

Office of Diversity News

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SUMMER 2010

Message from the Director - Mary Ferguson

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The National Association of Diversity Officers in Higher Education (NADOHE) is the professional organization for people in diversity and institutional equity roles in higher education (www.nadohe.org). It is a young organization, reflecting the relatively recent development of the profession in response to inclusion and equity as institutional goals in higher education. I attended NADOHE's 4th annual conference in March in Phoenix, Arizona.

In contrast, the University of Oklahoma's Southwest Center for Human Relations has been sponsoring the National Conference on Race and Ethnicity in American Higher Education ® for 23 years (www.ncore.ou.edu). Although I have been aware of the conference for at least ten years, my first opportunity to participate was in June in the Washington, DC area.

The two conferences offer many contrasts and comparisons, but one constant across both is the focus on President Obama's goal for the United States to regain its spot as the world's top producer of college graduates by 2020 (<http://www.whitehouse.gov/issues/education>). The US is currently ranked 10th in the world in the percentage of young adults with college degrees.

Now the National Governors Association has taken up the charge with their *Complete to*

Compete campaign. http://chronicle.com/article/Governors-Unveil-Their-Own/66262/?sid=at&utm_source=at&utm_medium=en and <http://diverseeducation.com/article/cache/print.php?articleId=13951> Public universities are the frontline for the governors' efforts.

The initiative by governors mirrors the work of the Indiana Commission for Higher Education. *Reaching Higher Strategic Initiatives for Higher Education in Indiana* will link state higher education funding to college completion rates (<http://www.in.gov/che/2349.htm>). Commission Chair Chris Murphy made a presentation to the Strategic Plan Stakeholders Conference this spring.

Diversity is a key component of the strategies for meeting this ambitious goal for college completion. Policies and strategic initiatives point to the centrality of diversity as they increasingly link demographics, the workforce of the future, and higher education (<http://diverseeducation.com/cache/print.php?articleId=13893>).

Earlier this month, *Jet Magazine* (www.myjet247.com) featured a story entitled "Diversity Drives Jump in US College Enrollment" citing a Pew Research Center study. According to the article, "freshmen enrollment surged



6 percent in 2008 . . . with almost three-quarters of the freshmen increases in 2008 being minorities, of which the largest share was Hispanics."

Another resource, a book titled *Rewarding Strivers: Helping Low Income Students Succeed in College*, challenges us to look holistically at admissions, financial aid, mentoring and other academic and social support mechanisms to guarantee college success.

Finally, scholars from the University of California and the University of Michigan published a study in the *American Sociological Review* this spring examined the economic benefits of college (the college wage premium). Those benefits appear greatest for students deemed least likely to attend; the key is graduating those students (<http://chronicle.com/article/Disadvantaged-Students-May-/64895/>).

Our interest in the Office of Diversity is the same as yours – student success. The university, the state, and the nation are aligning to make this happen. The multiple ways that diversity is linked with this goal give us a compelling interest in working with you.

Diversity Interns Enrich Us

The Office of Diversity welcomes the contributions of ISU students who choose to undertake a practicum or internship with us. We structure internships to meet students' learning goals and work closely with course instructors to make the experiences worthwhile and challenging. We gain valuable perspective from these interns and their connections to the campus. We have a number of projects that couldn't be undertaken without the extra assistance they provide.

In this story we feature three of the most recent interns. Their efforts are very much appreciated! They share something about their paths to ISU and what they have gained from their time with the Office of Diversity.

Aaron Slocum, Graduate Intern



I was born and raised in Milwaukee, Wisconsin. I am 25 years old, and I received my undergraduate degree in sports and fitness management from the University of Wisconsin-Parkside. I am studying Student Affairs and Higher Education at Indiana State University. I have a graduate assistantship in residence life where I am an Assistant Hall Director for Mills Hall.

My hobbies include playing basketball and reading, and I love student interaction. I am a member of Phi Beta Sigma Fraternity.

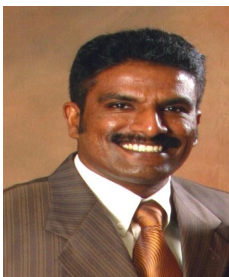
I like helping people so much that I selected Student Affairs and Higher Education as a way to make student success my career. Professionally, I want to become a Dean of Students or Dean of Student Affairs at a university.

I like working in the Office of Diversity because it is a relaxing environment where you can be yourself and not be judged by anyone. The Office of Diversity has helped me meet faculty and staff on and around campus, giving me the opportunity to work in different places in the institution and gain experiences in different areas. The Office of Diversity works very hard to help those seeking assistance and that's why I love working here.

