

Diversity and Equity Initiatives Fall 2004 – Spring 2005

The Diversity and Equity Initiative funded 65 proposals for fiscal year 2004-2005. Awards were made to projects that addressed issues on gender, culture, disabilities, Native Hawaiians, sexual orientation, women and ethnic groups. Among these project initiatives, speakers, performance artists, research activities and outreach to high schools and community groups broadened the extent of our experience of diversity on our campuses as well as the larger community.

Awards were made by committee representatives from the UH system which include faculty and staff from Leeward, Kauai, West O`ahu and UH Hilo and UH Manoa. Some of the initiatives that the committee supported for Native Hawaiians included projects which increased systemwide access to all students by coordinating student services,(Puko`a Council) sustaining the Native Hawaiian language (Ola Na Iwi), initiating a music academy at the Center for Hawaiian Studies, to a symposium on Hawaiian Society of Law focused on Native Hawaiian legal issues on federal recognition and their existence as a Hawaiian Kingdom under international law.

The committee also recognized that several campuses made a stronger commitment to better serve students with disabilities and to foster tolerance and acceptance for LGBT issues. Some of the projects serving students with disabilities included, Enhancing the reading and writing skills for College Students with Disabilities, Producing Textbooks in Alternate Electronic Formats, the Ho`ona`auao Conference, Sunny Buddies outreach to parents and families with children with disabilities and a research initiative at UHM on manic depressive illness in academia.

Projects serving the Lesbian Gay Bisexual and Transgender groups on campus included a system wide training of faculty, staff and administrators through the Safe Zone sessions. Also, speaker and author Esera Tuaola, a former football player from the National Football League made appearances to students and the public on and off campus. Also a speaker forum addressing "Marriage: the institution, the battles and the implications," was coordinated by the Richardson School of Law.

Initiatives on diversity issues focusing on women were held at the UH Hilo campus with guest author and speaker bell hooks lecturing on "Silence to speech: Education as the Practice of Freedom," hooks addresses the inequities faced by women in academic settings. Also UH Hilo follows up with a 3 day summit which addresses " Weaving the Fabric of Diversity.," through a series of discussion and workshops on gender, sexual orientation and culture with the university and Hawaii Community College campus.

In keeping with university diversity goals to outreach to communities and populations that are underrepresented in higher education there were initiatives that carried out high school outreach to African American, Cambodian, Filipino, Samoan, Micronesians and other Pacific Islanders. The Black student union Power 96 held an on campus recruitment effort for African American students and their parents and a joint initiative

with the Richardson School of Law in the celebration of Black History. A mentoring program by the Katipunan Club outreached to high school students of Filipino heritage to raise awareness about Philippine culture and language and encourage going on to college, as well as initiating a summer language program for elementary children.

Overall, projects funded by the Diversity and Equity Initiative Committee provided UH campus communities and the general public with a wide spectrum of speaker forums, performance events and activities which furthered the university goal of continuing to champion diversity and respect for differences. In total, the committee awarded 47 grants to UH Manoa, 11 to UH Hilo, 2 for Leeward, 1 Hawaii Community College, 3 to Kauai Community, and 1 to Honolulu Community College. Among these awards, there were 7 diversity projects that were jointly initiated by at least two campuses.

Description of Projects

Outreach/Recruitment (19)

Black History Month Education Programs Award: \$800. UH Mānoa, Black Law Students Association. (BLSA) The law student group held two events at the Richardson School of Law 1) Honoring the work of Malcolm X with a student panel and readings from Malcolm X and 2) a panel presentation on The Black Legal Experience : Sharing our Story with guest speakers Retired First Circuit Judge Sandra Simms, Christopher Leon Jones, Jr, Deputy Executive Director Hawaii Civil Rights Commission. Both events were attended by UH Manoa students and community representatives and held in conjunction with the celebration of Black History month.

Black Student Recruitment and UH Campus Orientation: Award: \$534. UH Mānoa, Office of Multicultural Student Services. Students and parents from Radford High School and local churches attended a campus orientation to the UH Mānoa campus. Power 96 Black Student Union members organized the campus tour and provided a guided mini workshop on financial aid application. Parents attending the workshop commented on how useful the information was and the informality of the session made it easier to ask questions about financing a college education. American Savings Bank, a private bank on the UH campus provided informational materials on saving for higher education. Students from the Black Student Union Power 96 conducted this annual outreach and recruitment as part of their Black History celebration.

