



WASHINGTON STATE
UNIVERSITY
VANCOUVER

DIVERSITY COUNCIL
ANNUAL REPORT

2016

INTRO

Washington State University Vancouver is committed to diversity, equity, and social justice. One evidence of this commitment is the Diversity Council. It has been my privilege to serve as chair of the Diversity Council for the past two years. During that time, the Council has awarded 14 faculty fellowship grants. These grants have brought distinguished speakers to campus and produced projects such as the following:

- Thabiti Lewis's "Racial Coalition, The Civil Rights Act and Summer Lessons," which featured keynote speaker Donald Matthews
- Librarians Karen Diller and Sue Phelps's project, "The Right to Read: The Importance and Need for Culturally Relevant Diverse Books to Help Increase Literacy," through which the WSU Vancouver Library increased its children's book collection with bilingual books in Russian, Ukrainian, Mandarin Chinese, Spanish and Urdu
- Pavithra Narayanan's Symposium on Global Environmental Justice featuring Gail Small, activist Rik Scarce and COP activist Cinthia Wisener
- Luz-Maria Gordillo's Colloquium on "The Politics of Science and Technology: Moving Toward Gender Equity, Civic Responsibility and Social Justice," which featured paleoanthropologist Alia Gurtov
- Candace Goucher's international collaboration with scholars in Bluefields, Jamaica, to study "Local Food Justice Through Global Citizenship: Civic Lessons from the Rural Caribbean," which enabled faculty and students to travel to Bluefields and to share their experiences with the community at the Clark County Historical Museum upon their return

The Diversity Council also supports a variety of student activities on campus, including Disability Awareness Month activities, Gender Neutral Bathroom Week, a Train the Trainer Ally Workshop, and a Juvenile Rehabilitation mentorship program.

The last two years have been both challenging and highly rewarding for me. I am grateful for the opportunity to have served WSU Vancouver in this role.

Thank you,

Kandy S. Robertson
Clinical Associate Professor, English
Writing Center Coordinator
Diversity Council Chair

CHARTER

The Diversity Council is made up of WSU Vancouver faculty, staff, administrators, and students. The council promotes diversity awareness, supports diversity-related programming, and works to enhance the campus climate for diversity in the broadest sense—as a range of ever-changing differences, thinking and personal self-identification practices, rather than any one difference or self-identification. The entire campus represents diversity.

We strive to facilitate interaction, understanding, and civil discourse within the campus community, where persons of all cultures, abilities, identities, and world views can be embraced and appreciated.

The Diversity Council provides organizational and financial support for events and activities that promote diversity on campus. This includes:

- Encouraging faculty and students to develop research and curriculum on diversity issues
- Supporting programs that help prepare and recruit students from underrepresented communities to attend WSU Vancouver
- Sponsoring cultural and academic events to foster an intellectual and social environment that celebrates diversity on our campus
- Gauging the campus climate and attitudes toward diversity

DIVERSITY COUNCIL MEMBERS



KANDY S. ROBERTSON, Chair. Robertson received her doctorate in composition and rhetoric from the University of Massachusetts, Amherst. She began teaching in the Department of English and coordinating the Writing Center at WSU Vancouver in 1999. Through her English 201 course, Robertson has established a service-learning relationship with Image Elementary School in Orchards, Wash. Students from WSU Vancouver donate 20 hours each per semester to work with Image students on reading, writing and math. English 201 provides students with real-life community service as they learn to apply research methods to academic projects. Robertson served as vice-chair of the Diversity Council in 2014 and as chair for the 2015/2016 academic year.



LUZ MARIA GORDILLO, Vice-Chair. Gordillo is an associate professor and program leader in the Department of Critical Culture, Gender and Race Studies at WSU Vancouver. Gordillo recently published a series of original interviews in the collaborative work "Three Decades of Engendering History: Selected Works of Antonia I. Castañeda" published by the University of North Texas Press. In 2013, Gordillo co-directed and co-produced "Antonia: A Chicana Story," a full-length documentary examining national migrations from Texas to the Pacific Northwest of people from Mexican descent. The film reveals the history and experiences of Antonia I. Castañeda, Chicana historian, activist, community organizer, mentor and scholar.