Specifically in my position as an intern here, I hope to get students and other individuals to understand our differences in personality, culture and background are good differences. Taking the time to understand each other is what I am about. I was pleased to work on developing the plans for ISU's Diversity Research and Teaching Symposium during my time in the Office of Diversity. The Symposium, scheduled for Saturday, November 6, will provide a forum for focusing on issues that are important to me. I am staying involved with the Office of Diversity as a volunteer to see this project to its completion even though my internship has ended.

In what little free time I do have, I enjoy playing basketball, socializing with friends, and riding my motorcycle. Frankly, the only challenge I face at ISU is being away from home. I miss the support I get from being close to my family and friends, and I especially miss the home cooked meals.

Zachariah Mathew, Doctoral Intern



I moved from India to United States to pursue my education. Before moving here, I completed an undergraduate degree in Physical Education from Lekshmi Bai National College of Physical Education, Kerala, India and a Post Graduate Diploma in Sports Management from Alagappa University, India. I graduated in 2003 with a Master's of Science degree in Recreation and Sports Management from Indiana State University. While at ISU, I took an active role in the International Student Organization and Office of Diversity. After graduation, I worked for Sullivan County Community College under the State University of New York as a Recreation and Wellness Coordinator.

I was also the conditioning coach for the NJCAA Division III Basketball National 2007 champions and the head Track and Field and Cross Country Coach. I also held a position as the Head of the Physical Education Department at Mallya Aditi International School, Bangalore, India before I returned to ISU for the second time.

After six years of working in New York, my family and I decided to relocate to Terre Haute for me to pursue my PhD in Education Leadership, Administration and Foundations. Relationships I established while an international graduate student at ISU motivated me to return.

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I am currently in my second year of the doctoral program. Additionally, I work at a graduate assistant at the College of Graduate and Professional Studies. I volunteer at the Office of Diversity and International Programs and Services. I am interested in pursuing a career in the field of International Education.

As a volunteer in the Office of Diversity and the Office of International Programs and Services, I provide international students the opportunity to engage with the community. I enhance their educational experience by promoting multicultural awareness and instilling in them the feeling of belongingness towards the university and the greater Terre Haute community. As a recipient of an Indiana State University experiential learning and community engagement grant, I am working with the Vigo County School Corporation, Human Relations Commission of Terre Haute and the Terre Haute business community to promote multicultural awareness among students and employees.

In today's diverse world it is imperative that one develop competencies in multiple ways of perceiving, evaluating, and solving problems. Multicultural education will foster a broader and more sophisticated view of the world leading to harmony and prosperity. I believe in achieving it by being a "leader who is a servant first."

In my free time, I love spending time with my wife, Ancy and our precious 3 and ½ year old daughter, Sara. They are the love of my life.

Burr Hartman, Graduate Intern



I am a graduate student in Student Affairs and Higher Education at Indiana State University and in August began as a Ph.D. student in Higher Education Leadership where I hope to focus on issues of campus diversity and student success. I have a Bachelor of Arts in Business Administration and Master of Business Administration with concentrations in Managerial Leadership and Financial Planning from Piedmont College. I recently began working as the Admissions Systems Coordinator in the College of Graduate and Professional Studies. Before that, I worked as a Student Services Specialist in the Office of the Associate Dean for Student Academic Affairs in the College of Arts and Sciences where I was responsible for auditing degree completion requirements.

Prior to arriving at Indiana State University, I worked for The University of Georgia where I developed my initial interest in diversity. At UGA I was an ally and trainer with the Safe Zone program, which promotes education, engagement, and deliberate dialogue in order to provide an affirming and inclusive environment for all lesbian, gay, bisexual, and transgender students, faculty, and staff.

Upon relocating to Indiana, I became involved on campus after noticing a lack of attention given to and resources available for LGBT students, faculty, and staff. Consequently, I became a member of Advocates for Equality for which I was elected as Director of Community Outreach. Since this time, I have assumed campus leadership positions as a member of the strategic planning committee charged with enhancing the quality of life for faculty and staff at ISU and as a member of the ISU Staff Council.

During the Spring 2010 semester, I worked as a practicum student in the Office of Diversity in order to gain some first-hand experience promoting diversity through an official entity within the university. In this position, I worked on a number of projects promoting diversity on the ISU campus. I completed the inaugural issue of the office's Diversity Newsletter which continues to share information and resources with the university community. Additionally, I conducted research related to the development of a timeline of diversity at ISU, tracing the history of the presence of African-Americans and other minority groups on campus as well as the prominence of women as teachers and students. Finally, I worked to develop training materials that will help to reinvigorate and enhance the campus's Safe Zone Program.

