

# WE ARE PUGET SOUND

## University of Puget Sound 2009–10 Diversity and Inclusion Annual Report



The past year has seen significant contributions across campus toward achievement of Puget Sound's diversity strategic plan. This plan, created in 2006, calls for nothing less than the full engagement of the Puget Sound community in creating a campus environment that fully welcomes and supports diversity in its myriad and complex forms.

As chief diversity officer, it is my privilege to cultivate, coordinate, and celebrate our work together in becoming a more diverse and inclusive campus, as well as to bring diversity concerns into the dominant discourse of the campus. This work focuses on three main areas: learning and diversity; multiculturalism and social justice; and equity, campus culture, and climate, which are explained in more detail on the following pages.

Over the past year, we have worked to improve the quality of experiences for underrepresented groups; enhance professional development training and cocurricular programming that promotes the values of diversity and multiculturalism; increase the recruitment and retention of students, faculty, and staff from underrepresented groups; and support the development of curriculum and scholarship that addresses issues of social diversity and pedagogy.

The responsibility for this work belongs to our community as a whole: we are Puget Sound. I invite you to learn more about the goals of Puget Sound's strategic plan for diversity and the many ways in which we work together as a community to achieve them.

*Kim Bobby, Ed.D.*  
*Chief Diversity Officer*



*The chief diversity officer (CDO) builds bridges of collaboration and partnership with faculty, staff, and students.*

Adapted from the American Council on Education, Dec. 2007

## Learning and Diversity

How do we learn about diversity, and how do we provide educational experiences that are meaningful to people of different backgrounds and beliefs? The Puget Sound community has embraced this challenge in a broad way through the activities of many different disciplines, departments, and programs, including the following:

---

“The number of women receiving computer science degrees in the U.S. has declined dramatically, despite the efforts of researchers, educators, and employers to halt the slide. In 2008, the last year for which data has been published, only about 11 percent of bachelor’s degrees in computer science were awarded to women. The Department of Mathematics and Computer Science has taken a number of steps in recent years to attract and retain more female students. In spring 2010 four of our seven tutors were women; we became an academic affiliate of the National Center for Women & Information Technology; and we are on the verge of starting an ACM-W Student Chapter at the University of Puget Sound.”

*Brad Richards  
Professor, Mathematics and  
Computer Science*

---

### **Arts, Lectures, and Special Events: An Evening With Langston Hughes**

Approaching the topic of diversity through the arts, a collaboration between the School of Music, National Endowment for the Humanities/Dolliver Professorship, African American Studies Program, Black Student Union, Chief Diversity Officer, and Race and Pedagogy Initiative produced a concert of musical settings inspired by the writing of Langston Hughes and featuring soprano Awilda Verdejo, pianist Hartwig Eichberg, and the Adelpian Concert Choir. Readings of Hughes’ poetry were performed by Professor Hans Ostrom and Artist-in-Residence C. Rosalind Bell.

### **Race and Pedagogy Book Group**

The Race and Pedagogy Initiative and Human Resources, in preparation for the fall 2010 Race and Pedagogy National Conference, invited staff members to read *What If? Short Stories to Spark Diversity Dialogue* by Steve L. Robbins. The book club met for three months to discuss thoughts about the reading, share personal stories and insights, and discuss diversity issues on campus and areas for improvement. Approximately 35 people participated in the book club; at the conclusion, the books were donated to a local school.

### **Additional Highlights**

#### ***Arts and Lectures***

A robust offering of theater, music, art, and lectures brought to campus more than 250 events representing a variety of diverse cultures and art forms.

#### ***Center for Writing, Learning, and Teaching Workshop***

Nearly 25 percent of faculty participated in a workshop by Stanford University social psychologist Jennifer Eberhardt about the influence of racial stereotypes on how students learn in class.

