Sylvia J. Imler, December 2, 2013

**TASK FORCE FOR DIVERSITY PROGRAMMING**

**Preliminary Report – November 25, 2013**

**MATRIX**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **COLLEGE** | **REPRESENTATIVE** | **IS THERE A DIVERSITY COMMITTEE?** | **PLAN?**  | **DIVERSITY****COMMITTEE****CONTACT**  | **DESCRIPTION TO MEET DIVERSITY CRITERIA** | **2014-2015****CDPS**  |
| BCOE | Darlene Unger (Associate Professor) | Sub-committee of CAEP Standard 3 Committee – Quality and diversity in recruitment of diverse teacher candidates. | Ongoing | Patrick Spearman, Chair of Diversity Subcommittee | * Develop and Implement the National Education Association’s (NEA) Read Across America Celebration.
* Develop and implement the Upward Bound Christmas Party.
* Develop and implement BCOE Boot Camp.
* Minority Education Association
* YSU Student Chapter of the Council for Exceptional Children
* YSU BOCE advising and recruitment services at Eastern Gateway Community College
* Global Perspectives: International Student Support Group
* YSU-Transition Options in Postsecondary Settings for Students with Autism/Intellectual Disabilities
* School Psychology Summer Institute
* Partnership with Middle-Level Education Program and Youngstown City Schools
* Outreach to high schools in communities of color.
* YSU Alumni Lecture Series

**LIST 2013-14 PROGRAMS*** YSU Alumni Lecture Series – September 26, 2013
* Collaborate with YSEA to develop and implement the annual Upward Bound Christmas Program – December 14, 2013
* Develop and implement the NEA Read Across America Celebration – March 1, 2014
* YSU-TOPS Open House – TBA – April 2014
* School Psychology Summer Institute - TBA – June 2014

**2014-2015 DIVERSITY PROGRAMMING**Continue with activities listed in preliminary report. #16 Stand Up Speak Out Leadership Conference is not an annual event but discussions to continue are ongoing. | Note:3 programs listed had fees attached and cannot be included in the Community Diversity Program Series 2014-2015. |
| CCACCCACcontinued | DePoy, Jones, Wecht | NO | Ongoing |  | **DESCRIPTION TO MEET DIVERSITY CRITERIA*** Concerts focusing of diverse cultures
* Variety of lectures and presentations
* America’s Music Series
* Theater Season dedicated to diversity programming

**LIST 2013-14 PROGRAMS*** Graphic Advocacy: International Posters for the Digital Age 2001-2012 – September 12 – November 8, 2013
* Graphic Voices: A Lecture Series on Poster Design and Creative Activism – October 10, 30, 2013
* Blues and Gospel – Stambaugh, September 25, 2013
* Tribunal Spotlight Theater – October 20, 27, 2013
* Tin Pan Alley and Broadway – Stambaugh – October 23, 2013
* Musicology Guest Lecture – November 1, 2013
* Celebrating 50 Years of University Theater – November 10, 17, 2013
* Bluegrass and Country – Stambaugh, November 20, 2013
* Portraits and Tributes, November 25, 2013
* African American History month – art by Dr. Adu-Poku, February 2013
* Rock and Roll, Stambaugh, February 19, 2014
* Twelfth Night in 2014, February 28, March 1, 2, 7-9, 2014
* Mambo & Hip Hop, Stambaugh, March 19, 2014
* YSU Dance Ensemble, April 10-12, 2014
* Musicology Guest Lecture, April 11, 2014
* Swing Jazz, Stambaugh, April 16, 2014
* Summer Festival of the Arts, July 12-13, 2014

**2014-2015 DIVERSITY PROGRAMMING*** Theater: Dance Ensemble
	+ Spitfire Grill
	+ Machinal
	+ TopDog/UnderDog
	+ Dead Man’s Cell Phone
	+ A Christmas Carol
* Jewish Music and Identity, October 2014
* Dawoud Bey’s Picturing People, January 22-March 7, 2015
 |  “This philosophy that governs the program-ming suggests that all departmental performances pieces should be included in the Series 2014-2015.” |
| CLASSCLASScontinued | Shearle Furnish | No | AnnualRecurring cycles, varies from program to program |  | **DESCRIPTION TO MEET DIVERSITY CRITERIA**The largest portion of CLASS diversity programming is in speaker series, originating in programs such as Women’s Studies, Africana Studies, American Studies, Judaic Studies, Islamic Studies, Religious Studies, individually and in various collaborations.**LIST 2013-14 PROGRAMS*** ACTFL, Steel Museum, Italy and Italian Americans,
* Prof. Lawrence Estaville, Phelps Bldg., Hispanics and the geography of disease
* Hanna Rossin, Chestnut Room, @The End of Men and the Rise of Women,
* Prof. Gerhard Bowering, Presidents Suite, The concept of God in the Qur’an
* Prof. Ovamir Anjum, Presidents Suite, Muslims and the American Dream
* Jennifer Michael Hecht, Chestnut Room, The foundations of doubt
* Holocaust Survivor Gerda Weissman Klein, Chestnut Room
* Lawrence Douglas, James Gallery, The war-crimes trial of John Demjanjuk,
* Commencement speaker Simeon Booker and the Civil Rights Movement are the subjects of an ongoing journalism project.