When asked about my experiences in the Office of Diversity, I shared this: "Working with Mary and her staff has really opened my eyes to the possibility of turning my passion for diversity into a career." Upon completing my Ph.D., I hope to gain a position as a Director of Diversity or direct a campus LGBT resource center.

Recommended Reading

Reading provides an easy “arm chair” way to explore multicultural topics. This article offers book titles and descriptions linked to some of the commonly observed multicultural heritage months. Consider a title that might interest a book group you participate in or be appropriate for one of your classes if you teach.

Although your reading free time, like mine, is probably limited by all the other demands on your schedule I hope the list inspires you. The first book listed below is one that I read after learning it was designated the common read for University of Missouri-Kansas City’s first year seminar. It was amazing – well written, complex, and timely commentary on a contemporary issue (immigration).

In the last edition of our newsletter, we endorsed a short list of books from the Office of Diversity’s bookshelf. In this newsletter, we relied on a book list from the American Association of University Women (AAUW). The group solicits submissions from the members, branches, and states to their ¡Adelante! Book Club. AAUW encourages members and nonmembers to open a dialogue about diversity in their communities. Additionally, AAUW garners financial support for this project from a partnership with Barnes and Noble Online. You can purchase the book online at bn.com/aauw with a portion of the proceeds directly benefiting AAUW.

September - Hispanic Heritage Month

[Enrique's Journey](#)

by Sonia Nazario

In this astonishing true story, award-winning journalist Sonia Nazario recounts the unforgettable odyssey of a Honduran boy who braves unimaginable hardship and peril to reach his mother in the United States.

Based on the Los Angeles Times newspaper series that won two Pulitzer Prizes, one for feature writing and another for feature photography, Enrique's Journey is the timeless story of families torn apart, the yearning to be together again, and a boy who will risk his life to find the mother he loves.

October - Disability Awareness Month

[The Soloist: A Lost Dream, an Unlikely Friendship, and the Redemptive Power of Music](#)

by Steve Lopez

This is the true story of journalist Steve Lopez's discovery of Nathaniel Ayers, a former classical bass student at Julliard, playing his heart out on a two-string violin on Los Angeles' Skid Row. Deeply affected by the beauty of Ayers's music, Lopez took it upon himself to change the prodigy's life — only to find that their relationship had a profound change on his own life.

November - Native American Heritage Month

[Lakota Woman](#)

by Mary Crow Dog and Richard Erdoes

Mary Brave Bird grew up fatherless in a one-room cabin, without running water or electricity on a South Dakota reservation. Rebeling against the aimless drinking, punishing missionary school, narrow strictures for women, and violence and hopelessness of reservation life, she joined the new movement of tribal pride sweeping Native American communities in the '60s and '70s and eventually married Leonard Crow Dog, the movement's chief medicine man, who revived the sacred but outlawed Ghost Dance.

December

[The Invisible Wall: A Love Story That Broke Barriers](#)

by Harry Bernstein

The narrow street where Harry Bernstein grew up, in a small English mill town, was seemingly unremarkable. It was identical to countless other streets in countless other working-class neighborhoods of the early 1900s, except for the "invisible wall" that ran down its center, dividing Jewish families on one side from Christian families on the other. Only a few feet of cobblestones separated Jews from Gentiles, but socially, it they were miles apart.

On the eve of World War I, Harry's family struggles to make ends meet. His father earns little money at the Jewish tailoring shop and brings home even less, preferring to spend his wages drinking and gambling. Harry's mother, devoted to her children and fiercely resilient, survives on her dreams: new shoes that might secure Harry's admission to a fancy school; that her daughter might marry the local rabbi; that the entire family might one day be whisked off to the paradise of America.

Recommended Reading

January

[Seal Woman](#)

by Solveig Eggerz

In the rubble of post-World War II Berlin, artist Charlotte flees her past and everything she's lost by responding to an ad calling for "strong women who can cook and do farm work" in Iceland. But painful memories and ghosts follow Charlotte as she struggles to make a new life in a raw and rugged landscape. This debut novel celebrates the twin powers of storytelling and art as ways to reassemble the fragments of Charlotte's broken self and move her and everyone she loves toward peace.

February - Black History Month

[The Color Purple](#)

by Alice Walker

Celie is a poor black woman whose letters tell the story of 20 years of her life, beginning at age 14 when she is abused and raped by her father and attempts to protect her sister from the same fate, and continuing over the course of her marriage to "Mister," a brutal man who terrorizes her. Celie eventually learns that her abusive husband has been keeping her sister's letters from her and the rage she feels, combined with an example of love and independence provided by her close friend Shug, pushes her finally toward an awakening of her creative and loving self.

