The council continued to receive much needed support from the Chancellor via a graduate assistant and a budget for the FY 2014. Ms. Lisa Busalacki continued to provide vital support for the Council via coordinating meetings, gathering data, following up on various tasks between meetings and working with the co-chairs, individual council meetings and subcommittees. Consequently, the council was able to carry out its mission because of the support provided.
- **Budget**

Of the monies allocated for the CCDC budget, the council used \$50.00. This was used to buy refreshments for the Hourly Staff Focus Group. The 2013-2014 year was primarily dedicated to analyzing results from the Campus Climate Study, research, and planning for the DAP. However, the council greatly anticipates the need for significant dollars to implement the DAP in the upcoming year.

The Chancellor’s Cultural Diversity Council continues to work to make diversity a positive hallmark of their community. In the 2014-15 academic year we will continue to work on the Diversity Plan and seek to create a more inclusive campus for all UMSL community members.

Submitted by,



Robert Bliss, Co-Chair  
Chancellor’s Cultural Diversity Council

Deborah Burris Co-Chair  
Chancellor’s Cultural Diversity Council