RENNY CHRISTOPHER joined WSU Vancouver in August 2013 as vice chancellor of academic affairs. Previously, Christopher was associate provost at California State University Channel Islands.

Christopher's first book, "The Viet Nam War/The American War: Images and Representations in Euro-American and Vietnamese Exile Narratives" (University of Massachusetts Press, 1995) was named Outstanding Book on Human Rights by the Gustavas Myers Center for the Study of Human Rights in North America. A poet as well as a teacher and scholar, she has published in a number of venues. "My Name is Medea" won the New Spirit Press chapbook award in 1996; "Longing Fervently for Revolution" won the Slipstream Press chapbook competition in 1998; Viet Nam and California, a full-length collection, was published by Viet Nam Generation/Burning Cities Press in 1998. Her memoir, "A Carpenter's Daughter: A Working-Class Woman in Higher Education" (Sense Publishers, 2009) addresses her experiences as the first in her family to attend college.

Before earning her Ph.D., Christopher worked as a printing press operator, typesetter, carpenter, and horse wrangler. She has taught at California State University Stanislaus, University of California Santa Cruz, San Jose State, and Cabrillo Community College. Her teaching and research interests focus on issues of race, class and gender in U.S. literature and culture. She was a Fulbright Senior Scholar in Barcelona, Spain, in 2000. Christopher earned her Bachelor of Arts degree in English with an emphasis in creative writing from Mills College, her master's in linguistics from San Jose State University, and her Ph.D. in literature from the University of California Santa Cruz.



NANCY YOULDEN is vice chancellor for student affairs and enrollment at Washington State University Vancouver. She has been employed by WSU since 1990, when she was hired as an assistant director of admissions at WSU Pullman. Youlman graduated from the University of North Dakota with a bachelor's degree in education and from Montana State University with a master's degree in higher education administration. She previously worked in the Admissions Office at Montana State University and was associate director of admissions and foreign student advisor at Eastern Oregon University.

Youlden has served on all iterations of campus diversity committees since coming to WSU Vancouver in 1996. She has worked closely with the Diversity Council chair and members of the council as it evolves to meet a growing and changing campus population. Her office created and hired the first full-time diversity employee at WSU Vancouver (focus on recruitment and retention of a diverse student population). She has a keen interest in providing a safe and inclusive environment for all students, faculty and staff.



RANDY BOOSE has been director of human resources and a member of the Diversity Council for the past 12 years. He was previously human resources director at Portland Community College, where he served as the Americans with Disabilities Act coordinator for 12 years. He is past board president of Store-to-Door, a nonprofit agency that assists Portland area seniors and people with disabilities by providing a low-cost personalized grocery shopping and delivery service. Randy is also the co-advisor for the student Human Resources Society.



ABOLADE "BOLA" MAJEKOBAJE is the advisor to the chancellor for equity, diversity and community engagement, and assistant director for student diversity. Along with her student staff, Majekobaje provides leadership associated with the recruitment and retention of students from diverse backgrounds. Her team leads and coordinates events such as the MLK Day of Service, Connections and Marquee Diversity Events. Before starting her career at WSU Vancouver in August 2006, Majekobaje was an admissions counselor at Central Washington University. She serves on the African American Advisory Council for Bog Brothers Big Sisters, serves as a mentor and reads for various scholarship committees. In 2012, Majekobaje received the Chancellor's Award for Staff Excellence.



DEBRA BARNETT, administrative manager for the College of Education, began her career at WSU Vancouver in 1997. She has a professional writing certificate and a bachelor's degree in anthropology. Her interests are ancient cultures, monumental architecture and the origins of music. A licensed Washington State notary, Barnett also provides notary services free of charge to the campus community.



HEATHER CHASE serves as a program coordinator in the Student Resource Center with a focus on career development, employer relations, tutoring services, academic reinstatement and more. She has been a WSU Cougar since 2003, filling roles as a student, alumna and, since 2010, a member of WSU Vancouver staff. She holds a bachelor's degree in humanities with focus in communication and fine arts from WSU Pullman and is currently pursuing a master's degree in student affairs and higher education at Northwestern State University of Louisiana.



