

# Diversity and Equity Initiatives (DEI) Report

November 2013

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Background. The Diversity and Equity Initiatives (DEI) is a program of Student Equity, Excellence and Diversity (SEED) that addresses the multiple dimensions of diversity in higher education. At the University of Hawai'i, diversity encompasses culture, race, ethnicity, sexual orientation, gender, national origin, disability, religion and age. UH recognizes the significance of these dimensions and believes that without a commitment to diversity, it cannot provide a rich educational experience for its students and faculty. As entailed in the University of Hawai'i System Strategic Plan, one of the objectives to promote educational effectiveness and student success is "to achieve a shared institutional culture that *treasures diversity and inclusion*, honors collegiality, and continuously strives for exceptional performance." [www.hawaii.edu/oppp/statplan/UHstratplan.pdf](http://www.hawaii.edu/oppp/statplan/UHstratplan.pdf)

Through a modest grant funding process, the SEED office administers the DEI program for the UH system, often co-sponsoring a variety of activities addressing diversity via multiple approaches. SEED has been actively engaged in diversity since 1995 and continues to encourage all campuses to approach diversity as a social justice issue. DEI has provided our university system and the broader community with a richer look into diversity. It has also provided our students with educational experiences that are inclusive and represent many aspects of diversity. Diversity and Equity Initiatives allow faculty and staff throughout the UH system to express issues of diversity through outreach, recruitment, research, performance, forums, lectures, workshops and trainings.

Funding Process. Twice a year (once in the Fall and once in the Spring), SEED convenes a ten-person committee to DEI review applications. These members represent various campuses and departments within the UH system. Applicants typically request funding assistance for speaker honoraria, diversity trainers, diversity research endeavors, student assistant support, and travel or transportation funds. Specific guidelines are available on the SEED website (<http://www.hawaii.edu/diversity/dei/>). Committee members review all applications and determine awards and funding levels. With an annual budget of \$100,000, the maximum individual award is \$5,000. At the completion of the event, activity, endeavor etc., grantees are required to submit a report that summarizes how the award was used and what outcomes were achieved as a result.

Members of the review committee include:

**Norman Arancon**, Assistant Professor of Horticulture, UH Hilo is an assistant professor of horticulture at the University of Hawai'i at Hilo. He specializes in sustainable agriculture, horticulture, crop sciences, agro-ecology, organic agriculture, vermiculture and vermicomposting.

**Sandra Chang**, Professor of Tropical Medicine and Medical Microbiology, John A. Burns School of Medicine, UH Mānoa conducts research on malaria which is a major cause of global morbidity and mortality in tropical countries and most notably among infants, young

children and pregnant women in sub-Saharan Africa. Our long term goal is to develop a safe and effective blood stage vaccine

**Josh Ka`akua**, Coordinator, College of Engineering, UH Mānoa is the Minority Engineering Program Coordinator. Josh provides programming that recruit and sustain Native Hawaiian students studying engineering at UH Mānoa.

**Raymond Liongson**, Assistant Professor of Philippine Studies, Leeward Community College is also active in the community focusing on issues that impact Filipinos in Hawaii.

**Cammie Matsumoto**, Coordinator, Professional Development and Community Outreach, Kaua`i Community College is the Director for Community Relations and Special Projects at University of Hawaii at Kauai Community College.

**Debra Nakama**, Associate Professor of Business and Hospitality, Maui College is the Department Chair, Articulation Coordinator.

**Kelly Oaks**, Interim Associate Chancellor for Student Affairs and Dean of Students, UH Hilo, serves as the designee for the Vice Chancellor for Student Affairs in her absence. As a member of the VCSA's senior cabinet, she helps provide overall leadership, direction and oversight to the Division of Student Affairs' units, programs, and functions.

**Richard Rath**, Associate Professor of History, UH Mānoa. He teaches courses on early America, Native Americans, and the history of media and the senses.