Connecting Native Hawaiian Student Services. Award: \$1000. UH Mānoa The Pūko`a Native Hawaiian Council paid for travel expenses for a conference that brought systemwide members to meet on improving student services in entry, retention and success of diverse student populations in higher education.

Enhancing the Reading and Writing Skills of College Students with Learning Disabilities Award: \$3,000. UH Mānoa, UH System Commission on Disability Access

provided a systemwide hands on training for disability service providers. Providers were trained \ in the use of reading and writing skill-building software especially designed to assist students with disabilities.

Expanding “Ate/Kuya” Mentoring Program Award: \$750. UH Mānoa, Hawaiian Indo-Pacific Languages and Literature. The Katipunan Club outreached to high school students of Filipino heritage to raise awareness about Philippine culture and language and encouraged these students to pursue higher education.

Filipino For Kids Award: \$1,000. UH Mānoa, Hawaiian and Indo-Pacific Language and Literature. A summer institute held for elementary students to study their language at the University of Hawaii campus.

Film Festival – Student Housing Services Award: \$ 500 UH Mānoa. Two films were shown that focused on sexual violence and prevention. Free film screenings were held at the UHM campus dormitories.

Hawaii-Samoa Service Learning Exchange Award: \$5,000. Hawaii CC, Math, Natural Science/Service Learning. Orientation for students from Samoa and other Pacific Island communities on environmental service learning exchanges.

International Festival Award: \$1,000. LCC, International Education Committee. Honorarium for speakers at the annual festival held at Leeward Community College.

Inter-Campus Take Back the Night Award: \$925. UH Mānoa, Counseling and Student Development Center. A series of system wide events initiated by the UH Manoa campus provided students information and resources to increase student and community awareness about violence against women. Participating campuses included Windward Community College, Kapiolani Community College, Leeward Community College and UH Hilo. Activities included an educational workshop video and discussion on rape, a march and campus rally, a candlelight vigil, a performance of “Unspeakable Acts” and an interactive non-violent defense session. This inter-campus event was attended by more than 100 participants.

Kiheipua Ambassador Program Award: \$4,500. UH Mānoa, School of Social Work. Award that initiated a student ambassador project to for the recruitment of a culturally diverse population into the field of social work.

NHEA Annual Conference Student Scholarship Award: \$2,000. LCC. Award paid for a portion of registration fees for Leeward CC students to attend the Native Hawaiian Education Association conference.

Ola Na Iwi Award: \$3,000. UH Hilo, Kipuka – Native Hawaiian Student Center. An educational language immersion program for students to speak the Hawaiian language for 10 days in certain native speaking communities on the Big Island. This language intensive program maximized the students language interaction with native speakers from the Puna and South Kona districts on the Big Island.

2005 Pamantasan Conference Award: \$1,000. Kauai CC, Student Services/Pamantasan Club . Airline coupons were purchased for student participants to attend the Pamantasan conference held at Kauai Community College. The conference theme focused on celebrating the Filipino culture through language and history. Student participants were exposed to careers in higher education from panel discussions with university faculty members from the UH system.

Providing Culturally Relevant Transition Support for Students of Color with Disabilities Award: \$1000. UH Manoa Award provided travel support for key speakers to present their information at a capacity building Institute for students and service providers.

Safe Zone Training Award: \$763. UH Hilo/ Hawaii CC, GLO – Gay Lesbian Ohana (UHH/RISO)/Office of Student Affairs. A systemwide training session was conducted for students and faculty members to become Safe Zone trainers. Based on this training, the Safe Zone manual was updated to provide a more interactive training session for participants as well as include more information on bi-sexual and transgender individuals. The manual also includes local Hawaii island resources as well as nationally recognized resources for the LGBT community.