STEVEN FOUNTAIN teaches courses in early American, Native American, and environmental history. His research involves Native American history and culture, and the intersection with colonial ideologies and environmental change. He was a Diversity Faculty Fellow in 2014/2015 and 2015/2016 and continues to coordinate Native American programs and outreach at WSU Vancouver. He is currently working on curriculum projects to bring local history and culture into the public schools and continues to advise the WSU Vancouver Native American History and Culture Symposia.



HELEN GREGORY is the administrative manager for student affairs and enrollment and also serves as the campus student conduct officer. She received her B.S. in psychology from Washington State University Vancouver and was also a student in the Master of Public Affairs program. Gregory has supported diversity, equity and cultural competency through student programs, special events and service on a variety of committees as a WSU Vancouver employee since 2003.



THABITI LEWIS teaches African American literature, multi-ethnic literature, and American studies courses. He addresses issues of masculinity and race as well as how these issues are represented in film. He has written about masculinity, race and sport, feminism and the writer Toni Cade Bambara. Lewis's ideas have appeared in several book chapters, journals, editorials and radio commentaries.



PAVITHRA NARAYANAN is an associate professor and program leader of English, and co-director, Center for Social and Environmental Justice. Narayanan's research analyzes categorical shifts taking place in the Indian political scene and in the realm of literature. Much of her scholarly work focuses on the intersections between literature and market forces, the politics of nation formation, consequences of neoliberalism, and contemporary indigenous and civilian resistance movements. Interdisciplinary not only in content but also in form, her research uses the medium of film alongside the written word to explore articulations of the term "postcolonial." Narayanan teaches courses on global and postcolonial literature and theory, film theory, and documentary film theory and production.



SHAMEEM RAKHA, assistant professor in the College of Education, began her career as an educator working for social and racial justice in Champaign, Ill., in 1991 where she taught English and social studies to elementary and middle school students for 17 years. She has been at WSU Vancouver since August 2014. Rakha has a bachelor's degree in teaching and learning, a master's degree in special education, and a Ph.D. in educational policy studies. In addition to her interest in diversity and equity, Rakha is an avid cook and loves taking long hikes in the mountains. She also participates on various committees around campus and within the community in pursuit of goals concerning diversity and equity.



CAROL SIEGEL is the author of numerous journal articles and book chapters on the representation of sexuality in literature, film, television and popular music. Her book publications include: "Sex Radical Cinema" (Indiana University Press, 2015), "Goth's Dark Empire" (Indiana University Press, 2005), "New Millennial Sexstyles" (Indiana University Press, 2000), "Male Masochism: Modern Revisions of the Story of Love" (Indiana University Press, 1995), "Lawrence Among the Women: Wavering Boundaries in Women's Literary Traditions" (University Press of Virginia, 1991) and the co-edited collections "The Gay '90s: Disciplinary and Interdisciplinary Formations in Queer Studies" (New York University Press, 1997), "Sex Positives?: The Cultural Politics of Dissident Sexualities" (New York University Press, 1997), "Forming and Reforming Identity" (New York University Press, 1995), and "Eroticism and Containment: News from the Flood Plain" (New York University Press, 1994). She also co-edits with Ellen E. Berry the online journal Rhizomes (www.rhizomes.net).



YUKIKO VOSSEN, administrative assistant for the Library, holds a bachelor's degrees in Japanese Literature from Baiko Gakuin University and in music therapy from Marylhurst University, and a master's degree in adult education from Portland State University. She has been teaching Japanese language and culture courses through Clark College's community education program since 2010. Vossen is a professional performer on the koto (Japanese harp) and regularly performs in Oregon and Washington as a member of the cultural ensemble Thousand Waves. She hopes to contribute her perspective as an individual from the Japanese culture to the council.

Also on the Diversity Council: **KRISTEN JONES** and **ADENIKE OTOIKHIAN**

EVENTS

Oct. 29-30, 2014: Sponsored Thabiti Lewis's symposium "Racial Coalition, The Civil Rights Act and Summer Lessons." The symposium included a screening of "Mississippi, Is This America?" with a panel discussion following it. A second panel discussed "Reflections on the Civil Rights Act." The keynote speaker was Donald Matthews, who discussed "The Impossible Dream."