**Caroline Sinavaiana**, Associate Professor of English, UH Mānoa teaches and conducts research in Pacific literature, folklore and film, comparative ethnic literatures, women's writing, creative writing, folkloristics and colonialism, digital storytelling and folk performance as community-building.

**Garyn Tsuru**, Assistant Professor of Social Sciences/Psychology, UH West O`ahu teaches Psychology and was awarded the Excellence in Teaching Regents Medal.

Total Applications Received For both Spring and Fall of 2012, a total of 103 applications were received from nine campuses. Chart below shows applications received

Campus	Applications Received
UH Mānoa	73
UH Hilo	7
UH West `Oahu	5
Honolulu Community College	2
Kapi`olani Community College	5
Leeward Community College	2
Maui College	2
Windward Community College	5
Kauai Community College	2
Total Applications Received	103

**Number of Awards.** Of the 103 applications submitted for both fall and spring, the committee awarded 68 grants. (66%) A majority of the awards addressed diversity through these dimensions: culture, race, and/or ethnicity (46), gender (12), disability (4), and those encompassing multiple dimensions (6). Table 1 below summarizes the diversity awards received by each campus for 2012. Hawai`i Community College and Kauai Community College did not receive any awards.

*Table 1. Diversity awards by UH campus*

Campus	Number Awarded
UH Mānoa	49
UH Hilo	5
UH West `Oahu	4
Honolulu Community College	2
Kapi`olani Community College	2
Leeward Community College	2
Maui College	1
Windward Community College	3
Total	68

**DEI Awards 2012.** Tables 2 through 4 on the following pages briefly identify and describe many of the awards made under the various dimensions of diversity. The Diversity initiatives also supported (15) projects focused on Native Hawaiian issues and/or activities, (8) projects focused on Pacific Islanders , and (8) initiatives on Filipino issues

Table 2. ( 52 ) Culture Ethnicity & Race Awards (2012)

Initiative	Principal Investigator(s)	Award	Description
Workshop and training	Patricia Halagao & Niki Libarios College of Education, UH Mānoa	\$1,000	<b><i>Dreaming and Weaving Tinalak.</i></b> Tinalak groups was organized with the intention to recruit, train and provide professional development for pre-service and in-service teachers to understand and work with Filipino students in the DOE schools.
Workshop and training	Linda H.L. Furuto, UH West O`ahu	\$2000	<b><i>Ethnomatics Summer Institute.</i></b> Faculty, staff and students designed a mathematic and science curriculum grounded in the ethnic, historical and cultural diversity of Hawai`i. Resultant workshop produced a math textbook.
Workshop and training	Sean Simpson Department of Linguistics, UH Mānoa	\$1000	<b><i>Language Documentation Center.</i></b> A student run organization that trains speakers of minority languages on how to approach conservation and preservation of these languages.
Workshop and training	Jesi Lujan Bennett Center for Pacific Island Studies, UH Mānoa	\$700	<b><i>A Journey through the Mariana Islands.</i></b> Students from Guam and the Mariana Islands met with four cultural specialists that reviewed their historical, ethnic, cultural and political concerns as they pursue academic careers in higher education.
Workshop and training	Ku`ualoha Ho`omanawanui Mānoa English Department, UH Mānoa	\$1000	<b><i>INK: Native Hawaiian Writers and Literature Conference.</i></b> A forum of Native Hawaiian scholars and writers convened to exchange ideas and skills on indigenous knowledge, and professional development.
Workshop and training	Maria B.J. Chun Department of Surgery John A. Burns School of Medicine, UH Mānoa	\$1000	<b><i>3rd Cross Cultural Health Care Conference.</i></b> A joint training with departments of psychology, public health, nursing and Hawaiian Studies with current and future physicians, and other healthcare providers on the delivery of care to diverse patient populations.