Sunny Buddies: Fostering Understanding Award: \$2,200. UH Mānoa, Office of Medical Education, John A. Burns School of Medicine. A partnership between non-profit agency Sunny Buddies and the UH School of Medicine which fostered relationships with individuals that have developmental disabilities. Sunny Buddies is run by UH medical students as a community service project. Day long activities were held for families of special needs children at the Honolulu Aquarium and the medical student volunteers from Sunny Buddies coordinated all games and activities. A total of 70 participants attended the event.

SWE Introduce a Girl to Engineering Award: \$4,500. UH Mānoa, Department of Electrical Engineering/Society of Women Engineers. Society of Women Engineers and the Department of Electrical Engineering at UH Mānoa hosted a statewide symposium and outreach to high school girls on careers in engineering. Award used to provide air transportation for high school participants from the neighbor islands.

Untold Triumph PBS Premier Award: \$1,000. UH Mānoa, Ethnic Studies. A public screening of the documentary film of Filipino soldiers from WWII.

Performance Arts (7)

Ageism in Dance Award \$ 800. UH Manoa. Honorarium for Professor Odette Blum as guest director for theatre and dance. Ms. Blum is noted for her choreography style and conducted workshops for students and faculty at UHM.

Art of Fact: Prach Award: \$1,700. UH Mānoa, English/ Mānoa Journal. Honorarium for Cambodian rap performer who produces material in both Cambodian and English.

PraCh performed for a university and community audience and met with local Cambodian community members about his experience with the Khmer Rouge and his settlement in America. Several hundred people attended all of praCh's performances in Hawaii.

Balinese Music Training Award: \$600. UH Mānoa, Department of Theatre and Art. Honorarium for Balinese musical artist who trained UH theatre students on a particular form of Balinese music.

Hali'a Hale Award: \$1,800. Mānoa, Kamakakuokalani Center for Hawaiian Studies. Funding to initiate the Hawaiian music academy at the Center.

Katipunan Cultural Performance Award: \$ 1000 . UH Manoa. Students performed traditional and contemporary Filipino folk dances and song for Maui Community College. Funding for travel expenses.

Pablo Neruda , film documentary Award: \$ 1000. UH Manoa, English Department. A free and open screening of film on Chilean Nobel prize winning poet Pablo Neruda, celebrating his 100th birthday.

Reviving Khmer Culture Award: \$1,000. Mānoa, Hawaiian and Indo-Pacific Languages and Literature. A community event which featured cultural activities on Khmer language and performing arts.

Research (10)

Developing Innovative Approaches to Support Micronesian Students Award: \$ 920. UH Hilo, Student Affairs. Faculty and staff developed workshops for the support and retention of students from Micronesia.

Glyphgate Software for Web Display Diacritics. Award \$400. UH Mānoa Hamilton Library purchased a server software program which would enable web pages with words containing Hawaiian diacritical marks to display correctly to viewers.

Language Documentation Project (LDP) Award: \$ 4,490. UH Mānoa, Linguistic Society of Hawaii (LSH) Award was use to support the collection and archival of indigenous languages by native speakers. The initiative provided training for native speakers of under studied languages to document languages with software from the Summer Institute of Linguistics. Documents, audio and visual records were transferred to a website www.ling.hawaii.edu for access.

LGBTI Equity Award: \$ 1,650. System-Wide, UH Commission on LGBTI Equality. Funds to support the Safe Zone training and air fare for commission members.

Library Material to Support the Study of Diverse Cultures and Languages Award: \$ 1,000. UH Hilo, Mookini Library. Library purchased materials to support bachelors and masters degrees in Hawaiian Language and Literature.

Producing Textbooks in Alternate Electronic Formats for Students with Print Disabilities: A Systemwide Workshop. Award: \$1000 UH Mānoa A systemwide training from one of the most comprehensive post-secondary centers that produces college textbooks in alternate electronic format for students with print disabilities, eg. Vision, learning and manual dexterity restriction. Workshop attended by advocates and staff that serve the community of students with disabilities.

Reading Proficiency Software Award: \$625 Kauai Community College. Software purchase of Ace Reader Pro for students with low vision, color blindness and dyslexia.

Save Our Surf, a Grassroots Organization Award: \$ 3,075. UH Mānoa, University of Hawaii at Mānoa Library. Funding was awarded for the archival and digital preservation of materials from an organization tied to environmental , social, political and cultural movements which became part of the Hawaiian Renaissance in the 1970's.