### ***Conversations About Difference: Being Allies and Partners on Campus***

Organized jointly by the Campus Climate Implementation Task Force of the Diversity Advisory Council, Race and Pedagogy Initiative, and Office of the Chief Diversity Officer, the workshop engaged staff in dialogue about issues related to diversity and race, including what it means to be an ally for others at Puget Sound.

### ***Curriculum Guide***

The Curriculum Development and Faculty Advising Task Force of the Diversity Advisory Council compiled an online guide to courses with content related to race, ethnicity, religion, sexuality, gender, disability, social class, and/or international perspectives.

### ***Diversity Advisory Council***

Composed of representatives from across campus, the council provides leadership on diversity-related initiatives and assesses progress made by academic and administrative offices in the achievement of diversity-related goals.

### ***Diversity Theme Year: Unpacking the Things We Carry***

Weekly Diversity Theme Year meetings were held in the Student Diversity Center to plan special lectures and events open to all students, faculty, and staff.

### ***Diversity Training***

Writing advisors and tutors in the Center for Writing, Learning, and Teaching participated in seminars on how to work effectively with students of color and those with disabilities.

### ***Faculty Diversity Committee***

The committee initiated a pilot project called Diversity Narratives: Classroom Moments of Unanticipated Student Spotlighting. The goal is to gather stories about unanticipated moments in the classroom related to issues of social diversity. The resulting narratives are being shared with faculty in different settings to initiate dialogue about how to respond to incidents that affect the classroom experience.

### ***Susan Resneck Pierce Lecture in Public Affairs and the Arts***

In September 2009 Pulitzer Prize-winning playwright Suzan-Lori Parks spoke about her work and, under the leadership of NEH/Dolliver Professor Geoff Proehl, a faculty workshop was held to focus on curriculum development using the texts and works of Parks and her contemporaries.

### ***Wednesday at Four***

Held throughout the year by the Center for Writing, Learning, and Teaching, this faculty seminar series covered topics such as teaching difficult texts, diversity in the classroom, and student experiences with diversity on campus.

---

“The Summer 2009 James Dolliver National Endowment for the Humanities Seminar concentrated on teaching difficult texts at Puget Sound. The seminar includes colleagues from departments in the humanities and social sciences, and it featured texts originating from Japan, Spain, Germany, Mexico, England, and the United States. The texts also represented historical eras stretching from the medieval period to contemporary times, and it touched on topics related to race, religion, gender, economics, psychology, philosophy, ethnicity, nation, and social class.”

*Hans Ostrom  
Professor, English and African American  
Studies*

---



*Playwright Suzan-Lori Parks gave the fall 2009 Susan Resneck Pierce Lecture.*

## Multiculturalism and Social Justice

How do we explore and celebrate multiculturalism on campus and advocate for social justice for those who work and learn here, as well as others in the broader community?

---

“The Center for Writing, Learning, and Teaching is committed to being a place where all students can learn and thrive. We are pleased with what we have accomplished within the center; we strive to make an impact beyond these walls.”

*Julie Neff-Lippman  
Director, Center for Writing,  
Learning, and Teaching*

---

### Disabilities Services

Throughout the academic year, Puget Sound’s Disability Services staff worked with students and faculty to address equality issues regarding students with disabilities. Faculty members discussed challenging situations, such as how to include a student in a group oral presentation when the student has a significant speech impairment, how to best work with students affected by Asperger’s syndrome, how to evaluate a student who seems to know the course material but fails exams, and how to manage a student with dignity and respect when the student has significant social skills issues that may disrupt class time. These and other efforts have improved the retention and graduation rate of students with disabilities.

### “Coming Together” Interfaith Conference

Student leaders of interfaith groups from campuses nationwide convened at Puget Sound in February 2010 for the fourth national “Coming Together” event. A weekend of activities gave student leaders and faculty members the opportunity to converse about the ways in which religious diversity intersects with the academic life of colleges and universities. Participants represented faiths including Christianity, Judaism, Baha’i, Hinduism, Islam, Sikhism, and Buddhism, as well as agnosticism and a variety of pagan traditions. Keynote speaker Stephen Prothero, author of *Religious Literacy*, opened the conference.

