

# **UNLV STATUS REPORT TO THE CHANCELLOR**

## **Dates**

**April 1-June 30, 2009**

## **Office of the Vice President for Diversity and Inclusion**

### **Major Events and Activities**

#### **ASIAN PACIFIC AMERICAN HERITAGE MONTH EVENT WITH DR. ROBERT YUAN AND DR. VAL OOKA PANG**

On Wednesday April 22, 2009, from 9 a.m. to 5 p.m., in the UNLV Student Union, Dr. Valerie Ooka Pang and Dr. Robert Yuan were the featured keynote speakers at a one-day conference on multicultural curriculum transformation across academic subject areas. Dr. Pang is a teacher educator at San Diego State University and Dr. Yuan is a cell biologist and molecular geneticist at the University of Maryland, College Park. Both are extremely well known and respected in their fields and have been integrally involved in multicultural curriculum change efforts in their disciplines both on their respective campuses and around the world for many years. In addition to these keynoters, the conference also showcased the work of 16 UNLV faculty already engaged integrating multicultural curriculum into their UNLV courses in a variety of ways and across a variety of disciplines. Conference objectives were: 1) to build understanding of multicultural curriculum transformation across disciplines, including the "hard sciences;" 2) to provide some concrete examples of what multicultural curriculum transformation looks like and how to begin, sustain, and assess it; 3) to inspire faculty and administrators to embrace the multicultural aspect of comprehensive curriculum change; and, 4) to integrate identity month diversity programming (in this case Asian American Heritage Month) into campus infrastructure (in this instance curriculum reform efforts).

#### **COMMUNITY COFFEE AND CONVERSATION ON RACISM**

On May 23, 2009, at the West Las Vegas Library Theater from 11 a.m. to 1 p.m. Las Vegas residents gathered for the first in a series of "Community Coffees and Conversations on Race." This first Coffee and Conversation was hosted by the Las Vegas Black Historical Society and co-sponsored by the Las Vegas Clark County Library District. Ward 5 Chamber of Commerce President, Ms. Katie Duncan presided over the event. Dr. Christine Clark, UNLV Vice President for Diversity and Inclusion moderated the Conversation. Conversation panelists included UNLV Historian Ms. Claytee White, United Family Community Services, Inc., Behavioral Management Specialist, Mr. Anthony Snowden, and Ms. Katherine Joseph, President of the Black Historical Society.

#### **NATIONAL CONFERENCE ON RACE AND ETHNICITY**

On May 27, 2009, CCSD Diversity and Affirmative Action Program Executive Director, Mr. Tom Rodriguez, CSN Interim Vice President for Diversity and Inclusion, Mr. Larry Mason, UNLV Graduate Student Ms. Ivet Santiago, and UNLV Assistant Vice President and Vice President for Diversity and Inclusion Mr. José Melendrez and Dr. Christine Clark co-presented on "The Nevada Latino Youth Leadership Conference: Building Community Partnership for Latina/o Student Leaders and First Year Success," at the 22nd Annual National Conference on Race and Ethnicity in American Higher Education (NCORE 2009) in San Diego, California.

#### **UNIVERSITY OF SOUTHERN CALIFORNIA DIVERSE COMMUNITY OUTREACH PROGRAMS VISIT**

On May 29, 2009, UNLV Vice President and Assistant Vice President for Diversity and Inclusion, Dr. Christine Clark and Mr. José Melendrez, and UNLV Diversity and Inclusion External Relations and Outreach Specialist, Ms. Lucy Flores, traveled to Los Angeles to meet with several members of the University of Southern California (USC) faculty and staff with broad responsibility for community outreach and relations. As a part of UNLV's efforts to develop a comprehensive community outreach and relations initiative that models USC's, the visit provided UNLV staff the opportunity to learn about what USC is doing and how it is doing it first hand.

## **MARIACHI CONFERENCE**

On May 5-7, 2009, the UNLV Offices of the Vice Presidents for Diversity and Inclusion & Student Affairs, with support from the UNLV College of Fine Arts, partnered with the CCSD to host a Mariachi Conference and Festival. This event brought several hundred CCSD students and their families to campus over three-day event.