Workshop and training	Linda H.L. Furuto Humanities / Mathematics, UH West O`ahu	\$3960	<b><i>Ethnomatics Summer Institute.</i></b> The resultant research and practicum based textbook was used by current educators to supplement curriculum.
Workshop and training	Aurora Winslade Academic Affairs, UH West O`ahu	\$1050	<b><i>Diversity and Sustainability Retreat for Student Leaders.</i></b> Two core values were focused on for student leader retreat 1) honoring indigenous culture 2) honoring sustainability.
Interdisciplinary and multicultural concert performance	Peggy Gaither Adams Department of Theatre & Dance, UH Mānoa	\$1,700	<b><i>Taiko and Dance Performance.</i></b> UH Dance Program and Kenny Endo Taiko Ensemble joined forces to produce a contemporary concert which blended taiko with modern dance, masked dance, South Indian classical dance and Hawaiian hula and chant.
Performance	James Weir School of Pacific and Asian Studies, UH Mānoa	\$400	<b><i>Mystical Poetry Night.</i></b> Islamic students at UH presented and performed original and popular poetry for the UH and East West Center community.
Speaker	Jean Marie Iorio Early Childhood Education, UH West `Oahu	\$1,000	<b><i>Early Childhood Collaborations: Learning from Migrant Families and Children.</i></b> Dr. Elizabeth Quintero presented her research on migrant families and issues of access and quality in early childhood education with an emphasis on bilingual family literacy.

Speaker	Todd Sammons Department of English, UH Mānoa	\$1000	<b>2012 Children's Literature Conference.</b> Mexican American author Pam Munoz Ryan and local illustrator James Rumford presented key note address and led hands on sessions for teachers, teen authors and teen illustrators.
Speaker	Derek Mane Smiles Center for Pacific Island Studies, UH Mānoa	\$900	<b>Pan Pacific Wantok Nite.</b> A speaker forum for Pacific Island student clubs and associations to share values and identity issues of concern in their region of Melanesia, Polynesia and Micronesia.
Speaker	Frank Steward Department of English, UH Mānoa	\$1000	<b>Barry Lopez on Bio Cultural Diversity of Islands.</b> Environmentalist and author Barry Lopez presented on the importance of preserving endangered languages, biological species and culture.
Speaker	Lisette M. Flanary Academy of Creative Media, UH Mānoa	\$850	<b>Narrative Filmmaking with Ramin Bahrani.</b> Noted as the "Director of the Decade," by film critic Roger Ebert, Bahrani presented on street cinema techniques and working with amateur actors.
Speaker	Jenifer Sunrise Winter School of Communications, UH Mānoa	\$625	<b>Integrating Indigenous Perspectives about Information and Communication Technologies into the Curriculum.</b> Speakers addressed indigenous communities concerns about cultural appropriateness and how mass media and the internet are eroding the cultural cohesion.

Speaker	Stephanie Furuta & Mischa K. Lenchanko College of Education, Curriculum Studies, UH Mānoa	\$850	<b>Indigenous Content Seminars and Beginning Teacher Panel.</b> Invited guest speakers presented to graduate students in teaching the importance of understanding indigenous perspectives when teaching K-12 students.
Speaker	Hye Eun Lee Communicology, UH Mānoa	\$500	<b>Interethnic Romantic Relationship Workshop.</b> Speaker Dr. Manusov from Univ. of Washington presents her research on international and intercultural and interethnic romantic relationships and non-verbal communication.
Speaker	Vera Parham PhD, UH Hilo	\$500	<b>Decentralizing the Narrative Alternative Perspectives in World History.</b> Keynote speaker Coll Thrush spoke at the World History Association of Hawaii on the indigenous voices in the broader world history and the challenges they face in presenting their perspectives in history.
Speaker	Robert Keawe Lopes, Jr. Kawaihuelani, Center for Hawaiian Studies, UH Mānoa	\$1500	<b>Ke Welo Mau Nei.</b> Six guest speakers spoke on the role of the Ho`opa`a , the performer of Hawaiian poetic expression for students in the Mele Institute at Kawaihuelani.
Speaker	Anne Bush Department of Art and Art History, UH Mānoa	\$1200	<b>Geographics: Design Education on the Transnational Terrain.</b> Speaker Ella Shohot , Professor in Art and Public Policy and Middle Eastern and Islamic Studies spoke on how design and research practices can better respond to their own transnational contexts and respect the diversity of cultures and cultural differences.
Speaker	Katie Drager and Christina Higgins Linguistics and Second Language Studies, UH Mānoa	\$2500	<b>Language Based Discrimination in a Multicultural World.</b> Two speakers John Baugh, leading scholar in linguistic profiling and Rosina Lippi-Green , author of “English with an Accent,” spoke on language discrimination and how it perpetuates unequal power in society.
Speaker	Eric Folk Center on Disability Studies, UH Mānoa	\$2000	<b>Dual Enrollment with Individualized Supports.</b> A national trainer provided 4 intensive development sessions at 3 UH campuses on Universal Course Design for students with disabilities.

