

Summary of Committee on Diversity Purpose, History, and Past Goals

COMMITTEE ON DIVERSITY

Purpose (From COE Faculty Senate By-Laws)

Functions of this standing committee shall include, but not be limited to, the following: providing leadership in promoting the understanding of diversity, and providing assistance, in matters of diversity, in the recruitment, retention, and professional development of faculty and students.

History

- During the late 80s, in response to issues relative to the under representation of teachers of Filipino ancestry, the Board of Education directed the Superintendent of Schools to work with UH President Simone to address this issue.
- President Simone charged COE Dean Dolly to establish a Task Force that would included faculty from the College of Arts and Sciences and the COE.
- After two years, Dean Dolly transferred responsibility addressing the issues to the COE Faculty Senate. The Task Force then became a standing committee of the COE Faculty Senate.
- Apparently it “died” over the years from lack of care, attention, understanding, and credibility.
- The COE Diversity Committee “was established” in January 1999 to support the following goals: *Every student in the COE must be prepared to work effectively with diverse populations of students/clients and be prepared to promote tolerance of and appreciation for diverse cultures, ideas, and perspectives.*
- In March 2000, the committee was further directed to:
 - Develop a long-range plan addressing diversity-related issues and concerns;
 - Prepare a summary or report of activities in the past year or two (e.g., recruitment activities, recruitment plan, compilation of faculty scholarship and diversity, data on faculty and students); and
 - Analyze the NCATE Institutional Report and reference materials from programs to ensure that the theme of diversity runs throughout the programs.

Goals for 2001-2002

- Promote and assist the recruitment of under-represented groups for the College of Education’s undergraduate and graduate programs.
- Review the College’s diversity goals and activities, recommend changes, and help the College meet its goals.
- Develop, review, and evaluate policies, procedures, and programs concerning under-represented minorities in teaching and educational administration in the College.

Goals for 2004-2005

- Analyze the NCATE Institutional Report to ensure that the theme of diversity runs throughout the programs.
- Develop sessions on learning disabilities and other not-obvious disabilities to enhance understanding of the issues and how to better support students and faculty.
- Sponsor a multi-cultural December celebration that acknowledges the rich mixture of cultures and beliefs in the COE.