

UNLV STATUS REPORT TO THE CHANCELLOR

Dates

April 1-June 30, 2008

Office of the Vice President for Diversity and Inclusion

Major Events and Activities

UNLV LEADERSHIP CONVERSATIONS WITH FACULTY OF COLOR

On April 11th, 2008, the President and members of the President's Cabinet had their third and final meeting with faculty of color on campus to discuss issues relating to retention of faculty of color. As a result of all three meetings, a campus-wide junior faculty mentoring program will be established in the fall. This program will be coordinated through the Vice Presidential Equity Compliance and Education Council (see below).

ASIAN AMERICAN HERITAGE MONTH

On April 14th, 2008, the Office of the Vice President for Diversity and Inclusion hosted David Mura, acclaimed scholar, and theatrical and spoken word artist. Mura's presentation focused on building Black-Brown, as well as multiracial, coalitions to address educational equity—access and achievement; the "model minority" stereotype—how this hurts Asian Pacific Americans and Asian international students as well as other students of color from building coalitions; and his own identity development transformation as detailed in his ground-breaking book, *Turning Japanese: Memories of a Sansei*.

40TH ANNIVERSARY OF THE ELECTIONS OF MAYOR RICHARD HATCHER AND MAYOR CARL STOKES, THE FIRST BLACK MAYORS IN THE UNITED STATES

On April 30th, 2008, the Office of the Vice President for Diversity and Inclusion brought Mayor Richard Hatcher and the son (Cordell) of the late Mayor Carl Stokes to campus as a part of a multi-day city-wide 40th anniversary celebration of their elections as the first African American mayors elected in the United States. At UNLV, Mayor Hatcher, Cordell Stokes, and Ragan Hatcher, Mayor Stokes' daughter, spoke on a panel hosted and moderated by Boyd Law School Dean John V. White.

Capital Campaign Update

NONE NOTED

Campus Issues or Challenges

LACK OF ADEQUATE STAFFING TO ACCOMPLISH INSTITUTIONAL DIVERSITY AND INCLUSION GOALS

While the Office of the Vice President for Diversity and Inclusion has made extraordinary strides in its first year, it has been severely disadvantaged in its ability to accomplish much, much more due to a now persistent lack of adequate staffing. While budget challenges pervade the campus, 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 efforts, enabling it to increase the effectiveness of these efforts, easily ten-fold.

Successes and Accomplishments

NSHE EQUITY, DIVERSITY, AND INCLUSION COUNCIL (EDIC)

On June 13, 2008 the Chief Diversity Officers from UNLV, CSN, NSC, and DRI, in concert with the NSHE Board of Regents and system office staff, formally proposed and approved a system level council, mirroring the system level academic affairs and student affairs councils, to build support for, and success in, moving equity, diversity, and inclusion efforts forward on all eight NSHE campuses in a more systematic, coordinated, and sustained manner. The presidents of each of the eight institutions will appoint a campus representative to serve on this new Equity, Diversity, and Inclusion Council (EDIC) which will work closely with the Regents' Cultural Diversity and Security Committee, among other relevant groups at the local, regional, system, state, and, where indicated, national level.

UNLV VICE PRESIDENTIAL COMMISSION, COUNCIL, AND NETWORK

The Vice President for Diversity and Inclusion and the Vice President for Planning and Interim Vice President for Student Affairs have jointly formed three organizing bodies for improving campus efforts related to diversity, equity, and conflict resolution. The Vice Presidential Commission for Diversity and Inclusion will be jointly chaired by two faculty members and comprised of campus and community stakeholders who represent the broad range of identities and concerns ascribed to diversity. This commission will be charged by their Vice Presidential liaisons to examine and make recommendations for action related to issues of race, gender, sexual orientation, religion, etc., as these issues impact student, faculty, and staff access and achievement on campus and beyond. The Equity Compliance and Education Council will be jointly chaired by the Vice Presidents and comprised of a senior, tenured faculty member appointed by the Dean from each college/school. This council will examine and seek to improve equity efforts as these pertain to search and selection, equal educational and employment opportunity and affirmative action, and junior faculty mentorship, among related concerns. Finally, the Conflict Resolution Network, also jointly chaired by the Vice Presidents, will be comprised of faculty and staff members from across the campus whose roles include some conflict resolution function. This network will work to improve coordination of support services where issues of conflict arise on campus to resolve them effectively, as expeditiously as possible.