

Diversity at UGA

News from the Office of Institutional Diversity at the University of Georgia

Volume 15 • No. 1 • Fall 2015



**A message from
Michelle Garfield Cook**
Associate Provost for Institutional Diversity

Working with diversity and inclusion, I have a great appreciation for the need to define terms and not make assumptions so that we have a shared understanding of words and phrases. Toward that end, I think that as a community we need to define the word inclusion as it relates to our values of diversity and building a better UGA.

So often individuals believe that to value diversity and inclusion is to tolerate difference or simply acknowledge it. But the true marker of inclusion is to respect the difference that is reflected in our diversity. Respect takes us beyond the passive position of simply seeing the difference that others contribute; it moves us beyond the place of allowing it to exist by tolerating it. Respect is a more active and engaged term. It requires us to see others and on some level, know them. One definition that works well here is that respect is a sense of the worth

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UGA's work to promote inclusion was recently recognized with a national award.

UGA honored for diversity efforts, successes for second year in a row

The University of Georgia has received national recognition for its efforts to foster an inclusive, diverse campus for the second year in a row as a 2015 recipient of the *INSIGHT Into Diversity* Higher Education Excellence in Diversity Award.

The HEED Award is the only designation of its kind awarded to institutions that exhibit outstanding efforts and successes in the area of diversity and inclusion throughout their campuses.

"The university is pleased to receive, once again, this important recognition for the diversity of our campus community," said President Jere W. Morehead. "The University of Georgia strives to cultivate an environment where individuals from all backgrounds feel valued and supported. We are pleased to be recognized for our efforts to create a positive and inclusive academic community."

As a HEED Award recipient, UGA is featured in the November issue of *INSIGHT Into Diversity*, the oldest and largest diversity magazine and website in higher education.

"As an institution we are proud to be recognized as a HEED Award recipient," said Michelle Garfield Cook, associate provost and chief diversity officer. "Units throughout the university are engaged in celebrating diversity and making our campus a more inclusive and welcoming place. It is truly a community effort that supports a core value of the University of Georgia."

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— President Jere W. Morehead

UGA's successes include initiatives to recruit diverse students, faculty and staff and to improve graduation rates of underrepresented groups. All students are required to complete a course that explores cultural diversity, and the university offers several diversity related events, curricular offerings and training and certificate programs for faculty and staff.

Programs such as the Georgia African American Male Experience, the National Institutes of Health-funded PREP@UGA and Peach State Louis Stokes Alliance for Minority Participation have increased minority enrollment at UGA over the past decade from 22 percent in 2004 to 30 percent in 2014.

UGA's six-year graduation rate for African-American students is 81.5 percent — more than double the national average, according to the National Center for Education Statistics. The graduation rate for Hispanic students is 79.5 percent, which also far exceeds the national average.

UGA has recently taken steps to expand its efforts to promote inclusion, including opening a Student Veterans Resource Center in 2013 and broadening the Office of Institutional Diversity's portfolio to include women in 2014. Earlier this year, the university launched a Women's Leadership Initiative to enhance the representation of women in leadership roles on campus.

"Fostering diversity among our faculty, staff and students gives the University of Georgia a competitive edge in today's globalized world," Senior Vice President for Academic Affairs and Provost Pamela Whitten said. "We all benefit when a broad range of perspectives and ideas are considered, and I am delighted that UGA's efforts to promote diversity and inclusion continue to receive national recognition."

UGA also offers the Diversity and Inclusion Certificate program — which has reached about 1,000 faculty and staff members in the past three years across three UGA campuses — as well as a lunchtime series called Dialogues in Diversity that was created in 2012.

The university offers more than a dozen multicultural/diversity events each year for students, faculty and the community, including the Martin Luther King Jr. Freedom Breakfast, the International Street Festival, the Holmes-Hunter Lecture — which honors the first African-American students to enroll at UGA — and other special events.

UGA ranks 10th on College Access Index

The University of Georgia is ranked 10th among public universities in the 2015 New York Times College Access Index.

The index, which ranks UGA 24th among all universities, is based on the share of students who receive Pell Grants, the graduation rate of those students and the cost of attendance for low- and middle-income students.

"The University of Georgia strives to make its world-class education accessible to students from all economic backgrounds," said President Jere W. Morehead. "While we have much left to do, I am pleased that our efforts are being recognized."

Approximately 17 percent of first-year, full-time UGA students entering UGA in 2014 received Pell Grants, which typically go to families earning less than \$70,000 annually. In 2014, UGA's six-year graduation rate for students who received Pell Grants was 80 percent.

The University of Florida, at No. 6, was the only other SEC school included in the index's top 25 universities.

UGA is consistently ranked among the nation's top public universities. The university was recently ranked No. 18 on the Forbes "Top 25 Public Colleges 2015" list and 21st among public universities in latest U.S. News and World Report ranking. *Washington Monthly* ranked UGA as the third "Best Bang for the Buck" school in the Southeast in 2015, and Kiplinger's ranked UGA 10th nationally on its 2014 list of the best values among public colleges and universities.



