



Diversity Outlook

TOGETHER, WE CAN ALL MAKE A DIFFERENCE

THE NEWSLETTER OF CAMPUS DIVERSITY

VOL. 3 • ISSUE 8

APRIL 2012

A WORD FROM THE VICE PROVOST



Fred Rodriguez,
Vice Provost for
Diversity & Equity

One of the most gratifying aspects of seeking future colleagues to join the KU campus community is meeting position finalists from across the country. Almost to a person, each candidate leaves impressed by KU's campus setting and Lawrence, but most often amazed by the people whom they meet during their campus visit. This has been true with several searches that are close to being finalized.

We are in those final stages of selecting the Director of Institutional Opportunity & Access (formerly EO, now IOA) and the investigator/trainer in IOA. The new office will be in Carruth, where these two new colleagues will be joining our Director of Accessibility and ADA Education, Jamie Simpson.

The administrative assistant search for that office drew a large pool of candidates. In a similar process, in the next two weeks we will be inviting national finalists on campus visits for the Director of the Office for Multicultural Affairs position.

The latest Memorandum of Understanding was signed by KU and Haskell Indian Nations University on April 9. Last signed in 2004, the memorandum was updated over the fall semester with input and approval by various KU groups and through the Haskell governance structure. You may access it through diversity.ku.edu.

The 2nd Annual Spring Symposium on the Scholarship of Diversity attracted over 100 participants from Lawrence, Edwards campus, the KU Medical Center, and Haskell and elicited plentiful positive feedback that will be used to shape future events. The two keynote presentations will be available on the D&E website. Special thanks must be given to the KU colleagues who provided breakout sessions on their research topics that advance our knowledge base and inform our practice. Thanks to everyone who presented and participated!

Dr. Tammy Kernodle, American Studies, is completing her Langston Hughes Visiting Professorship. The 100+ participants at her campus-wide event enjoyed her mixture of lecture with vocal and piano music, which wove a story and left a lasting impression with everyone.

The D&E Advisory Council is working on a framework for diversity at KU, with one component a definition of "diversity." Elsewhere in this issue is a draft definition and the DEAC welcomes any feedback on that to fredrod@ku.edu.

As always, thank you for your continued support.

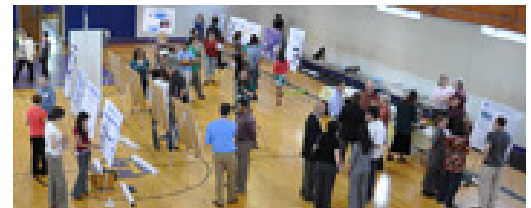
See • New ADA education director
page 2 • Scholarship of diversity
for • Upcoming events & more

12TH KU-HASKELL STUDENT RESEARCH SYMPOSIUM NEARS

All are invited to the 12th KU-Haskell Indian Nations University Student Research Symposium, 4-6 p.m., Tues., April 17, in Tecumseh Hall on the HINU campus.

The KU Office for Diversity in Science Training (ODST) collaborates with Haskell to administer five federally funded minority-student training programs that provide research and educational opportunities for students from groups currently underrepresented in the sciences. At the symposium, students from these programs will present research posters on topics in biochemistry, genetics, biomedical engineering, psychology, and other areas. To learn more, visit the ODST website: www2.ku.edu/~odst/.

Below: A fraction of the posters and crowd at the 2011 Student Research Symposium.



KU STUDENT ATHLETE DIVERSITY & INCLUSION TRAINING

KU Athletics (KAI) is committed to creating a stimulating, multi-cultural environment that nurtures human potential. With that commitment and the NCAA Certification (continued on page 2)



BEYOND THE HILL

The NSF-sponsored CoLang 2012 comes to the KU campus this summer. This six-week Institute on Collaborative Language Research is an opportunity to be trained in a range of skills for community-centered language documentation; there is a two-week intensive workshop option. [Click for costs, deadlines and details.](#)

