

07/01/04

Diversity Committee
College of Arts and Sciences
The University of Alabama

The Diversity Committee (hereafter referred to as the Committee), College of Arts and Sciences, was established in spring 2001. The committee's web site address is <http://www.as.ua.edu/as/diversity/index.htm>.

Committee Members:

There are fourteen committee members from the college's three divisions: natural sciences/mathematics, social sciences, and fine arts/humanities. Each member serves a two-year term. Dr. Edward Tang, Department of American Studies, is chair of the committee.

Mission Statement:

The mission of the Diversity Committee of the College of Arts and Sciences is to promote and celebrate mutual understanding, dignity, respect, and cooperation among all ethnic, racial, religious, and social groups at The University of Alabama, and to actively discourage and prevent discriminatory practices toward any group on any basis.

Goals:

The committee has identified several goals. Summarily, the goals focus on the recruitment and retention of a diverse faculty and student body; sponsoring and co-sponsoring of diversity related events; and recommending and supporting a diverse curricula. A complete list of the committee's goals can be found on its web site.

2003-2004 Accomplishments:

1. Website

The construction of the committee's website was completed. The website is divided into three sections: courses with a significant diversity content, diverse student groups, and a calendar of diversity events.

2. Logo

The committee's logo was used as follows:

- A. On the Department of History's website announcing its *Third Annual Race and Place Conference*.
- B. On the handout given to those who attended, *Achieving Diversity in the College of Arts and Sciences, The University of Alabama*, at the National Conference on Race and Ethnicity in American Higher Education, June 4, 2004, Miami Beach, Florida.

The Department of Religious Studies has requested to use the committee's logo on its website announce their upcoming conference.

3. Diversity T-shirts

A number of diversity t-shirts was given to Professor Cornelius Carter for him to distribute to children participating in a dance event.

4. Resolutions

The Committee adopted the following resolutions:

- A. A resolution recognizing Dr. Carmen Taylor, Dr. Larry Clayton, and Mr. Stanley Murphy for their time and efforts in making possible the Alabama-Cuba Conference at The University of Alabama, November 17-20, 2003.
- B. A resolution condemning the hate message that was scrawled on the student chapter of the NAACP office door. The resolution was adopted in January 2004, and placed on the committee's website.

5. Events Sponsored/Co-Sponsored or Endorsed

The following events were sponsored, co-sponsored or endorsed by the committee:

- A. In June 2003, endorsed and supported *Opening Doors: 40 Years of Integration at The University of Alabama*. The diversity t-shirt was created in honor of this event.
- B. Sponsored the October 2003 International Coffee Hour
- C. In January 2004, provided financial assistance to the Department of Art in support of Chakaia Booker, a New York artist. Ms. Booker's work was exhibited in the Sarah Moody Gallery of Art. Booker's work is represented in public collections, including the Bronx Museum of Art, the New York Metropolitan Museum of Art and others.
- D. In January 2004, co-sponsored *10 Ways to Fight Hate on Campus* training seminar, with the Office of Student Affairs.
- E. Supported and endorsed the Department of History's *Race and Place Conference*, March 2004.
- F. Supported and endorsed New College's *Race, Gender, and Pedagogy* interest group. This group meets monthly to discuss issues related to teaching race, and gender-based courses.

Provided input to the Multicultural Task Force on the best way to structure a diversity or multicultural office

Met with the staff of the Office of Undergraduate Admissions to discuss the possibility of creating a diversity brochure.

In March 2004, Steve Jacobs, a committee member, attended the *First International meeting on Hate Studies*, Spokane, Washington.

- A sub-committee was formed from members of the committee who were willing to discuss the importance of diversity at campus student organization meetings. In exchange for the opportunity to present, campus organizations will be able to be listed on the college diversity website as having participated in this program. In an attempt to promote this endeavor, the Committee Chair, Dr. Jimmy Williams, sent a letter to all student organizations on campus explaining the effort. Many have already scheduled committee members to visit during the academic year 2003-2004.
- In an effort to continue to promote the positive presence of diversity within the college, the committee voted to extend an invitation to all faculty to use the diversity logo on individual as well as class related correspondence, including individual course syllabi.
- As part of an on-going effort to develop promotional materials for the committee, the Art Department representative to the committee began a poster contest. The contest specifically encourages students to submit ideas. The committee hopes to be ready for poster production by spring, 2003.
- The committee was able to complete listing all courses in the College of Arts and Sciences that have significant diversity-related content.
- The committee was able, through support from the A&S Dean's Office, to design and purchase t-shirts for distribution during the Open Door event in June, 2003. The shirts have also been distributed at recruiting events for prospective students.
- As a part of the goal to reach out across campus, the committee invited Mr. Samory Pruitt to speak to the committee about his recommendations for outreach.
- This year, the Diversity Committee had the pleasure of endorsing and sponsoring an unprecedented number of activities. In September, 2002, as part of the Department of Religious Studies' Religion in Culture lecture series, Dr. Eddie Glaude of Princeton University spoke on "In Search of a Black Public: The Changing Place of African American Religion During the Interwar Period." Peter Kirsanow, a member of the U.S. Commission on Civil Rights, was sponsored in October, 2002 by the Department of History. In November 2002, the Department of History also sponsored a presentation by Autherine Lucy Foster, the first black student at The University of Alabama. Also in November, 2002, the Department of English presented its 26th Alabama Symposium entitled "The English Language and Black Identity: Between Pan-Africanism and Afrocentricity." The symposium was inaugurated with a keynote address by distinguished African-American sociolinguist, playwright, and poet Dr. Alamin Mazrui. In February, 2003, Robert Woodson was sponsored for a colloquium by the Department of

History. Dr. Woodson is a recent receiver of the prestigious MacArthur Fellowship. In March, 2003, the Department of History sponsored its second annual Race and Place Conference. In addition, in March, 2003, the Department of Women's Studies sponsored Ms. Joyce Ann Brown to present on her book "Justice Denied".

- In conjunction with the goals of the College Diversity Committee, New College established and coordinated a Race, Gender, and Pedagogy interest group. This group meets monthly to discuss issues related to teaching and how to make every learning environment position for all students.
- A proposal was submitted by the Committee to the Office of Academic Affairs to start a Diversity Speaker's Series within the University. The funding for this proposal was not available at this time, but the committee has decided to continue pursuit of this idea.
- The committee replaced four members for the next academic year.
- In light of Dr. Jimmy Williams' new role as Associate Dean for Multicultural Affairs, Dr. Ed Tang was asked to serve as chair of the Diversity Committee. Dr. Tang accepted.

Immediate Goals

- Continue to support and endorse cultural, artistic, and scholarly activities of people of color sponsored by departments in the College of Arts and Sciences.
- Explore external funding for several initiatives the Committee would like to undertake.
- Continue website development.
- Continue to develop the concept of a brochure about the College of Arts and Sciences while highlighting the accomplishments of faculty of color.
- Work with A&S Student Services to develop a mail-out to school counselors.
- Explore how A&S can foster more relationships with Historically Black College and Universities.