## **LATINA/LATINO YOUTH LEADERSHIP CONFERENCE**

On June 23-28, 2009, the UNLV Offices of the Vice Presidents for Diversity and Inclusion & Student Affairs, partnered with the Las Vegas Latin Chamber of Commerce to host the 16th Annual Latina/o Youth Leadership Conference. This year this event brought several hundred CCSD students to campus over the seven-day event.

## **Capital Campaign Update**

**NONE NOTED**

## **Campus Issues or Challenges**

### **LACK OF ADEQUATE STAFFING & FUNDING TO ACCOMPLISH INSTITUTIONAL DIVERSITY AND INCLUSION GOALS**

While the Office of the Vice President for Diversity and Inclusion made extraordinary strides in its first year and is continuing to do so this second year, it has been severely disadvantaged in its ability to accomplish much, much more due to a now persistent lack of adequate staffing and related funding (despite erroneous media reports to the contrary). While budget challenges pervade the campus and the state, through the strategic reorganization of several related units under the diversity and inclusion function, ample human and capital resources could be brought to bear on this office's and the campus's related efforts, enabling it to increase the effectiveness of these efforts, easily ten-fold.

### **DIVERSITY-RELATED ATTACKS ON UNLV IN THE LOCAL PRESS AND BY INDIVIDUAL CAMPUS AND COMMUNITY STAKEHOLDERS**

Despite the tremendous accomplishments of the Office of the Vice President for Diversity and Inclusion, it has been the object of a small but highly visible amount of sensationalized criticism. Some of this criticism is a natural part of the developmental process by which people become aware of, knowledgeable about, and understanding of the importance of diversity and inclusion. Other of this criticism emerges from an unsophisticated and otherwise uninformed assault on public education, especially public higher education. All criticism has been responded to with openness, and critics have been invited to meet with Office leadership and/or to attend and participate in Office events and activities.

## **Successes and Accomplishments**

### **STUDENT OF COLOR AND INTERNATIONAL STUDENT GRADUATION CEREMONIES**

On May 1st, 3rd, and 8th, the UNLV Offices of the Vice Presidents for Diversity and Inclusion & Student Affairs, partnered with UNLV student organizations to co-sponsor an African American, Native American, Asian Pacific American, International, and a Latina/Latino student commencement/graduation/convocation ceremony. The African American ceremony—*sponsored* by the UNLV Alliance of Professionals of African Heritage—is the longest standing of the five. 2009 was the third year that the 23rd Annual Students of African Heritage Awards Ceremony and the Ninth Annual African American Student Graduation Celebration were combined. In contrast, this year was

the first year for the Asian Graduation Celebration ceremony, brought about entirely by the student activism and organizing efforts of the newly formed ROAR (Raising Our Asian Rights) group.

### **COMPLETION OF CAMPUS POLICY ON HATE CRIMES**

On May 14, 2009, after 18 months of development, revision, vetting, and dialogue, the UNLV **Policy on Hate Crimes** was officially approved by President Ashley and will be officially adopted by the UNLV campus on July 1, 2009. This accomplishment was officially reported to the NSHE Board of Regents at their June 2009 meeting. Pursuant to Dr. Ashley's charge to the *Ad Hoc* Task Force on the Hate Crime Bias Incident Policy, the final draft of the UNLV Policy on Hate Crimes (previously named Policy on Bias Incidents and Hate Crimes) focused exclusively on hate crimes, similar to federal and state laws and policies, as well as NSHE system and UNLV institutional policy (excluding the attention dedicated to bias incidents in previous drafts). Because the UNLV Faculty Senate demonstrated such a high level of investment in this Policy, the Task Force recommended that the bias incidents component, included in the previous drafts of the Policy, be forwarded to this Senate for further deliberation. If after such deliberation, the Senate believes that continued attention to bias incidents is merited, it could produce a product that could then be vetted more broadly to the campus community, with proposed amendments to it forwarded back to the Senate for possible acceptance into a final product.

### **MAJOR COMMITTEE WORK UPDATES**

#### **Equity Compliance and Education Council Half Day Training and Inaugural Diversity Accountability Implementation Plans (DAIP)**

On April 1, 2009 (not April Fool's!) the Equity Compliance and Education Council (ECEC), comprised of a Dean-appointed tenured faculty member representative from each College/School, held a half training focusing on equity issues relating to "Faculty Search and Selection" and "Multicultural Safe Space" issues relating to "High and Low Cultural Contexts" and "LGBT Climate Concerns." Ms. Jen Martens, Manager of Employment in Human Resources, and Mr. Randy McCrillis, Director of Student Diversity Programs and Services in Student Affairs, provided the training.