**2014-2015 DIVERSITY PROGRAMMING**The pattern will be remarkably similar and is so annually. | Programs, speakers, and film series of the various units as stated. |
| HHS | Joseph Mosca | Yes | Summer/Fall of up-coming yr. | Dennis Morawski,Chair/Social WorkX3774dpmorawski@ysu.edu | **DESCRIPTION TO MEET DIVERSITY CRITERIA**The College has established a “Diversity Committee” with representation from each department. The focus of the committee this year is to develop and implement initiatives that will enhance dialogue/discussion among faculty and staff around salient diversity topics. The goal of this dialogue is to enhance professional/personal development, strengthen knowledge and understanding of selected diversity topics, and promote inclusion/acceptance of human differences.**LIST 2013-14 PROGRAMS*** A Centofanti Center Continuing Education Workshop Series for Social Workers and Counselors, “Mind, Body and Soul”, November 1, 2013
* Centofanti Symposium – 11/18/13 – Dr. Benjamin Carson: Speaker focused on overcoming adversity, cultural pride, and personal persistence.

*DIVERSITY DIALOG SERIES:** Mental Health and Mental Illness – 1/21/14, 2:00 pm - 4:00 pm, Presidential Suites, Kilcawley Center, Moderator: Joseph L. Mosca
* Race and Ethnicity – 2/24/14, 12:00 – 2:00 pm, Presidential Suites, Kilcawley Center, Moderator: TBA
* \*Third session to be announced.

**2014-2015 DIVERSITY PROGRAMMING*** Centofanti Symposium (speaker and topic to be determined)
* Will make final determination following assessment of this academic year’s activities.
 | Will notify by the end of Spring 2014; Centofanti Symposium will most likely be an event for inclusion in the Community Diversity Program Series. |
| SGSSGScontinued | Sal Sanders | No | Open to discuss with DMA |  | **DESCRIPTION TO MEET DIVERSITY CRITERIA**We plan to target diverse students during our student recruiting efforts. We resume marketing and admissions activities in the Graduate School in January 2014.**LIST 2013-14 PROGRAMS*** We have allocated 3 of 8 available discretionary graduate assistantships to colleges for the purpose of improving diversity in their graduate programs. This is a new initiative beginning this Spring 2014.

**2014-2015 DIVERSITY PROGRAMMING*** I have a goal of having each member of the graduate school faculty participate in one or more diversity programs. This will need to be optional.
* We continue to seek ways to improve the recruitment of international graduate students and we continue our work with CISP, the Provost Office and the College Deans to improve this process.
* Dr. Ed Orona provides workshops on grants targeted toward those interested in pursuing grants and are of value to a diverse group of faculty, administrators and community members who are, or wish to become more involved in grants and research.
* We plan to continue to offer graduate assistantships designated toward recruitment, or retention of students who would improve the diversity of designated programs (e.g., female students into STEM programs, International Students, Male students into Nursing programs, etc.) We would like to have more assistantships available, but currently have two full assistantships and one (Spring semester only) that has already been awarded to an international student studying Economics.
 | None at this time. |
| STEM | Martin Abraham | ? | ? | ? | **DESCRIPTION TO MEET DIVERSITY CRITERIA****LIST 2013-14 PROGRAMS****2014-2015 DIVERSITY PROGRAMMING** | ? |
| WCBAWCBA continued | Helen Guohong Han, Associate Professor in Management | No | Ongoing |  | **DESCRIPTION TO MEET DIVERSITY CRITERIA*****Global Learning Experience Brazil, India, Prague, Ireland:**** GLE is offered over Christmas break and spring break, are short-term “study tours” from which students can earn 3 credits
* Visit international businesses and different cultures;
* Winter break 2013: Prague, Czech Republic 10 day Study Tour
* Spring 2013: Dublin, Ireland 10 Day Study Tour
* Fall 2013: Hosted college students from Brazil
* Winter Break 2012-2013: Mumbai and new Delhi, India

***Women’s Entrepreneurship Workshops:**** Targets the regional business community of women entrepreneurs.
* EMI project sought to redress this inequity (e.g., four workshops exclusively meant for women entrepreneurs /professionals).
* Collaborating with YSU’s Partners for *Workplace Diversity,* *Women’s Entrepreneurship Seminar*.
* Scholars in women’s entrepreneurship and successful women entrepreneurs were invited to address issues specific to businesses managed by women.
* Over 100 women entrepreneurs and professionals from Mahoning Valley participated in each of these programs.

***International Business Institute for High School Students:**** A cooperative effort among organizations in the Valley to develop responses to diversity issues in area workplaces.
* Creates a network of individuals who have discussed diversity issues and who can serve as resources for their organizations and for the partnership as it continues to develop initiatives.
* Three annual events:
	+ Diversity Works event in October
	+ A conference
	+ Awards program in the spring for human resource professionals.

***Diversity Course: MGMT 3755**** A full-fledged diversity course offered each semester.
* This course introduces students to current topics in diversity: national and international demographics of the changing face of the workforce; processes that create diversity.

**LIST 2013-14 PROGRAMS*** Small Business Development Center (SBDC) Start Up Business Presentations: Multiple per year- 2013
* BUSINESS 2020 - for 500 high school students. Focus is on careers in business and employability - November 6, 2013.
* Our International Trade Assistance Center offers many programs for businesses interested in exporting - ongoing

**2014-2015 DIVERSITY PROGRAMMING**All of the above mentioned diversity activities at WCBA would be on a continuous basis. | None as of yet. |