Transcultural Nursing Seminar Award: \$850. UH Hilo, Department of Baccalaureate Nursing. An educational seminar for faculty and students of nursing on “transcultural nursing care,” which is a formal area of study and practice focused on comparative human caring differences which provide culturally congruent and meaningful care.

Supplemental Learning Resources for Diverse Groups Award: \$1,000. Kauai CC, Library/Academic Support. Library materials were purchased for persons with disabilities.

Speaker Forum (29)

Archive Winter Institute for Black Studies Award: \$5,000. UH Mānoa, UH Faculty of African Descent. A series of speakers and scholars discussed the health disparities among African American and minority communities. The institute drew from university faculty, health professionals and the general public.

Celebrating Reading Award: \$5,000. UH Mānoa, Hawaii Writing Project/ Dept. of English. A statewide event brought students and community members together in reading and writing workshops. Award paid for writers and authors honorariums.

Celebrating Reading Award: \$500 UH Mānoa. Honorarium for Sia Giegel , Samoan author and Cedric Yamanaka to give public readings for students and community members.

Chijoku: The Face of Internment Award: \$1,480. UH Hilo, Humanities Division/ Dept. of English. Honorarium provided for Juliet Kono and Garret Hongo who spoke on emerging rhetoric used to justify the identification and demarcating of a social group/cultural group for the sake of the greater good. Participants at Mr. Hongo's presentation were limited due to power outages and road closures. With his permission, his lecture was videotaped and is available at the UHH and UHM library. Juliet Kono's presentation was attended by 60 members from the faculty, student and general public.

Comparative Agendas for National Minorities. Award: \$500 UH Mānoa A series of mini workshops were held for visiting students from Central National University in Beijing. The workshops focused on future collaborations and the similar barriers and needs that Asian minorities and Native Hawaiians share.

Critical Race Theory and Public Schools. Award: \$1000. Honolulu CC. Honorarium for Dr. Charles R. Lawrence III and Dr. Marie Matsuda who spoke on critical race theory and its intersectionality of race, class, gender and sexual identity.

David Horowitz Lecture Award: \$1,000. UH Mānoa/ UH Hilo, Conservative Coalition/College Republicans. Horowitz discussed national events from a conservative perspective to an open forum.

Filipino American Literature and Culture: Two readings with Jessica Hagedorn Award: \$1000. UH Mānoa and Leeward Speaker gave readings at UHM and Leeward CC which was open to all students, faculty and general public.

Filipino American Literature and History: Lecture and reading with Peter Bacho Award: \$500. Mānoa and Kapiolani Community College Speaker appeared at UHM and Kapiolani Community College

40th Anniversary of Title VII Award: \$850. UH Mānoa, Filipino Law Students Association. The award was used to pay for transportation and speaking fees for William R. Tamayo, Regional Attorney for the US Equal Employment Opportunity Commission, San Francisco district. Title VII prohibits discrimination based on race, color, religion, sex and national origin.

George Lamming Novelist and Cultural Critic Award: \$1000. UH Mānoa honorarium for Lamming who spoke on effects of globalization on island cultures, with a particular focus on the Caribbean.

HASA Speaker Series - Ward Churchill Award: \$1,000. UH Mānoa, Hawaii American Studies Association. Honorarium for speaker when he addressed UH students and the public on issues which impact academic diversity and freedom.

Hawaiian Society of Law and Politics 1st Annual Symposium Award: \$2,820. UH Mānoa, HSLP c/o Kua'ana NHSDS. A forum specifically looking at Native Hawaiian legal issues and their existence as a Hawaiian Kingdom.

Ho'ona'auao Conference Award: \$2,500. UH Hilo, Office for Student Affairs/University Disability Services. A special conference which addressed students 14-21 years with disabilities and their transition to higher education. This was the first conference of its kind to be held on the island of Hawai'i, offered at no cost to participants and transmitted via polycom to other UH system campuses. 148 participants attended the conference and included family members of persons with disabilities, advocates and professionals in the field of disability study.

Indigenous Identity/Legal Remedies Award: \$4,450. UH Mānoa, Asia Pacific Law & Policy Journal. A series of speaker forums which addressed issues of global indigenous cultures and the law.