Speaker	Kawehi Lucas Kawaihuelani Center for Hawaiian Language, UH Mānoa	\$1572	<b>Ma Ka Ike Ka Maopopo.</b> Hands on cultural learning through Hawaiian language were presented in HAW 430 course. Master cultural practitioners provided insight to proper protocol.
Outreach and Recruitment	Sa`ili Lilomaiava- Doktor, Hawaiian & Pacific Island Studies, UH West `Oahu	\$600	<b>Hawaiian-Pacific Islanders Outreach: Doing Fieldwork.</b> Hawaiian and Pacific Island student groups planned and executed outreach events by performing cultural dances, chant, and crafts and doing field visits to Ka`ala and Ma`o Farms to learn about indigenous sustainable practices.
Outreach and Recruitment	Rouel Velasco, Office of Multicultural Student Services, UH Mānoa	\$500	<b>Filipino Day.</b> Student initiated and coordinated event highlighting Filipino culture. The event hosts different departments, organizations, and resources to showcase Filipino culture at the University of Hawaii at Mānoa .
Outreach and Recruitment	James Weir School of Pacific and Asian Studies UH Mānoa	\$800	<b>Afghan and Iranian Photo Exhibit.</b> Traveling photo exhibit displayed at Hamilton Library for viewers to see images that typically unavailable in the media.
Outreach and Recruitment	Tina Tauasosi Office of Multicultural Student Services UH Mānoa	\$1,500	<b>Multimedia Production for College Recruitment.</b> Group produced various multimedia resources to recruit Samoan and other Pacific Islanders to UH Mānoa.



Outreach and Recruitment	Nikola Komailevuka Center for Pacific Island Studies & Pan Pacific Association UH Mānoa	\$500	<b>Pacific Trivia Night: An Evening Exploring Oceania.</b> Recruitment of Pacific Island high school students from Waipahu and Farrington to meet UH undergraduate and graduate students and faculty. Activity included a trivia game for all to participate in which provided a more engaging interaction for students.
Outreach and Recruitment	Melisa Orozco Vargas Service Learning Program Kapi`olani CC	\$1,000	<b>Exploring My Backyard and Beyond Summer Program.</b> Summer program for 7 <sup>th</sup> and 8 <sup>th</sup> grade students from the Palolo Valley Homes to participate in a STEM enrichment program to improve performance in math and sciences.
Outreach and Recruitment	Shawn Ford ESOL Program Kapi`olani Community	\$ 1350	<b>Summer Writing Workshop for English Language Learners</b> 3 week intensive writing workshop for 45 English language learners from Farrington, McKinley and Kaimuki high schools. Writing, academic and career advising offered and ½ summer school elective credit were issued for student participants.
Outreach and Recruitment	Jonathan Awaya Biology, UH Hilo	\$1000	<b>Pathways to Medicine.</b> Student initiated outreach to underrepresented students interested in health career paths. Workshops include preparing for the MCAT exam, and writing the personal statement.
Outreach and Recruitment	Jennifer Custodio and Kiana Shiroma, Honors Program, UH Mānoa	\$2500	<b>Recruitment of Underrepresented Students.</b> Honors Program at UH Mānoa implemented initiative to outreach to neighbor island schools to diversify student participation in Honors program. Based on 2010 survey Honors program indicates that there is low representation of Native Hawaiians, Filipinos, and Latino ethnic groups.