DEFINING DIVERSITY AT KU: A DRAFT

The diversity of the people at The University of Kansas has been the source of innovative ideas and creative accomplishments throughout the institution's history. Diversity, a defining feature of KU, refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include: age; citizenship; cognitive style; culture; abilities or disabilities; economic background; education; ethnicity; gender; gender identity; geographic background; language(s) spoken; marital/partnered status; national origin; physical appearance; political affiliation; race; religious beliefs; sexual orientation. *Send ideas or feedback on this draft to fredrod@ku.edu.*

KU / HINU MEMORANDUM RENEWED



Haskell Indian Nations University and The University of Kansas have long shared a spirit of cooperation, with their overlapping missions and common Lawrence home. From this, successful shared initiatives and

programs have developed and continue to arise. On April 9, 2012, KU Chancellor Bernadette Gray-Little and HINU President Chris Redman signed a memorandum agreement to acknowledge this beneficial partnership. More than 40 KU or Haskell administrators, faculty, staff, and students witnessed the signing ceremony in KU's Sabatini Multicultural Resource Center.

THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

Backwards on Racial Understanding

A new study (presented at the 2012 annual meeting of the American Educational Research Assoc.) suggests that as undergraduates progress in higher education they become less interested, on average, in promoting racial understanding. The study finds this to be true across racial groups, though it also finds some college experiences that may make students MORE interested in racial understanding as they age through their studies. Students were asked, "How important to you personally is helping to promote racial understanding?" upon arriving at college, then at the end of their freshman and senior years. The researchers report that "contrary to our expectations, the average change in racial attitudes during the first year and the entire four-year period is in a negative direction." Simply being in college has no impact on the desire to promote racial understanding, but four specific experiences, including interracial friendships, increase the chances that a student will leave college more committed to promoting racial understanding. "An implication of these findings for postsecondary institutions with racially diverse campuses is that efforts to broaden students' racial views should extend beyond multicultural course requirements."

Source: INSIDE Higher Ed <http://www.insidehighered.com/news/2012/04/10/study-suggests-students-grow-less-interested-promoting-racial-understanding>

STUDENT ATHLETE DIVERSITY TRAINING (continued from page 1)

process, KAI provides annual diversity and inclusion training to all KU student-athletes. More than 500 student-athletes took part this academic year in mandatory 90-min. sessions on race, ethnicity, class, and privilege. Both practical applications and theory were explored, with the goal that each student-athlete gains awareness, education, and realizes how they can use their diversity to positively impact their team, the University, and the community.

UPCOMING EVENTS

APRIL

- 14 HALO 40th Anniversary Reception**, formal attire; RSVP to v943r322@ku.edu by April 12 2 p.m., Spencer Museum of Art
 - 14 24th Annual KU Powwow**, host: First Nation Student Assoc. 5 p.m., Gourd Dance; 6, Grand Entry; Robinson Gym
 - 16 Deadline for submitting proposals re: Internationalizing the Curriculum** [click for more information](#)
 - 16 Selma Vital lecture, "Relendo Machado de Assis: or que falar de raça na obra machadiana"** in Portuguese 3:30 p.m., Sabatini Multicultural Resource Center, rm 116
 - 19 Panel Discussion: "Contributions by women academicians to intercultural dialogue in multicultural societies"** 1 p.m., Alderson Auditorium, Kansas Union
 - 23-29 KU International Awareness Week** [a slate of events presented by International Programs](#)
- ### MAY
- 5 KU Hispanic Alumni Chapter Graduation Banquet & Ceremony** 6-8 p.m., Adams Alumni Center
 - 12 Multicultural Scholars Program Graduation Banquet** 6-8 p.m., Kansas Union Ballroom

NEW COLLEAGUE IN THE SPOTLIGHT



Jamie Simpson joined the KU staff as Director of Accessibility & ADA Education in late March,

reporting to the Office of Diversity & Equity. The position was created to help KU achieve goals outlined in last year's Americans with Disabilities task force report as well as goal 5 - "Developing Excellence in People" - of the university's Bold Aspirations strategic plan,

Simpson comes to KU from the KS Dept of Health & Environment and also is adjunct faculty at the KUMC School of Nursing. The KU alumna is excited about this "opportunity to initiate and coordinate programs and activities that will strengthen the goal of a campus climate consistent with ADA and enhance the spirit of inclusiveness at KU."