

2016-2017 Faculty Senate Diversity Committee

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Meeting Dates

September 8, 2016	September 22, 2016	October 13, 2016
November 10, 2016	December 12, 2016	February 26, 2017
March 23, 2017	April 20, 2017	May 7 th , 2017

1) 2016-2017 Review

There have been no changes to the bylaws this year.

At the written request of the Faculty Senate in January of 2016, the FSDC piloted several new initiatives this year, one being the Academy for Excellence, Equity, and Learning (AEEL), which were on-going professional development workshops for faculty to better respond to the Faculty Senate's Charge about addressing issues of Diversity on campus. In addition, the FSDC continued to refine the CCSU student diversity survey. Highlights are provided below:

a) J. Bishop continued to spearhead the creation of the **CCSU Student Diversity Survey** (Appendix A), which we plan to administer to all CCSU undergraduate students in 2017-2018. The purpose of the survey is to examine the extent to which CCSU students feel that diversity is adequately incorporated into their learning experience. The data collected will be available to both students and faculty through an annual report posted on the FSDC website and presented to the Faculty Senate and Student Government Association (SGA) in an effort to better understand how to help improve the educational quality at our institution.

b) In Response to the **Faculty Senate's Charge** (see Appendix B), starting in Fall 2016, the FSDC piloted the Academy for Excellence, Equity, and Learning (AEEL), (see Appendix B), which transformed the form and function of FSDC meetings from purely a business meeting to an on-going professional development and peer-mentoring model. Although these workshops did not function as a cohort-model, as initially planned, several of the workshops were well attended by CCSU faculty and staff, 15-40 people attended each workshop. Other reflections include:

- There was not consistency among our own members or repeat attendees. This takes away from continuous professional development or a cohort of learning. We hope to create a program with consistent members (faculty and FSDC members).
- A certificate or badge may motivate more consistent attendance.

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- we are happy with attendance and it's a good start and we hope to get more in future. Plan 2: We want more attendance.
- We discussed whether or not faculty could receive a "certificate" for attendance at AEEL workshops, it is valuable to the P&T binder

c) Possible new directions for the FSDC: In our final meeting in May, the FSDC members put forth recommendations for new leadership (to begin in Fall 2017) and discussed the following:

- Expanding partnerships / providing service to local non-profits
- Leading a micro-aggression campaign & workshops
- Meeting with President Toro
- Supporting the Gen Ed. curriculum redesign (make it more flexible, more open, more inclusive of diversity) – Student said to President Toro on the Fall Latino Panel "White Privilege courses are Gen. Ed. requirements but courses dealing with diversity are electives"]
- FSDC membership needs to revise the bylaws as they have not been changed in years.

2) Website Committee

Chair: vacant

Due to limited resources and qualifications of personnel, the FSDC's website has not been updated this year.

Respectfully Submitted,

Jacob Werblow, Chair, Faculty Senate Diversity Committee

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Appendix A.

2015-16 CCSU STUDENT DIVERSITY SURVEY

[DRAFT 10]

[This survey is for undergraduate and graduate students]

Purpose of the Study

We are asking you to complete this survey conducted by CCSU The Faculty Senate Diversity Committee (FSDC) and the Committee on the Concerns of Women (CCW) and the Student Government Association (SGA). The purpose of the survey is to examine the extent to which CCSU students feel that diversity is adequately incorporated into their learning experience. The data collected will be available to both students and faculty through an annual report posted on the FSDC website and presented to the Faculty Senate and Student Government Association (SGA) in an effort to better understand how to help improve the educational quality at our institution.

To participate in this study, please complete and submit the following survey, which will take about 10 minutes.

You may decide not to complete the survey for any reason at any time without consequence of any kind. Your participation and submission of the questionnaire indicate your consent to participate in the study. Participation is anonymous. We will not ask you for your name or other identifying information. No reports about the study will contain your name. Taking part is voluntary.

There could be survey items that you are uncomfortable answering or to which you would simply prefer not to respond. Thus, you may choose to stop the survey at any time or skip over items you do not wish to answer.

We do, however, appreciate your consideration to help us better understand issues on diversity on campus. If you have any questions about this survey and the dissemination of the results, please contact: Dr. Jacob Werblow, Chair of the CCSU Faculty Senate Diversity Committee, werblowjac@ccsu.edu

Do you consent to participate in the 2015-16 Diverse Learning Environments Survey?

- ☐ Yes, please take me to the survey
- ☐ No, I wish to opt out

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Are you enrolled as a:

- ☐ Full-time student
- ☐ Part-time student
- ☐ Not enrolled

Where did you begin college?

- ☐ I started here as a first-time freshman
- ☐ I started at a different 2-year college
- ☐ I started at a different 4-year college

Which of the following best describes your current housing? (check all that apply):

- ☐ On-campus housing
- ☐ Off-campus housing (near the campus vicinity ~ 2 miles)
- ☐ Residential off campus (live with family / homeowner)
- ☐ Do not have permanent housing
- ☐ Homeless

Your gender:

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Non-binary / non-conforming

Are you: (Mark all that apply) (make these become dropdowns)

- Other
 - ☐ American Indian or Alaska Native
 - ☐ Native Hawaiian or Other Pacific Islander
 - ☐ Middle Eastern
- Asian

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- ☐ East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
- ☐ Filipino
- ☐ Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)
- ☐ South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)
- ☐ Other Asian
- Black
 - ☐ African American/Black
 - ☐ African
 - ☐ Caribbean
 - ☐ Other Black
- Hispanic/Latino
 - ☐ Mexican American/Chicano
 - ☐ Puerto Rican
 - ☐ Central American
 - ☐ Other Hispanic or Latino
- White
 - ☐ European
 - ☐ Other White

Do you identify as multiracial?