UGA is conducting a campus-wide survey this fall to learn more about the experiences and perceptions of faculty, students and staff and to help enhance the university's living, learning and working environment.

The "Count Me In" project aims to assess the experiences of students, faculty and staff to shape data-driven solutions to enhance inclusion and a positive campus experience.

Learn more at count-me-in.uga.edu.

'You know you'll be accepted' LGBT Resource Center provides support

Cozy couches, bright colors and welcoming faces fill the rooms of the LGBT Resource Center, which creates an environment of advocacy, education and support for lesbian, gay, bisexual, transgender, queer, questioning, ally and advocate-identified students.

"I come here more for the comfort and the safe space," said Jose Carrillo, a sophomore majoring in chemistry and ambassador to the LGBT Resource Center. "When you're here you're not judged, and you know you'll be accepted."

The LGBT Resource Center, established in 2005, is one of the few centers of its kind in the South and is visited by an average of 30 students per day.

It consists of a student lounge, conference room and reception area that houses a library of more than 1,000 books, a collection of current magazines, a DVD library of both entertaining and educational films, several varieties of organizational and education pamphlets and sexual health resources.

A variety of programs and services provide increased awareness and foster understanding of issues related to sexual orientation, gender identity and gender expression. Some of the center's signature events include Dawgs Making it Better, Celebration of National Coming Out Day, a LGBT History Month display, Transgender Day of Remembrance and Lavender Graduation.

The LGBT Resource Center is located in room 221 of Memorial Hall.

Students gather in the LGBT Resource Center lounge before a Lambda Alliance meeting.



UGA's Amazing Students: Karishma Sriram

Honors student Karishma Sriram, a senior majoring in biochemistry and molecular biology, says she is "beyond blessed" when describing her time at UGA, which has included travel around the world as a Foundation Fellow.

University highlights, achievements and awards:

I think the only way I can describe my time at UGA is with the following: beyond blessed. The opportunities provided to me by UGA have far surpassed anything that I would have expected, and I am so very thankful for that.

Entering college as a Foundation Fellow, I was immersed in an enriching and creative environment. ... Beyond the extensive travel and enrichment opportunities, the Fellowship has provided me with a community of peers and advisers who have guided and aided me in my growth as a student, friend and person.

Read more at uga.edu/amazing/profile/sriram-karishma



UGA's Amazing Students: Travis Redmond

Senior biology major Travis Redmond has excelled as a student but also has made a big impact on the community with a range of volunteer activities. The future doctor says he's "cherished every moment" at UGA.

University highlights, achievements and awards:

... The second semester of freshman year I found an additional extracurricular activity of interest — the Peach State Louis Stokes Alliance for Minority Participation. This organization is focused on highlighting and supporting minority students in the STEM (science, technology, engineering, mathematics) fields of study. I was fortunate enough to become an LSAMP scholar and gain funding.

Read more at uga.edu/amazing/profile/redmond-travis



Campus Scenes



Above: Vietnamese Student Association members show off their display at the Fall Activities Fair.

Below: President Jere W. Morehead honors student veteran graduates.



Right: Members of the Indian Cultural Exchange, which unites approximately 250 active students of Indian ethnic background, host a garba night to raise money for Asha for Education.

Below: Students in the Japanese Student Association conduct a demonstration during Japan Night.



The Hispanic Student Association congregates after Noche Latina, an annual event that celebrates the richness of local Latino culture.



Left: Students attend a Muslim Student Association picnic. Below: Students gather for the weekly International Coffee Hour, a more than 40-year tradition.



Below: Senior Leaders of Multicultural Services and Programs.



Above: Students participate in the International Street Festival, where student organizations sponsor interactive cultural displays. Below right: A Taiwanese Student Association member plays the dizi.



Graduates celebrate during the Rite of Sankofa, an African rite-of-passage ceremony held in May.



Lambda Alliance, an LGBT student organization, hosts a welcome-back cookout in the fall.



Above: Students celebrate after International Student Life's International Graduation.

Dancing at the Black Affairs Council 2015 Unity Ball, held at the Georgia Museum of Art.



DIVERSITY RESOURCES

STUDENTS

Office of Institutional Diversity
diversity.uga.edu

Multicultural Services and Programs
msp.uga.edu

International Student Life
isl.uga.edu

Disability Resource Center
drc.uga.edu

LGBT Resource Center
lgbtcenter.uga.edu

Connections: Faculty-Student Mentoring Program
<http://diversity.uga.edu/programs/article/connections>

Student Veterans Resource Center
svrc.uga.edu

FACULTY

Equal Opportunity Office
eoo.uga.edu

Black Faculty Staff Organization
www.facebook.com/BFSOUGA

Diversity and Inclusion Certificate
diversity.uga.edu/programs/article/diversity-and-inclusion

Disability Services and Accommodations
drc.uga.edu

UGA GLOBES
ugaglobes.wordpress.com/

UGA's Foot Soldier

Many important fighters in the civil rights movement are unknown, but the Foot Soldier Project for Civil Rights Studies and Research ensures that their stories are told and their impact is not forgotten.