On June 30, 2009, members of the ECEC submitted their first "Diversity Accountability Implementation Plans (DAIP)." These plans delineate college/school demographics by race and gender, and then, based on those demographics, articulate two goals to address those demographics over the next year along with corresponding action steps designed to enable the college/school to reach those goals. Dr. Kari Coburn, Assistant Vice Provost for Institutional Analysis and Planning, and her staff were instrumental in assisting the ECEC in completing these plans.

#### **Senior Executive Advisory Team (SEAT)**

In May of 2009, the Office of the Vice President for Diversity and Inclusion established SEAT—a Senior Executive Advisory Team to the Office. As its name suggests, SEAT is an advisory group, not a working group. Accordingly, SEAT members convene four times year for an hour to provide the Office with strategic support, knowledge, and guidance in doing its work. The overarching purpose of SEAT is to ensure that traditionally underrepresented groups have an important and otherwise influential "SEAT at the table" at UNLV through the Diversity and Inclusion door. Of paramount importance to the Office is that the voice of key underrepresented community leaders is not only heard, but heeded in all that the Office does, and in more and more of what UNLV as a whole does. The goal of SEAT is to protect, strengthen, and grow key Diversity and Inclusion efforts at UNLV so that students from traditionally underrepresented groups can and will continue their education through to graduation. In accomplishing this goal at UNLV, UNLV will, in turn, be empowered to support parallel student development in the CCSD, as well as at CSN and NSC.

## **GRANT WORK UPDATES**

During this quarter, the Office of the Vice President for Diversity and Inclusion has begun to pursue six federal and private foundation grants, in addition to private donor gifts. To support these efforts the office is developing a *Case Statement* and *Business Plan* to accompany its Give to Diversity @ UNLV Drive publication.

## **EQUITY ADVOCACY**

While many students, staff, and faculty have pursued support and guidance from the Office of the Vice President for Diversity and Inclusion since the inception of the office in July of 2007, as a consequence of the state budget situation and related legislative and system negotiation processes, there has been a marked increase in visits to the Office this quarter from members of the campus community (individuals and groups) concerned about educational access, tuition, employment, and workplace climate. For students and employees and student and employee groups. Of particular concern has been the potential for the state budget situation to negatively impact forward progress on: 1) improving the campus's racial and gender demographics (especially in the faculty ranks); and, 2) the state/system's adoption of domestic partner benefits—broadly considered.

## **MULTICULTURAL EDUCATION AND DIVERSITY TRAINING**

The Office of the Vice President for Diversity and Inclusion provides free education, training, and related organizational development services on the broad range of subjects related to equity, diversity, and inclusion. This quarter, the following offerings were solicited by campus and community stakeholders from the Office:

April 30, Nevada NASA Space Grant/Nevada NASA EPSCoR Statewide Meeting—"Closing the Loop: In Science Education," Invited Panelists (Vice President and Associate Vice President)  
May 31, 2009 E-Board Retreat Facilitation, State Democratic Party, Invited Co-Facilitator  
June 6, 2009 *Diversity Matters*, Solicited Article submission, first in a series of articles to be published in *The Urban Voice* and *Nuestra Comunidad*  
June 16, 2009 Muir Foundation, Solicited Interview  
June 30, 2009 Multicultural Diversity in the U.S. Health Care System, Health Care Administration (HCA) 203 Course, Invited Guest Speaker

## **COMMUNITY OUTREACH**

The Office of the Vice President for Diversity and Inclusion is actively engaged with a number of community-based entities. This quarter, there was outreach to, and engagement with, the following community partners:

Best Buddies Nevada  
Family Leadership Institute  
Harrah's Entertainment  
Las Vegas Indian Center  
MGM MIRAGE  
NVEnergy  
Soka Gakkai International-USA Las Vegas Region  
The Las Vegas Asian Chamber of Commerce  
The Las Vegas Latin Chamber of Commerce  
The Southern Nevada Ready for Life Committee on Youth  
The Urban Chamber of Commerce  
The Ward 5 Chamber of Commerce