Feb. 12-13, 2015: Sponsored "Train the Trainer Ally Training Workshop" by Heidi Stanton Schnebly.

March 11, 2015: Sponsored WSU Vancouver Library's bilingual book project by Karen Diller, Deanna Day and Cheryl Johnson.

March 25, 2015: Sponsored Pavithra Narayanan lecture "W.E.B. DuBois and B.R. Ambedkar: Global Resonance of the U.S. Civil Rights Movement with Special Reference to India."

March 26, 2015: Co-sponsored "To Hell with Milton and African American Literature," English Visiting Scholars Lecture by Reginald Wilburn.

April 1, 2015: Co-sponsored Clayton Mosher's panel "Our Young Black Men Are Dying and Nobody Seems to Care." This included four panelists:

- Pat Escamilla, juvenile court administrator for Clark County
- Alexes Harris, associate professor of sociology at University of Washington
- James McElvain, chief of police for the City of Vancouver
- Charles McGee, president and CEO of Black Parent Initiative

April 2, 2015: Sponsored Art Blume's panel "The Experience of Microaggressions on Campuses."

April 3, 2015: Co-sponsored Clayton Mosher's panel "Black, Brown and Blue: Diverse Perspectives on Race, Policing and Justice." This included five panelists:

- Pat Escamilla, juvenile court administrator for Clark County
- Alexes Harris, associate professor of sociology at University of Washington
- James McElvain, chief of police for the City of Vancouver
- Charles McGee, president and CEO of Black Parent Initiative
- Jo Ann Hardesty, president of NAACP Portland Chapter and consultant

April 6-10, 2015: Co-sponsored Gender Neutral Bathroom Week.

April 23, 2015: Sponsored Karen Schmaling's panel "Diversity Among the Faculty of the Future." This included four panelists:

- Randy Boose, director of human resources
- Renny Christopher, vice chancellor for academic affairs
- Sara De Fina, student
- Karen Schmaling, professor of psychology

WASHINGTON STATE UNIVERSITY

BLACK, BROWN AND BLUE:
DIVERSE PERSPECTIVES ON RACE, POLICING AND JUSTICE

JOIN US FOR A
PANEL DISCUSSION AND Q&A
APRIL 3 1:30 – 3:30 P.M.
GENDER RISK ADMINISTRATION BUILDING, ROOM 110

Recent police killings of people of color have led to protests and demonstrations across the United States and raised larger questions related to racial and ethnic disparities in our criminal justice system. Five panelists, who view these issues from a variety of lenses, will discuss the root causes of these disparities, their consequences and how we can move forward.

PANELISTS INCLUDE:
Pat Escamilla, juvenile court administrator for Clark County
Alexes Harris, associate professor of sociology at University of Washington
James McElvain, chief of police for the City of Vancouver
Charles McGee, president and CEO of Black Parent Initiative
Jo Ann Hardesty, president of NAACP Portland Chapter and consultant
Facilitated by **Clay Mosher**, professor of sociology at WSU Vancouver

FREE AND OPEN TO ALL.
CO-SPONSORED BY THE WSU VANCOUVER CENTER FOR SOCIAL AND ENVIRONMENTAL JUSTICE, STUDENT DIVERSITY LEADER - UNIVERSITY COUNCIL, BLACK PEOPLE UNITED

November, 2015: Co-sponsored Fall Marquee Diversity Series, "Race, Immigration and Citizenship." Keynote speaker was civil rights leadership Joanne Bland and poet and playwright Ariel Luckey.

November 22, 2015: Sponsored 10 grants of \$50 each to students to attend the Society for Cross-Cultural Research Conference with Bonnie Hewlett.

