

UNLV STATUS REPORT TO THE CHANCELLOR

Dates

January 1-March 31, 2009

Office of the Vice President for Diversity and Inclusion

Major Events and Activities

MARTIN LUTHER KING, JR. HOLIDAY EVENT WITH PROFESSOR LANI GUINIER

On January 22, 2009 in celebration of the legacy of the Rev., Dr. Martin Luther King, Jr., the Office of the Vice President for Diversity and Inclusion, in partnership with MGM MIRAGE, hosted Professor Lani Guinier, Harvard Law School Bennett Boskey Professor of Law and acclaimed civil rights scholar on the UNLV campus. Professor Guinier spoke to an audience of 150 students, faculty, staff, and local community members about the significance of the election of President Obama, the current state of affirmative action, and from her recently published book, co-authored with Gerald Torees, *The Miner's Canary: Enlisting Race, Resisting Power, Transforming Democracy* (2002).

GANDHI, KING, IKEDA EXHIBIT OPENING RECEPTIONS

On February 5 and 6, 2009, the Office of the Vice President for Diversity and Inclusion, in partnership with the Las Vegas Chapter of the Soka Gakkai International, hosted VIP and Community Receptions for the opening of the *Gandhi, King, Ikeda (GKI): A Legacy of Building Peace Exhibit* on the UNLV campus. During the VIP reception, Nevada State Senator and Senate Majority Leader, Steven Horsford, Sierra Pacific Resources/NV Energy Corporate Senior Vice President, Tony F. Sanchez, III were co-awarded the Las Vegas GKI Community Builders Prize by Exhibit Curator, Dr. Lawrence E. Carter, Dean of Morehouse College. At both receptions Dr. Carter gave an inspirational keynote address describing the lives of Mohandas K. Gandhi, Martin Luther King Jr., and Daisaku Ikeda, as three men from three different cultures and continents who followed a common path of profound dedication and achievement in improving the lives of all people. The VIP Reception was catered by Nevada Partners' Culinary Training Academy students under the leadership of the acclaimed Chef Sterling. 300 distinguished supporters of diversity in the university from the campus and greater Las Vegas community attended the VIP Reception. 200 students, faculty, staff, and local community members attended the Community Reception. The GKI Exhibit was housed in the UNLV Tam Alumni Center Tiberti Hall from February 5 through February 21, 2009. The Exhibit was free and open to the public. During the course of the exhibit, over 500 students from over 20 of the Clark County School District's elementary, middle, and high schools came to the UNLV campus for special tours of the exhibit adapted to their educational curricula.

MULTICULTURAL CENTER-CENTRO MULTICULTURAL GRAND OPENING

On February 25, 2009, UNLV formally dedicated and officially opened its Multicultural Center-Centro Multicultural. Sierra Pacific Resources/NV Energy Corporate Senior Vice President, Tony F. Sanchez, III, gave welcoming remarks and Harrah's Entertainment Vice President for National Diversity Relations, Mr. Tony Gladney, was the Keynote Speaker.

Located in the Houssels House building on the main campus, the Center-Centro provides centralized space and resources for UNLV students, staff, faculty, and community stakeholders to collaboratively engage in education, research, and service initiatives related to diversity and inclusion. By engaging members of the UNLV and local community in a broad array of multicultural events, activities, and programs, the Center-Centro is a catalyst for creating and sustaining a shift in climate from one of monoculturalism and isolation to one of diversity and inclusion.

The Center-Centro features communal office and periodic meeting spaces for UNLV students groups; provides periodic meeting and event space for university employee and community groups;

and serves as the administrative home to part of the staff of the Office of the Vice President for Diversity and Inclusion, under which the Center-Centro is coordinated.

Thus far, the Center-Centro has been the recipient of two major gifts in support of its efforts, one from Harrah's Entertainment and one from NV Energy.