### Additional Highlights

#### *Access Programs*

Access Programs works in partnership with Tacoma Public Schools to encourage students of underrepresented populations in higher education to attend college. To date 89 percent of students who have completed Access Programs activities have gone on to college; 18 of 648 have enrolled at Puget Sound.

#### *Accessibility is More Than an Elevator: Accommodations in Higher Education*

A talk facilitated by Disability Services and Facilities Services staff addressed efforts to make campus more accessible in order to meet the requirements of state and federal law, and to make campus spaces functional for all.



*High school students work together in Access Programs.*

### ***Community Involvement and Action Center***

The Community Involvement and Action Center (CIAC) is the primary connection between the campus community and the city of Tacoma for community service and service-learning activities. In the past year more than 75 percent of students participated in community service.

### ***Wheelock Student Center Dining***

In addition to diverse food stations already in place, staff from the Office of Spirituality, Service, and Social Justice successfully implemented a Kosher/Halal meal option in 2009–10.

### ***Graduates of Color***

The Graduates of Color Celebration honors the accomplishments of graduating seniors who wish to participate. Speaking this year were Jimmy Ivory '10, Drew Shannon '10, and Professor Grace Livingston, with a keynote address delivered by trustee Jill Nishi '89.

### ***I Am Puget Sound***

“I Am Puget Sound” is a workshop for freshman and transfer students that introduces them to the Puget Sound community, celebrates the diversity of the incoming class, and encourages students to know and appreciate each other.

### ***Lavender Graduates***

The Lavender Graduates Ceremony recognizes the unique struggles that LGBTQI students face in society, and celebrates their achievements as they graduate. This year’s speakers were Alana Kazam '10 and Glynnis Kirchmeier '10, with a keynote address by Associate Dean of Student Affairs Donn Marshall.

### ***Martin Luther King Jr. Day Celebration***

The celebration focused on student involvement within the community by providing transportation to volunteer opportunities in Tacoma throughout the day. Keynote speaker Leslie Braxton '83 honored the life and contributions of Martin Luther King Jr.

### ***Student Diversity Center***

The center regularly conducts student-directed activities featuring groups that historically have been underrepresented in higher education and/or at Puget Sound.

---

### **Multicultural Student Services**

University of Puget Sound was pleased to welcome Czarina Ramsey '02 to the role of coordinator of Multicultural Student Services. In this role Czarina is charged with enhancing intercultural awareness and creating a learning environment in which the entire campus community feels welcomed and respected. The office staff provides resources and support for all students interested in exploring multicultural issues, and works closely to support the needs of students of color; lesbian, gay, bisexual, transgender, and questioning students; women; first-generation college students; and students of various spiritual backgrounds. Annual programs include Commencement Weekend celebrations; Japanese-American Internment Memorial; Sexuality Issues, Relationships, and Gender Education (SIRGE); and resources for LGBT prospective and current students.

---

## Equity, Campus Culture, and Climate

How do Puget Sound's community members and guests experience campus life and their place in it? How do we make the college not only welcoming but accessible to those who wish to be part of our community?

---

"There are many resources that Collins Memorial Library subscribes to that promote diversity and different points of view. One of the most frequently consulted tools is Ethnic News Watch, which provides full-text access to newspapers, magazines, and journals of ethnic, minority, and Native press, and many Spanish-language publications. The database has more than 300,000 articles from 1959 to 1989, presenting broad viewpoints on local, national, and international events that have been pivotal in our country's history."

*Jane Carlin*  
Director, Collins Memorial Library

---

### Valuing Wholeness Achieved Through Difference

This project focused on improving campus climate by asking members of the Puget Sound community to share their experiences and perceptions related to diversity on campus. As the project unfolded, responses were posted anonymously in the student newspaper and on the diversity website. More than 1,000 students participated in responding to two questions:

- How has your time at Puget Sound been enriched by an experience with someone (student, faculty member, or staff member) from a different race, ethnicity, sexual orientation, religion, or socioeconomic class than you?
- If we created a "culture of inclusive learning," what would that look like in 2015?