Sponsored Luz Maria Gordillo's lecture series "The Politics of Science and Technology: Moving Toward Gender Equity, Civic Responsibility and Social Justice," including the following:

- Jan. 28, 2016: Lisa Weasel, "Feminist Science Studies in the Postgenomic Era: Epistemology, Methodology and Pedagogy"
- Feb. 25, 2016: Sri Craven, "A Panel on Women and IT: Globally Located Perspective"
- March 10, 2016: Troy Kindy, "Social Justice and Older Women in the Acute Care Setting"
- April 7, 2016: Alia Gurtov, "Women in Paleoanthropology: One Cavewoman's Encounter with Homo Naledi"
- April 21, 2016: Luz Maria Gordillo, "The Politics of Science and Technology: Moving Toward Gender Equity, Civic Responsibility and Social Justice"

Jan. 28, 2016: Sponsored personal research for Tahira Probst's graduate students, Lindsey Lavaysse and Christopher Austin.

Co-Sponsored Steven Fountain's symposium on Native American history and culture, "One November Morning," in collaboration with the exhibition at Clark County Historical Museum. This included:

- Feb. 13, 2016: Exhibition opening and program by Brent Learned and George Curtis Levi
- Feb. 15, 2016: "Native Social Day" exclusively for the Native American community
- Feb. 17, 2016: "Mural Painting" by Brent Learned and George Curtis Levi
- Feb. 18, 2016: "Introductory Film: One September Morning"
- Nineteenth-Century Art guest lecture by Brent Learned and George Curtis Levi
- "Art, History and Justice: Reflections on Sand Creek" by Brent Learned and George Curtis Levi

WASHINGTON STATE UNIVERSITY VANCOUVER

THE WOMEN'S STUDIES LECTURE SERIES PRESENTS
**The Politics of Science and Technology:
 Moving Toward Gender Equity,
 Civic Responsibility and Social Justice**

JANUARY 28
 Feminist Science Studies in the
 Postgenomic Era: Epistemology,
 Methodology and Pedagogy
LISA WEASEL
 Associate Professor,
 Women, Gender, and Sexuality Studies
 Portland State University

FEBRUARY 25
 A Panel on Women and IT:
 Globally Located Perspective
SRI CRAVEN
 Assistant Professor,
 Women, Gender, and Sexuality Studies
 Portland State University

MARCH 10
 Social Justice and Older Women
 in the Acute Care Setting
TROY KINDY, LCSW
 Department of Care Management
 Oregon Health & Science University

APRIL 7
 Women in Paleoanthropology:
 One Cavewoman's Encounter
 with Homo naledi
ALIA GURTOV
 Ph.D. Candidate in Anthropology
 University of Wisconsin, Madison

APRIL 21
 The Politics of Science and
 Technology: Moving Toward
 Gender Equity and Social Justice
LUZ MARIA GORDILLO
 Associate Professor and Program Leader,
 Critical Culture, Gender, and Race Studies
 Washington State University Vancouver

**Thursdays
 Noon - 1:15 p.m.**
 MULTIMEDIA CLASSROOM
 BUILDING, ROOM 6

Sponsored by the Diversity Council

Free and open to the public.
 Learn more at events.vancouver.wsu.edu.

Questions? Contact Luz Maria Gordillo
 at gordillo@wsu.edu or 360-546-7099.

ONE NOVEMBER MORNING THE WSUV 2016 SYMPOSIUM ON NATIVE AMERICAN HISTORY AND CULTURE

IN COLLABORATION WITH THE EXHIBITION AT CLARK COUNTY HISTORICAL MUSEUM

Descendants of survivors of the Sand Creek massacre of November 29, 1864 have created an exhibit of artwork depicting the day when more than 150 Cheyenne and Arapaho people were viciously killed at Sand Creek, Colorado. The work of Cheyenne-Arapaho artists Brent Learned, George Curtis Levi, and BJ Stepp focuses on the remembrance, honor, and strength of their ancestors and leaders as well as the site and meaning of the National Park Service's newest unit.