WOMEN'S HISTORY MONTH DIVERSE DIVAS OF DISTINCTION BROWN BAG LUNCHEON SERIES

On March 3, 10, 18, and 25, 2009, esteemed campus and community speakers, dubbed "Diverse Divas of Distinction," gave lunchtime talks related to their personal and professional areas of expertise. Dr. Mary McKinney Edmonds, retired Vice Provost at Stanford University, spoke on the importance of knowing "Who Are You, Whose Are You." Las Vegas Entrepreneur, Ms. Vida Chan Lin, discussed "Owing Your Own Business." UNLV Associate Professor of History, Dr. Maria Raquel Casas, talked about her recently published book, *Married to a Daughter of the Land: Interethnic Marriages in California, 1820-1880*. And, Dr. Christie Batson, UNLV Assistant Professor of Sociology, discussed the findings from her New Immigrant Survey research project on the "Educational Performance of Children in New Immigrant Families." All four events were held in the new Multicultural Center-Centro Multicultural and drew intimate, engaged audiences comprised of UNLV students, faculty, and staff, as well as a few off campus friends.

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. 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

RECOMMITMENT TO FAMILY FRIENDLY CAMPUS CLIMATE: PARENTAL LEAVE POLICY REVIEW

On March 24, 2009, after 6 months of development, revision, vetting, and dialogue, UNLV's "Summary of NSHE Parental Leave Policies and UNLV Practices for Faculty Parental Leave" was completed and distributed to the campus community along with a cover memorandum from

President Ashley reaffirming the campus's commitment to "Creating a Family Friendly Campus Climate and Parental Leave."

NEW CAMPUS DIRECTORIES ON CONFLICT RESOLUTION SERVICES AND FACULTY AND STAFF OF COLOR

Directory of C.A.R.E. Services or Concerns, Challenges, and Conflicts Are Resolved Effectively

This Directory was developed by the UNLV Conflict Resolution Network (CRN) (see more about the CRN below under the **MAJOR COMMITTEE WORK UPDATES** heading) to provide UNLV students, faculty, and staff, as well as off-campus stakeholders, information about the array of options that are available to them to effectively resolve conflict that emerges in relationship to their experiences—especially, though not exclusively, education- and employment-related experiences—in the university community.

2008-2009 Directory of Faculty and Professional Staff at UNLV

This Directory, developed by the Office of the Vice President for Diversity and Inclusion in partnership with the UNLV Chapter of the National Association for Multicultural Education (NAME), highlights the expertise of UNLV's talented faculty and professional staff from ethnic and racial minority groups. In so doing, it assists the university to more competitively recruit new, and retain existing, faculty of color and professional staff of color by enabling those present to find personal and professional ethnic and racial community connections, and ensuring to those not yet a part of the campus that if and when they join it, such community exists and is easily accessible to them. This directory also facilitates the development of specific kinds of mentorship relationships and professional collaborations—those based on the intersections of ethnic/racial identity and professional interests. Finally, this directory is also a resource for those tasked with ensuring that committee assignments are as ethnically and racially balanced as possible so that the crucial impact of ethnic and racial diversity can come to bear, in both tangible and intangible ways, on the work of the campus, especially in the importance decision-making contexts that hold the potential to bring about institutional-level change that fosters, access, equity, diversity, and inclusion.

INTERGROUP DIALOGUE PROGRAM FACILITATOR TRAINING PILOT

In preparation for the campus-wide Intergroup Dialogue Program Pilot launch in the Fall of 2009, the Office of the Vice President for Diversity and Inclusion, in partnership with the Department of Special Education in the College of Education, held a Facilitator Training and Development Program Pilot for the first round of facilitators who will be co-facilitating the five pilot one-credit dialogues in the Fall on the topics of Race/Ethnicity (People of Color-White People), Sex/Gender (Women-Men), Sexual Orientation (LGBT-Heterosexual), Religion (Interfaith-Secular), and Disability (People with Disabilities-People without Disabilities).

Intergroup dialogue brings together diverse groups of participants from across various stakeholder communities—typically where there has been a history of tension or conflict between groups—to engage them in discussion of issues related to their diversity.