Outreach and Recruitment	Myraliza Aala, Robinson Bucaneg and Chris Escalante College of Engineering, UH Mānoa , UH Mānoa	\$1000	<b>Bayanihan.</b> STEM Marketing and Public Affairs officer and the Engineering Student Ambassadors program conducted an outreach program in partnership with GEAR UP Hawaii to reach out to Filipino students integrating a cultural approach in recruitment of students to engineering.
Outreach and Recruitment	Ulla Hasager and Ibrahim Aoude Ethnic Studies, UH Mānoa	\$3000	<b>Waves of Change: Climate Change in the Pacific Islands and Its Implications for Hawaii.</b> High schools and community groups gathered at Imin Center, East West Center to focus on climate change and building meaningful learning experiences and positive ethnic relations.
Research	Michael B. Thomas Department of Botany, UH Mānoa	\$3,000	<b>Plants of the Hawai`i Volcano National Park.</b> This project developed an online plant database and digital specimen image collection of plants found on Hawai`i Volcanoes National Park in the Hawaiian language.
Research	Michael Cheang and Diane Masuo Family and Consumer Sciences, UH Mānoa	\$1000	<b>Smart Money Game: Teaching Money Concepts to At-Risk, underserved elementary school children in Hawaii.</b> A game was developed by elementary school teachers and pre-tested in the schools in which the goal was to teach children in grades K-6 about saving for future higher education.
Research	Pelika Bertelmann Marine Science Department, UH Hilo	\$1500	<b>Ku`ula Integration of Western and Hawaiian Sciences.</b> Students researched the integration of traditional Western sciences with Native Hawaiian knowledge systems and presented their research at the Hawaii Conservation Conference in Honolulu.

Research	Susana Helm, Department of Psychiatry, UH Mānoa	\$2000	<b><i>Puni Ke Ola Pilot Program.</i></b> This initiative laid foundation for a youth substance abuse prevention program based in Hawaiian epistemology and cultural practice.
Research	Samuel D. Museus College of Education, Educational Administration, UH Mānoa	\$1840	<b><i>Culturally Engaging Campus Environments Study.</i></b> Research into the disparities in college attainment among Filipinos in Hawaii and Pacific Island students. Study looks at how these underrepresented students have to separate from their culture in order to succeed in college.
Research	Richard Rath History Department, UH Mānoa	\$3380	<b><i>Marion Kelly Archive.</i></b> UH anthropologist left a valuable archive of research pertaining to land rights of Native Hawaiians, race and ethnic relations in Hawaii. These documents are in process of being digitized for community access.
Research	Julius Soria Indo Pacific Languages and Literature, UH Mānoa	\$1400	<b><i>Handbook for Patients &amp; Health Care Professionals.</i></b> Development of a handbook for patient education and health professionals that promotes more equitable access and quality care for Filipinos in Hawaii.
Research	Monica Stitt-Bergh Assessment Office, UH Mānoa	\$2000	<b><i>Student Success Project: Global and Multicultural Perspectives.</i></b> An assessment of students' describing their learning about culture and cross cultural interactions.