WSU Vancouver is bringing artists Brent Learned and George Levi to campus along with Oglala Lakota healer and scholar Tony Ten Fingers to kick off a series of discussions, presentations, and workshops exploring the nexus of art, history, politics, trauma, and social justice. Other guests and events will follow at WSU Vancouver throughout Spring 2016, continuing conversations about the legacies of the past. Partners include the Clark County Historical Museum, Clark College, Portland State University, the Portland Art Museum, and Fort Vancouver National Historic Site.



schedule of events for the opening week of One November Morning:

Saturday, Feb. 13, 4:00-7:00pm
Exhibition opening and program by Brent Learned and George Curtis Levi (at CCHM)

Monday, Feb. 15, noon-8:00pm
Native social day exclusively for the Native American community (at CCHM)

Wednesday, Feb. 17
Mural painting by Brent Learned and George Curtis Levi (details TBA)

Thursday, Feb. 18, noon-1:00pm
Introductory film: One November Morning (WSUV VDEN 129)

Thursday, Feb. 18, 1:25-2:40pm
Nineteenth Century Art guest lecture by Brent Learned & George Curtis Levi (WSUV VDEN 129)

Thursday, Feb. 18, 2:50-4:00pm
Brent Learned & George Curtis Levi, "Art, History, and Justice: Reflections on Sand Creek" keynote presentation (WSUV VDEN 129)

Thursday, Feb. 18, 6:00-7:30pm
Artists workshop A special hands-on event exploring art with Brent Learned & George Curtis Levi (WSUV VDEN 129)

Friday, Feb. 19, 3:00-5:00pm
Tony Ten Fingers, "Earth Based Mentoring and Lakota Life Ways" presentation on nature, empowerment, and historical trauma (WSUV VDEN 129)

Saturday, Feb. 20, 11:00am-4:00pm
Meet the artists, art demonstration, and workshop with Brent Learned & George Curtis Levi (at CCHM)

Other programming will continue throughout the three months of the exhibit at WSU Vancouver, Clark County Historical Museum, and other regional venues, culminating in an *Indigenous Forum "Legacies of the Past in the Present," April 18, 2016 at WSUV* and a return visit by the artists to CCHM in May.

admission fees to CCHM waived for WSU Vancouver students for the duration of the exhibit:
Feb. 13-May 28, 2016

For information on the WSUV events or to be added to the WSUV email list for this and future Native American History and Culture Symposia, contact Steve Fountain, Coordinator for Native American Programs, at svfountain@wsu.edu

funding for these events generously provided by



- "Artistic Workshop," a special hands-on event exploring art with Brent Learned and George Curtis Levi

- Feb. 19, 2016: "Earth-Based Mentoring and Lakota Life Ways," presentation on nature, empowerment and historical trauma by Tony Ten Fingers

- Feb. 20, 2016: Meet the artists, art demonstrations and workshop with Brent Learned and George Curtis Levi

Feb. 16, 2016: Co-Sponsored Juvenile Rehabilitation Mentorship program visit.

Feb. 24, 2016: Sponsored Sue Peabody's guest speaker Patricia Goldsworthy-Bishop for her event, "After the Image: Photography, Text and History in Flandrin's Casablanca."

April 7, 2016: Co-sponsored Candice Goucher's Jamaica Diversity Project at the Clark County Historical Museum.

April 8, 2016: Co-sponsored Pavithra Narayanan's CSEJ Symposium on "Social and Environmental Justice Practices." This included three speakers:

- "Climate Justice in Indian Country" by Gail Small, head chief woman and member of the Northern Cheyenne tribe; professor of Native American Studies, Montana State University

- "Trajectories of Injustices: Reflections on Three Decades of Radical Environmentalism" by Rik Scarce, professor of sociology, Skidmore College

- "It Takes Roots: Frontline Communities at COP21 and Beyond" by Cindy Wiesner, national coordinator of Grassroots Global Justice Alliance, co-chair of Climate Justice Alliance and the Our Power Campaign

April 12-22, 2016: Co-Sponsored Gender Neutral Bathroom Week.

SURVEYS

As identified in the 2011 – 2016 WSU Vancouver Strategic Plan, the campus regularly assesses the climate for diversity in a biannual student survey and a biannual employee survey in alternate years. More specifically, the surveys give the campus community a forum for conveying attitudes concerning campus diversity and allow the WSU Vancouver Diversity Council to examine whether campus members of different personal backgrounds experience life on campus differently. The surveys contain both quantitative and qualitative measures. The employee survey represents the campus's most comprehensive tool for tabulating employee demographics.