The purpose of intergroup dialogue is to enable its participants to develop comfort with, and skill for, discourse on difficult topics toward the end of fostering positive, meaningful, and sustained cross-group relationships. Further, intergroup dialogue is a collaboratively structured form of group conversation characterized by participants' willingness to "listen for understanding." It is different from discussion, where participants generally engage in serial monologuing—each offering their perspective on a given topic, as well as from debate, where participants typically learn to "listen to gain advantage"—each seeking to trump the perspectives offered by others on a given topic.

The goal of intergroup dialogue is for participants in it to build increased intra- and cross-group awareness, knowledge, and understanding leading to collective engagement in action for social justice, especially organized to interrupt and/or eradicate the history of tension or conflict between the groups brought together in the dialogue.

MAJOR COMMITTEE WORK UPDATES

Conflict Resolution Network

The Conflict Resolution Network (CRN) is comprised of individuals on campus whose roles include formal responsibility for some aspect of conflict resolution. The CRN is dedicated to publicizing the range of options available to students, faculty, and staff to resolve conflict on campus; and, dovetailing the provision of conflict resolution services across campus to maximize their effectiveness.

The Office of the Vice President of Planning and the Office of the Vice President for Diversity and Inclusion co-coordinate the CRN's efforts. These efforts include, but are not limited to: 1) supporting NSHE and UNLV bias incidents/hate crimes prevention, response, and resolution protocols; 2) promoting intergroup relations; 3) sharing, as is appropriate (with respect to confidentiality), information about potentially volatile situations in order to respond to and, ultimately, resolve them in the most effective manner possible for all involved; and, 4) recommending process, procedure, protocol, and policy changes that will reduce the potential for conflict to emerge, encourage the skillful facilitation of conflict if and when it does occur, and promote productive negotiation of conflict resolution (including through the use of alternative dispute resolution models that employ culturally reflexive practices).

Culminating this quarter, the CRN has put together a directory of services for students, faculty, staff, and off-campus stakeholders for addressing and resolving conflict, broadly conceptualized. This directory, called the Directory of C.A.R.E. Services or Concerns, Challenges, and Conflicts Are Resolved Effectively, is being distributed to campus units and departments in print and electronic format and will also be available as a PDF download from the web. On an ongoing basis, the CRN discusses difficult situations that have emerged on campus in order to identify creative approaches for successfully addressing them.

Equity Compliance and Education Council

The Equity Compliance and Education Council (ECEC) is comprised of a Dean-appointed tenured faculty member representative from each College/School. The ECEC is dedicated to improving the coordination of services that support student, faculty, and staff access and success at UNLV.

The Office of the Vice President of Planning and the Office of the Vice President for Diversity and Inclusion co-coordinate the ECEC's efforts. These efforts include, but are not limited to: 1) prioritizing the recruitment, mentoring, retention, and promotion of faculty of color, women faculty, and faculty from other underrepresented groups, including junior faculty as a whole; 2) facilitating the equity-related components of search and selection processes (diverse candidate recruitment, search committee charge, candidate/finalist pool verifications, etc.); 3) coordinating the College/School Diversity Accountability Plan (record race/gender demographics, identify priorities, articulate action steps--for integration into the Campus Diversity Action Plan); 4) ensuring compliance with university-wide sexual harassment prevention (reporting, online/face-to-face training (initial and biannual updates), acknowledgement forms); and, 5) continuously developing a College/School climate that promotes ethical behavior and academic integrity.

Culminating this quarter, the ECEC has begun to: 1) establish the data development and management structures necessary to complete College/School Diversity Action Plans; 2) develop and operationalize department- and college/school-level junior faculty mentoring programs that take into account the specific mentoring needs of minority and women; and, 3) build awareness, knowledge, and understanding of key equity issues in the effort to improve the overall educational and workplace climate in their colleges/schools.