The project aims to advance civil rights scholarship and discourse on diversity by chronicling the lives and stories of the less-familiar "foot soldiers for equal justice."

"The Foot Soldier Project for Civil Rights Studies is an interdisciplinary program that partners with the Russell Library to focus on research and outreach related to civil rights and social justice issues," said Maurice Daniels, dean and professor in the School of Social Work, who is the founder and director of the project. "Its activities include documentary film production, manuscripts and volumes, archival preservation and community outreach programs."

He added that Foot Soldier Project research has contributed to the production of a number of public television documentaries, including the film "Hamilton E. Holmes: The Legacy Continues," and publication of manuscripts as well as the recent book *Saving the Soul of Georgia: Donald L. Hollowell and the Struggle for Civil Rights*.

Read more at footsoldier.uga.edu/



School of Social Work Dean Maurice Daniels is the founder of the Foot Soldier Project for Civil Rights Studies.

Black Male Leadership Society 'To embolden and inspire'

The recently revitalized Black Male Leadership Society is using its momentum to foster the academic, social, intellectual and spiritual growth of black male students and alumni.

The society was named UGA's "Organization of the Year" for the 2014-2015 academic year during the 14th Annual H. Gordon and Francis S. Davis Student Organization Achievement and Recognition Awards.

"I am incredibly proud of the work the Black Male Leadership Society has done this year within our community, across campus and within the Athens community," said Charles King, alumnus and former president of the society. "We've done a number of things to embolden and inspire the black male population on campus."

BMLS, a student organization within the Division of Student Affairs, works closely with the President's Office and the Office of Institutional Diversity to recruit black male scholars, conduct forums, sponsor clothing drives and host numerous events, including a fall retreat and a spring semiformal awards banquet.

"I have found a family that I can impact the campus and community through," BMLS President Shallum Atkinson said. "They say you can't make a small campus bigger, but you can make a big campus smaller — BMLS does that for me, and I am forever grateful."

BMLS is one of 13 organizations advised under the Office of Multicultural Services and Programs, including the Hispanic Student Association, the Asian American Student Association, the Pamoja Dance Company and the Indian Cultural Exchange, among others.



The Black Male Leadership Society was named UGA's "Organization of the Year" for the 2014-2015 academic year.

Read more about the Black Male Leadership Society at <http://msp.uga.edu/stuorgs/bmls.php>.

Focus on Faculty



Julio Sevilla

Julio Sevilla, an assistant professor of marketing in the Terry College of Business, teaches courses on the same topic — consumer behavior — that he conducts research on, which allows him to share his excitement about a topic that has implications for businesses and consumer health.

What do you hope students gain from their classroom experience with you?

I hope my class helps change the way students think, behave and see the world, not only as consumers but as human beings in general. This entails being able to communicate effectively and making the right decisions by considering how people think and behave. If we know the biases and mistakes we regularly make, we will be able to correct some of them.

Read more at uga.edu/faculty/profile/julio-sevilla/



Tiffany Washington

Tiffany Washington, an assistant professor in the School of Social Work, prepares future medical social workers to meet the needs of Georgia's increasingly diverse older adult population.

Describe your ideal student.

Because social workers frequently encounter individuals and families of diverse backgrounds, my ideal student is one who is honest about his or her biases and is invested in confronting those biases toward becoming an effective social worker. An ideal student seeks to negotiate the intersection of personal and professional values as part of his or her development into the social work profession.

Read more at www.uga.edu/faculty/profile/tiffany-washington/

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of a person. At its base level, respect demonstrates that one recognizes the worth of another. Regardless of an individual's beliefs, values, ideologies or opinions, as a fellow human being they have value and are therefore worthy of respect.

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Respect also pushes us to be thoughtful and intentional about how we interact with others, those who are part of our identification groups as well as those who are not. The reality is that thoughtfulness will help us in abiding by the Platinum Rule of diversity and inclusion, treating others as *they* would want to be treated. It moves us outside of ourselves and enables us to have another perspective. It also helps us to be better citizens of our communities and our world.

It is important that we all feel comfortable respecting others who are different than ourselves. We cannot be afraid of difference. Respecting others does not threaten our beliefs or values, but rather it creates opportunities for learning, exchange and growth. This edition of the Diversity at UGA newsletter highlights the many ways in which inclusion through respect is being realized at the University of Georgia. Faculty, students and staff are engaged in activities and actions that further our understanding of diversity and promote a community that respects what diversity contributes to our shared experience. We are truly working toward a more inclusive University of Georgia!

Diversity at UGA®



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Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will help support a variety of initiatives that foster diversity at UGA.

OID provides and supports programming, such as recruitment and retention efforts, diversity scholarship funding, pre-collegiate learning opportunities, and faculty and student mentoring events.

Please contact us at (706) 583-8195 or at diverse@uga.edu to discuss ways to give and we will work to ensure your charitable giving needs are met.

To donate online, go to <http://diversity.uga.edu/about/giving>

Checks should be made payable to the UGA Foundation and designated for OID on the memo line.

Please mail checks to:
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