Analysis of the spring 2015 employee survey responses revealed:

—Employees generally expressed satisfaction with working at WSU Vancouver. Furthermore, perceptions of campus support for employees as well as the perceived working environment were not shown to be significantly different between demographic groups.

—Many employees do not view the campus as diverse and view recruitment and retention of faculty and staff from diverse communities as an area of weakness.

—Analysis of differences between population groups revealed that employees of color, women and LGBT employees were more likely to rate highly the importance of diversity support issues than were their colleagues. Faculty also tended to emphasize support for diversity issues to a greater extent than did staff members.

—When asked about specific incidents, 29% of respondents identified as having been treated differently based on race/ethnicity, sexual orientation, religion, age, disability status or gender. 13% had experienced discriminatory acts. 26% witnessed acts of discrimination against others. Many respondents expressed dissatisfaction with current procedures for reporting such incidents.

—Respondent comments indicated a wide range of attitudes concerning diversity efforts on campus with some employees advocating for improvements to training or dialogue to increase awareness and improve recruitment and retention. Other employees expressed the view that too much attention is devoted to these issues.

The student survey was administered in spring 2016. Analysis of that survey is underway and will be made available in summer 2016.

GRANTS

Dana Baker, Karen Schmaling and Amy Wharton, "Mid-Career Mentoring Program for Women Faculty in the WSU Vancouver College of Arts and Sciences"

Art Blume, "The Experience of Microaggressions on Campuses"

Nicole Campbell and Sue Phelps, "Political Process: Moving Toward Equality for Students with Visual Impairments"

Karen Diller, "WSU Vancouver Library's bilingual book project"

Steven M. Fountain, "Political Process: Moving Toward Equity"

Luz-Maria Gordillo, "The Politics of Science and Technology: Moving Toward Gender Equity, Civic Responsibility and Social Justice"

Candice Goucher, "Local Food Justice Through Global Citizenship: Civic Lessons From the Rural Caribbean"

Desiree Hellegers, "No Room of Her Own: Women's Stories of Homelessness, Life, Death and Resistance"

Thabiti Lewis, "Racial Coalition, The Civil Rights Act and Summer Lessons"

Carolyn N. Long, "The Initiative for Public Deliberation and Courageous Conversations About Race"

Laurie Mercier, "Reconsidering Rosie"

Pavithra Narayanan, "W.E.B. DuBois and B.R. Ambedkar: Global Resonance of the U.S. Civil Rights Movement with Special Reference to India" and "Social and Environmental Justice Practices"

Karen Schmaling, "Deconstructing Diversity Among the Faculty of the Future"

INTERN RESEARCH

Tabi Madamba: "Colorless Money: Socioeconomic Diversity on University Campuses in America"

Tabi Madamba's research project examines the disparity in socioeconomic groups in university student populations. Madamba discusses the lack of equity afforded to low income students in college admission. She discusses the root problem of underpreparedness due to challenges in low-income schools. She points out the need for affirmative action programs that recognize the barriers facing low-income students. Madamba notes that college can be an essential vehicle for moving out of poverty.

Zaharah Hakim: "The Issue of Racism, Not the Issue of Race"

Zaharah Hakim's research addresses issues of race through the work of rapper Kendrick Lamar. Hakim examines race and poverty in Compton, California and the community's influence of rap culture. She examines songs like "The Blacker the Berry" to discuss the use of negative stereotypes of African Americans to convey the racism that oppresses African American communities. Hakim concludes that while Lamar's advocacy for self-love may not change the way society views issues of race and poverty in Compton, the movement does contribute to gradual social change.

FUTURE PLANS

The Diversity Council will continue to strive to accommodate all the needs of future students and help make WSU Vancouver a more open and secure campus.

The Diversity Council will collaborate more with the Diversity Center, Diversity Advisory Board and members of the community in working toward bigger and bolder projects.

SPECIAL THANKS

To Renny Christopher, for her guidance and support. To Beth Cozzi, for her hours of work on grants and funding. And a very special thanks to Debra Barnett, for her generosity in sharing her vast knowledge.