Vice Presidential Commission on Diversity and Inclusion

The Vice Presidential Commission on Diversity and Inclusion is comprised of a broad group of campus and community stakeholders that include students, faculty, and staff from all levels in the university, as well as community-based non-profit organizational representatives, business and industry professionals, and educational group associates. The Commission is dedicated to examining and taking action to improve campus climate as a whole, and educational and workplace climates across the campus in particular, for all groups and every individual.

The Office of the Vice President of Planning and the Office of the Vice President for Diversity and Inclusion co-coordinate the Commission's efforts.

Culminating this quarter, the Commission has established a sub-committee structure to evaluate and then develop and implement plans of action to appropriately improve UNLV's overall climate for students, faculty, and staff with respect to: 1) race/ethnicity; 2) immigration/nationality; 3) sex/gender; 4) sexual orientation/identity; 5) age/generation; 6) disabilities; 7) religion; and, 8) socioeconomic class status. These sub-committees have been charged with exploring the concept of "family friendliness" from the lens of their sub-committee focus. Additionally, the Commission has established a sub-committee to work on resources development for campus-wide diversity and inclusion efforts, as well as an ad hoc taskforce to develop a "Principles of Community" document through which the campus will formally express the values it places on collectivity.

RESEARCH CENTER & EDUCATION AND TRAINING INSTITUTE UPDATES

The UNLV Institutional Development Grant focuses on campus-based research and development activities that support specific institutional goals and values. In 2006, the university committed \$150,000 as seed money for diversity and inclusion-related projects that would be implemented during the 2007-2008 academic year. Because of the high quality of a number of proposals submitted for funding consideration in this area, rather than run a second competition for proposals the following year, the 2007-2008 winners were grouped into partnership cohorts around their shared/related projects themes and funded at double the rate for a two-year period. In sum, the university committed \$300,000 for two major projects to both support the growth and development of diversity and inclusion, as well as collaborative partnership building on and off campus. These major projects are the provisional Research Center on Social Justice and Institute for Multicultural Education and Diversity Training. Within the next 15 months, both the Center and the Institute must secure additional non-state funding, including one or more sources of sustaining funding, in order to be formally approved by the NSHE Board of Regents.

The Office of the Vice President for Diversity and Inclusion coordinates the efforts of the Center and the Institute.

Research Center on Social Justice

The Research Center on Social Justice (RCSJ) is being developed to provide much needed background information and related data to inform policy and related budgetary decision-making at all levels in the state of Nevada. The Center supports community-based research projects for faculty and graduate students, provides developmental research opportunities for undergraduate students, and engages faculty, students, and community stakeholders in a broad array of participatory action research and service-learning opportunities designed to improve the quality of life for those who are most vulnerable in our state—members of traditionally underserved and underrepresented economic and racial minority groups in the state of Nevada. In these ways, the knowledge the Center produces is made accessible and put into service to solve the complex social justice issues facing the state of Nevada. It is precisely this kind of research that will enable state-level policy makers develop effective strategies to not only resolve these challenges, but to improve the quality of life for all Nevadans.

The RCSJ is conceptualized as a non-partisan research collective dedicated to publishing—for

the benefit of state leaders as well as the interested public—fair, objective, and thorough research. The Center conducts and commissions, especially demographic and/or empirical studies on a wide range of social justice topics impacting our state, including, but not limited to, employment, immigration, language, geographic origin, ethnicity, socioeconomics, and race.

Culminating this quarter, the RCSJ has: built a formal cohort of 15 core faculty and staff; developed and begun implementing 11 collaborative research projects; brought two major speakers to campus; completed the preliminary paperwork for securing the BOR approval for formally establishing itself; put forth four major funding proposals to secure the sustained non-state funding stream (or streams) required for BOR approval; secured and operational home on the UNLV campus (FDH 552); and, hired a full-time graduate student to formally support its growth efforts.