March - Women's History Month

[The Novel](#)

by Nawal El Saadawi

"The novel caused tremendous outrage." So begins Nawal El Saadawi's 10th novel. And indeed, when the famous Egyptian psychiatrist and writer released *The Novel* in 2005, it was banned all over the Arab world. But the novel inside *The Novel* is by a young woman — a woman who is only 23 years old, who has "no family, no university degree, no national identity card," whose name does not appear on this "lists of prominent women writers." A woman, that is, whose biography is as unlike Saadawi's own as possible, as if she has stripped herself of all the effects of her own worldly existence to explore something earlier, more elemental, than the political work for which she is so well known. In following the life of this young, unnamed, woman writer as it intersects with those of a famous writer named Rostum, his wife Carmen, and a poet called Miriam, El Saadawi gives us a deeply felt exploration of the nature of identity, of fame, of writing, and of freedom.

April

[Hot, Flat, and Crowded: Why We Need a Green Revolution - and How It Can Renew America](#)

by Thomas Friedman

A rousing manifesto for our climate-challenged future.

May - Asian-Pacific American Heritage Month

[Peony in Love](#)

by Lisa See

Lisa See's haunting new novel, based on actual historical events, takes readers back to 17th-century China, after the Manchus seize power and the Ming dynasty is crushed.

Steeped in traditions and ritual, this story brings to life another time and place — even the intricate realm of the afterworld, with its protocols, pathways, and stages of existence, a vividly imagined place where one's soul is divided into three, ancestors offer guidance, misdeeds are punished, and hungry ghosts wander the earth. Ultimately, Lisa See's new novel addresses universal themes: the bonds of friendship, the power of words, and the age-old desire of women to be heard.

June - Gay, Lesbian, Bisexual, Transgender Pride Month

[Odd Girls and Twilight Lovers](#)

by Lillian Faderman

Faderman tells the compelling story of lesbian life in the 20th century, from the early 1900s to today's diverse lifestyles. Using journals, unpublished manuscripts, songs, news accounts, novels, medical literature, and numerous interviews, she relates an often surprising narrative of lesbian life.

Recommended Reading

July

[The Crowning Glory of Calla Lily Ponder](#)

by Rebecca Wells

Known for her beloved Ya-Ya books (*Divine Secrets of the Ya-Ya Sisterhood*, *Little Altars Everywhere*, and *Ya-Yas in Bloom*), Rebecca Wells has helped women name, claim, and celebrate their shared sisterhood for over a decade. Now Wells debuts an entirely new cast of characters in this shining stand-alone novel about the pull of first love, the power of life, and the human heart's vast capacity for healing.

The Crowning Glory of Calla Lily Ponder is the sweet, sexy, funny journey of Calla Lily's life set in Wells's expanding fictional Louisiana landscape. In the small river town of La Luna, Calla bursts into being, a force of nature as luminous as the flower she is named for. Under the loving light of the Moon Lady, the feminine force that will guide and protect her throughout her life, Calla enjoys a blissful childhood — until it is cut short.

August

[My Hope for Peace](#)

by Jehan Sadat

From the distinguished educator, international crusader for humanitarian causes, and widow of the Nobel Peace Prize-winner President Anwar Sadat comes a foolproof plan for peace in the Middle East.

In 1979, the Camp David Accords, brokered by Jimmy Carter between Israeli Prime Minister Menachem Begin and Egyptian President Anwar Sadat, culminated in the signing of the historic Israeli- Egyptian peace treaty, the first agreement in which an Arab country recognized Israel and an agreement that has held up to this day. Jehan Sadat was there, and on the thirtieth anniversary of this historic event, she brings us a polemic for peace like no other. *My Hope for Peace* answers a set of three challenges: challenges to Sadat's faith, challenges to the role women play in that faith, and, most of all, challenges to the idea that peace in the Middle East is an unattainable dream.



**Mark your calendar – Saturday, Nov. 6
8:30 a.m.-4:30 p.m.
Hulman Memorial Student Union**

Diversity Research and Teaching Symposium

**Sponsored by
the Office of Diversity and the Office of the President and Provost**

Scholars from the tri-state region (Indiana, Ohio, and Kentucky) convene to share their insights. ISU faculty diversity research grant award winners – Lisa Phillips Debra Israel, Mary Howard – Hamilton, Cindy Crowder, and Gerardo Cummings – are among the presenters. Students, staff, and faculty are welcome to attend.

There is no cost to attend, but please register in advance at <http://www.indstate.edu/diversity/symposium.htm>