Research	Ralph Kam University College, Honolulu Community College	\$3600	<b>Honolulu Community College Hawaiian Place Name Signs.</b> Hawaiian place name signs fabricated at the HCC campus would designate areas of the campus that are part of the Kapalama ahupua`a.
Research	Debra Nakama UH Maui College	\$2500	<b>Curriculum Development Colloquims.</b> A system wide initiative to establish an Academic Subject Certificate in Filipino and Filipino American Studies through an alignment of course offerings at all UH campuses. Two colloquims were held in the spring and summer to finalize and implement the proposal at the 2012 Pamantasan conference.
Research	Imelda F. Gasmen Dept. of Indo-Pacific Languages and Literature, UH Mānoa	\$1000	<b>Filipino for Kids Workbook.</b> A workbook was created for elementary level students to learn about basic Philippine culture, history and language.
All inclusive of culture, race, disability,gender, sexual orientation and national origin	Mandy Westfall-Senda UH Student Life and Development, UH Mānoa	\$1700	<b>A Campus of Difference Training for NSO Leaders and Staff.</b> An intense leadership training via the Anti-Defamation League to help student leaders recognize bias and the hardship it inflicts on individuals and society.
All inclusive of culture, race, disability,gender, sexual orientation and national origin	John Signor and Lehua Simon College of Arts and Sciences Leeward Community College	\$1000	<b>An Exploration of Diversity.</b> Over a three month period, students composed original music for a community showcase about unity through diversity.

<p>All inclusive of culture, race, disability,gender, sexual orientation and national origin</p>	<p>Atina Pascua Service Learning Program, UH Mānoa</p>	<p>\$1510</p>	<p><b>Service Learning and Volunteer Fair.</b> Coordinators from a variety of community organizations and agencies as well as campus organizations gathered for a one day fair that recruited students for volunteer and service learning opportunities.</p>
<p>All inclusive of culture, race, disability,gender, sexual orientation and national origin</p>	<p>Edward J. Schultz School of Pacific and Asian Studies, UH Mānoa</p>	<p>\$1423</p>	<p><b>2013 SPAS Graduate Student Conference.</b> Graduate students presented research from Hawaii, Asia, Pacific Islands and US Mainland on contemporary research topics in Asian and Pacific Island Studies.</p>
<p>All inclusive of culture, race, disability,gender, sexual orientation and national origin</p>	<p>John Signor and Lehua Simon Arts and Humanities, Leeward Community College</p>	<p>\$1250</p>	<p><b>Songs of Diversity, Equality and Solidarity.</b> Students from the Jazz Ensemble produced and recorded an original CD of music representative of multiple musical influences and disciplines.</p>
<p>All inclusive of culture, race, disability,gender, sexual orientation and national origin</p>	<p>Ibrahim Aoude and Ethnic Studies, UH Mānoa</p>	<p>\$200</p>	<p><b>Undergraduate Student Colloquium in Ethnic Studies.</b> Undergraduate students from all departments presented research on the intersection between ethnicity, race, gender, sexuality and identity.</p>

Table 3. ( 4 ) Disability Access Awards (2012)

Initiative	Principal Investigator(s)	Award	Description
Outreach and Recruitment	Elizabeth Nakasone & Kenton Kramer JABSOM UH Mānoa	\$620	<b>Sunny Buddies Program.</b> This student run community health organization enables medical students to interact with members of the community with intellectual disabilities and understand their daily challenges. Medical students provided companionship through outings and participating with Easter Seals in their annual community outreach, "Spring Fling."
Outreach and Recruitment and Performance	Mark Branner Theatre and Dance UH Mānoa	\$2000	<b>ASL Interpretation and Access and Ethnic Diversity Recruitment.</b> Providing access via American Sign Language services for programs and performance and an open outreach to recruit more students from underrepresented groups to theatre and dance.
Speaker	Jeanne Marie Iorio and Allison Henward UH West Oa`hu	\$1300	<b>Being Deaf and Dumb: Perspectives of a Superhero on Teaching and Learning.</b> Dr. Joseph Valente from Penn State University addressed two campuses on childhood studies, deaf and disability studies . He is the principal investigator of video ethnography. "Kindergartens for the Deaf in three countries: Japan, France and the United States.