Institute for Multicultural Education and Diversity Training

The Institute for Multicultural Education and Diversity Training (Institute) is being developed to provide diversity and inclusion-related consultation, training, education, and organizational development services to campus and community stakeholders. More specifically, the Institute develops and offers, on a sliding-scale, cost-recovery fee basis, cutting-edge professional development initiatives and related resources for UNLV faculty, staff, and students; PK-16 faculty, staff, and students; non-profit organizational staff; and, business and industry professionals primarily in the greater Las Vegas. These initiatives include, but are not limited to, multicultural curriculum development seminars and consultation services across academic disciplines and instructional levels; professional development courses dedicated to establishing cultural and related second language competencies; educational guides on multicultural subject matter; speakers' bureaus on a broad range of diversity themes; diversity training on the array of subjects that fall under the diversity umbrella; training guides on diversity topics; and multicultural organizational development services that focus on enhancing educational and workplace climate and quality.

Culminating this quarter, the Institute has: built a formal cohort of 8 core faculty and staff; developed and begun implementing 6 collaborative research projects; responded to 50 requests for education and training; brought three major speakers to campus; completed the preliminary paperwork for securing the BOR approval for formally establishing itself; put forth two major funding proposals to secure the sustained non-state funding stream (or streams) required for BOR approval; secured and operational home on the UNLV campus (FDH 552); and, hired a full-time graduate student to formally support its growth efforts.

MULTICULTURAL EDUCATION AND DIVERSITY TRAINING

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

January 8, 2009 Intergroup Dialogue Program Pilot Pitch, UNLV Department of Special Education, Invited Guest

January 15, 2009 Diversity Perspectives in Caregiving to Elder Populations, Certificate Program Discussion, Co-Sponsored by the UNLV Department of Gerontology and Educational Outreach, Invited Guest

January 15, 2009 Hate-Bias Policy Update/Center-Centro Update, CSUN Diversity Council, Invited Guest

January 16, 2009 Let Me Learn National Conference, Sponsored by UNLV Department of Educational Leadership, Keynote Address

February 4, 2009 Diversity and Inclusion at UNLV, Guest Lecturer, Graduate Curriculum and Instruction Course

February 5, 2009 GKI Exhibit Opening, *Urban Voice* Interview

February 5, 2009 GKI Exhibit Opening, KBTB Interview

February 6, 2009 Native American Conference on Nuclear / Atomic Concerns in Nevada, Sponsored by the Greenspun College of Urban Affairs, Welcoming Remarks
February 19, 2009 Center-Centro Opening, *Rebel Yell* Interview
February 23, 2009 Interracial Relationships, *Rebel Yell* Interview
February 24, 2009 Hate-Bias Policy Update, UNLV Senate, Invited Guest
February 25, 2009 Center-Centro Opening, *El Tiempo* Interview
February 25 2009 Center-Centro Opening, *Univision* Interview
February 25 2009 Center-Centro Opening, *Urban Voice* Interview
February 25 2009 Center-Centro Opening, *Indian Voices* Interview
March 6, 2009 Multicultural Education, *Las Vegas City Life* Interview
March 9, 2009 Diversity and Inclusion at UNLV, Journalism Student Interview
March 9, 2009 Supporting LGBT Issues in PK-12 Education, Guest Lecturer, Graduate Curriculum and Instruction Course
March 12, 2009 Diversity and Inclusion at UNLV, Guest Lecturer, Undergraduate Hotel Course
March 13, 2009 Hate-Bias Policy Update, UNLV Native American Students Meeting, Invited Guest
March 13, 2009 Diversity and Inclusion at UNLV / Center-Centro Naming Concerns, Dialogue with Student Leader

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
Branch Hernandez & Associates
Clark County Office of Diversity
Congresswoman Dina Titus's Office
Congresswoman Shelley Berkley's Office
EVibe, Nevada Women's Day of Service
Family Leadership Institute
Harrah's Entertainment
IGT
Interfaith Council
Islamic Society of Nevada
Las Vegas Indian Center
MGM MIRAGE
Nevada Partners
NVEnergy
New American Media
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