Each person participating interviewed two other campus community members in turn, creating a broad portrait of what life is like for members of our campus community, providing educational moments for all involved, and identifying ways in which improvements can be made for the benefit of all.

### Access to College: Summer Academic Challenge

Summer Academic Challenge, the math and science component of our year-round Access Programs, continued to create a pipeline to college for Tacoma middle and high school students. Now in its 19th year, the tuition-free enrichment program draws teachers from both the community and the college, and current Puget Sound students serve as mentors and teaching assistants to the young people participating in the program.

### Additional Highlights

#### *Annual Diversity Employment Day*

The Department of Human Resources sponsored and staffed a booth at Washington state's annual Diversity Employment Day event, bringing together employers and professionals with the aim to recruit, promote, and reaffirm their commitment to diversity in the workplace.



*Students tackle science as part of Summer Academic Challenge.*



### ***Black History Month Alumni Gathering***

Western Washington African-American alumni gathered on campus in February for a reception before attending “Langston Hughes in Song.” The event was inspired by two alumni working to establish an African-American alumni group as part of the Alumni Council, and co-sponsored by Professor Hans Ostrom, the School of Music, the Office of Alumni and Parent Relations, and the Office of the Chief Diversity Officer.

### ***College Horizons***

In partnership with the Puyallup Tribe, Puget Sound hosted 55 high school and college counselors and 75 students from 30 states, representing 33 Native American nations and Native Hawaiians for a summer program providing preparation for college.

### ***Moment-Us: Exploring and Embracing Our Diversity***

This annual event held at the beginning of each academic year provides time for the campus as a whole to reflect on and appreciate the diversity of our community.

### ***Spectrum Series Events***

This series of campus dinners is held throughout the year to introduce the community to diversity goals while experiencing different cultures through their foods. In 2009–10 Spectrum events focused on South America, the Caribbean, and Eastern Europe.

### ***Students of Color Welcome Breakfast***

This annual event helps students of color connect with each other and the broader community at Puget Sound.

---

“Among its many responsibilities, Corporate and Foundation Relations in the Office of University Relations raises funds to help the university achieve its strategic plan goal for diversity and inclusion. Many students who attend the Summer Academic Challenge program will be first generation college attendees; it’s a very gratifying part of my work to be able to help them take steps toward achieving their ambition to attend college.”

*Jane Kenyon*  
*Director, Corporate and Foundation Relations*

---



*President Ron Thomas welcomes alumni as they gather for a reception before attending “Langston Hughes in Song.”*

---

## University of Puget Sound Diversity Statement

### **We Acknowledge**

- the richness of commonalities and differences we share as a university community.
- the intrinsic worth of all who work and study here.
- that education is enhanced by investigation of and reflection upon multiple perspectives.

### **We Aspire**

- to create respect for and appreciation of all persons as a key characteristic of our campus community.
- to increase the diversity of all parts of our university community through commitment to diversity in our recruitment and retention efforts.
- to foster a spirit of openness to active engagement among all members of our campus community.

### **We Act**

- to achieve an environment that welcomes and supports diversity.
  - to ensure full educational opportunity for all who teach and learn here.
  - to prepare effectively citizen-leaders for a pluralistic world.
- 

**We invite you to learn more.**

[www.pugetsound.edu/diversity](http://www.pugetsound.edu/diversity)

**UNIVERSITY *of* PUGET SOUND**

**Kim Bobby, Ed.D., Chief Diversity Officer**

1500 N. Warner St. #1019

Tacoma, WA 98416-1019

253.879.3991

[kbobby@pugetsound.edu](mailto:kbobby@pugetsound.edu)