Research	Somphone Khen & Yue Huang Counseling and Student Development Center Assessment Center, UH Mānoa	\$1200	<b>Initial Phase 1 Study: Utility of MLAT in Promoting Equal Access to HSL Education for Students with Different Learning Abilities.</b> Initiated research on Modern Language Aptitude Test to be used to promote equal access to Hawaiian Second Language education
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Table 4. (12 ) Gender and Sexual Orientation Awards (2012)

Initiative	Principal Investigator(s)	Award	Description
Outreach and Recruitment	Ardis Eschenberg Student Affairs Windward CC	\$1,120	<b>Kahuku High School, Imagine College.</b> A focused outreach activity to Kahuku High School to increase college awareness and promote post-secondary enrollment following high school graduation. Ninth through twelfth graders from Samoan, Native Hawaiian and gay, lesbian and transgender groups were recruited for 2 workshops held at Windward CC.
Workshop and training	Sulma Gandhi Student Health & Wellness Program UH Hilo	\$1,000	<b>Men of Strength Public Awareness Campaign.</b> Seven UH Hilo staff went through a train-the-trainer event for <i>Men Can Stop Rape</i> – bystander training for students.
Workshop and training	Commission on LGBTI Equality, UH Mānoa	\$1720	<b>NO H8 in the 808, Initiative for LGBTI Equality.</b> Bullying and harassment issues were addressed systemwide which included leadership summit for high school and college students, and production of a documentary which covered all phases of the initiative

Workshop and training	Christine Quemuel Women's Center, UH Mānoa	\$1000	<b><i>Illuminating Pin@y Voices: A Leadership Experience.</i></b> Multi-day intensive training for Filipina/o leadership program to use specific curriculum to address interpersonal violence prevention.
Workshop and training	Michele Newman Women's Center, UH Hilo	\$450	<b><i>Girl Fest Hilo 2012.</i></b> The first neighbor island Girl Fest at UH Hilo focused on preventing violence against women and girls. Other workshops focused on music, art and physical well being.
Workshop and training	Myhraliza Aala & Kellea Salcido and Kelsey Lopez College of Engineering, UH Mānoa	\$1050	<b><i>Women Inspiring Innovation Through Imagination-Celebrating Women in Engineering.</i></b> A series of activities and workshops to increase the number of women in engineering.
Workshop and training demonstrations	Lurana O'Malley Theatre and Dance UH Mānoa	\$2000	<b><i>Tim Miller:Theatre Workshop and Demonstrations.</i></b> As a performance artist advocating for LGBTI rights, Mr. Miller provided system wide workshops for theater students.
Speaker	Patricio N. Abinales School of Pacific and Asian Studies, UH Mānoa	\$500	<b><i>Muslim Women as Peace Arbiters: The Southern Philippines.</i></b> Mr. Wilfredo Magno Torres presented two lectures on women as arbiters in clan feuding and conflict management among Muslim communities.
Speaker	Morgen Johansen Public Administration Program, UH Mānoa	\$1500	<b><i>Importance of LGBT representation in Higher Education for LGBT students.</i></b> Dr. David Pitts, a foremost scholar in diversity management presented his most recent research in LGBT representation in higher education and the implementation of diversity programs.



Speaker	Fumiko Takasugi Department of Sociology & the Hawai'i Sociological Association, Honolulu CC	\$2,300	<b><i>Masculinities and Gender Based Violence.</i></b> Dr. Michael Messner spoke on gender, sports and gender violence. His research focused on two generations of male activists against gender violence.
Research	Susan Hippensteele and Yvonne Chen Women's Studies, UH Mānoa	\$2500	<b><i>Institutional Transformation for Women in STEM fields.</i></b> Preliminary funding for research and development of grant proposal to National Science Foundation on increasing the participation and advancement of women in academic science and engineering careers.
Research	Greg L. Pugh Myron B.Thompson School of Social Work, UH Mānoa	\$900	<b><i>Perceptions and Needs of LGBT Staff and Faculty at Mānoa .</i></b> A survey of UH Mānoa staff and faculty to determine the campus climate and potential interest in an association.