International Women's Day Program "Talking Story from a Global Perspective" Award: \$2,690. UH Hilo, Women's Center/Division of Student Affairs. A conference that addressed gender equity and race relations with guest speaker Nontombi Naomi Tutu. 300+ people attended four events planned by the UHH Women's Center. The largest audience of 275 attended the UH Hilo Campus Center Dining room for Ms. Tutu's talk on the oppression of women and people of color and living under apartheid.

Intersections Award \$1000. UH Mānoa Art Department. Public lecture and graduate seminar sessions by New York artist Paul Pfeiffer. Focus of talks were on identity and the global impact by media.

Intersections Award: \$500. Mānoa, Department of Art & Art History. Honorarium awarded to Maori artist Brett Graham. Mr. Graham held seminars for graduate students at UHM and two days with the Kamehameha art and art history students.

Ka La'au and Ma'ama'a: Traditional Hawaiian Ulua Fishing on O'ahu – Film presentation and discussion Award: \$2,028. UH Hilo, Dept. of Anthropology. A public viewing of a documentary film of the traditional craft of ulua fishing, followed by a discussion with fisherman that participated in the film. Three screenings were held on the island of O'ahu, Windward Community College, Waianae District Park and the Richardson School of Law. 120 people viewed this documentary and participated in discussion with fisherman.

Kuku e, kuku ho'i, ahu kanaka Award: \$ 500 UH Mānoa. A series of workshops were held at the Center for Hawaiian Studies with guest teachers and lecturers speaking on traditional Hawaiian practices of kapa making.

Muslim Women and the Veil on College and University Campuses Award: \$1000. UH Mānoa A public showing of the documentary film, " For the sake of modesty.." and a discussion with speaker Shafiqua Ahmai was held at the UH Manoa campus.

"New Beginnings with Strong Foundations" Award: \$5,000. System-Wide, Bridge to Hope. UH systemwide. A systemwide conference was held for members and speaker

Vivian Adair to share strategies on outreach and student services for low-income student parents.

Nisei Veterans Forum – Filipino Values Transcending Borders Award: \$2,750. UH Mānoa, College of Arts & Sciences/Office of Community and Alumni Relations. Honorarium for guest speakers. Guest panelists Rose Cruz Churma, Domingo Los Banos and Ramon Sy spoke on their different perspectives and values as Filipinos. Dance performance by student group Timpuyog and instrumental group Theo Gonsalves with Dr. Boogie Nights Ensemble provided musical entertainment. Over 175 participants attended the event. The program provided a venue which drew from the university community and high school students to the Japanese Cultural Center in Mo`ili`ili.

Pasty Mink Fellowship Event Award: \$850. UH Mānoa, William S. Richardson School of Law. An event honoring the former congress woman and the impact she made on women's issues.

Public Lecture by Professor David Li. Award: \$1000. UH Mānoa Noted literary critic spoke at UHM and UHH on concerns facing various peoples living and working in a global economy, especially those living along the Pacific Rim and Pacific Basin.

Richard Hunt – Visiting Artist & Juror Award: \$1,200. UH Hilo, Dept. of Art at Hilo. Honorarium for visiting artist residency program. Richard Hunt coordinated an international exhibition for the UH Hilo Pacific Rim International Print Exhibition.

SAY IT LOUD Award: \$1,840. UH Hilo, Dept. of Art at Hilo . Honorarium and travel for visiting artist Thomas Allen Harris.

Tackling Homophobia with Esera Tuaolo Award: \$2,200. UH Mānoa, System-Wide, LGBT Student Services. Guest speaker addressed LGBT issues with campus and community members.

Wal-Mart and the Power of Giant Retailers Award: \$1,000. UH Mānoa, Dept. of Sociology. A discussion and lecture on Wal-Mart and its impact on society with Dr. Edna Bonacich, from UC-Riverside. Students from Political Science, Sociology and Ethnic Studies participated in the forum.

Yuri Kochiyama Address Award: \$1000. UH Mānoa, Ethnic Studies Department. Honorarium for human rights advocate gave a keynote address at the February 21, 2005 Day of Remembrance observance.