- ☐ Yes
- ☐ No

Do you identify as GLBTQ?

- ☐ Yes
- ☐ No

Have you ever been diagnosed with a learning disability?

- ☐ Yes
- ☐ No

Do you have a disability that is registered through the CCSU Office of Disability Services?

- ☐ Yes
- ☐ No

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- If yes, is your disability: (check all that apply in dropdown)

- ☐ Autism
- ☐ Deaf-Blindness
- ☐ Emotional Disturbance
- ☐ Hearing Impairment (Deaf or Hard of Hearing)
- ☐ Intellectual Disability
- ☐ Orthopedic Impairment
- ☐ Specific Learning Disabilities/Dyslexia
- ☐ Speech or Language Impaired
- ☐ Traumatic Brain Injury
- ☐ Visual Impairment
- ☐ Other Health Impairment
- ☐ OHI-ADD/ADHD
- ☐ To be determined

What is your current class standing?

- ☐ Freshman/first year
- ☐ Sophomore/second year
- ☐ Junior/third year
- ☐ Senior/fourth year
- ☐ Fifth-year senior or more
- ☐ Graduate student

If you are an undergraduate, indicate your major: (drop down)

If you are a graduate student, indicate your degree program: (drop down)

Do you identify with a specific faith / religion / creed?

- ☐ Yes
- ☐ No

- If yes, "Please indicate your faith / religion / creed _____"

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Are you an international student?

- ☐ Yes
- ☐ No

Are you a veteran of the U.S. Armed Services?

- ☐ Yes
- ☐ No

Do you have children under the age of 13-years (or whom are not able to stay home alone?) for whom you are responsible for care?

- ☐ Yes
- ☐ No

Do you currently use or need any daycare services to care for a dependent child?

- ☐ Yes
- ☐ No

Is English your second language?

- ☐ Yes
- ☐ No

How many hours per week do you work for pay? (drop down)

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None
1-5 hrs
6-10 hrs
11-15 hrs
16-20 hrs
21-30 hrs
31-40 hrs
Over 40 hrs

Please indicate the extent to which you agree or disagree with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
Faculty/staff empower me to learn here.				
I see myself as a part of the campus community.				
At least one faculty/staff member has taken an interest in my success.				
If asked, I would recommend this college as one that				

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	Strongly Agree	Agree	Disagree	Strongly Disagree
welcomes diversity.				

Please indicate how many of your instructors:

	Very Few	Less than Half	Most, but not All	All
Know students' names				
Value individual differences in the classroom				
Are sensitive to the ability levels of all students				
Have open discussions about privilege, power and oppression				
Use instructional materials that represent diverse voices and perspectives.				
Teach students acceptance and respect for different beliefs				
Encourage you to attend their office hours for help or to gain deeper knowledge on the				

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	Very Few	Less than Half	Most, but not All	All
<p>subject</p> <p>Involve a variety of learning opportunities (e.g., lecture, presentations, independent, group work, writing, technology, etc.)</p> <p>Provide a quality syllabi, which include statements of policies regarding diverse students</p> <p>(i.e., information regarding disability services, sexual misconduct services, etc.)</p>				

CCSU could improve diversity and inclusion by focusing its efforts on:

	Strongly Agree	Agree	Disagree	Strongly Disagree
<p>Events focused on diversity and inclusion</p> <p>Recruiting faculty/staff from diverse backgrounds</p> <p>Recruiting students from diverse backgrounds</p> <p>Designing the physical spaces (both indoor and outdoor) to be more accessible for people with physical disabilities</p>				

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Please indicate the extent to which you agree or disagree with the following statements. CCSU has a climate that:

	Strongly Agree	Agree	Disagree	Strongly Disagree
Appreciates differences in sexual identity				
Promotes the appreciation of cultural differences				
Promotes the appreciation of religious differences				
Offers courses that address issues of diversity and inclusion				
Offers courses that address issues of diversity and inclusion (in my major)				
Has a lot of racial tension				

To what extent have you experienced the following on campus because of your identities (such as: race/ethnicity, gender, sexual identity, disability status, religion, age, socio-economic-status, etc.)

	Very Often	Often	Sometimes	Seldom	Never
Felt insulted or threatened from other students because of my identity					

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Been negatively singled out in class because of my identity

Felt I had to work harder than other students to be perceived as a good student

Heard faculty/staff express stereotypes based on social identity during class

Please indicate how often at this college you have:

	Very Often	Often	Sometimes	Seldom	Never
Reported an incident of discrimination to a campus authority					
Reported an incident of sexual harassment to a campus authority					
Heard insensitive or disparaging racial remarks from:					
Students					
Faculty/instructors					
Staff					

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How would you currently rate yourself in the following areas:

	A Major Strength	Somewhat Strong	Average	Somewhat Weak	A Major Weakness
Ability to see the world from someone else's perspective					
Tolerance of others with different beliefs					
Openness to having my own views challenged					
Ability to discuss and negotiate controversial issues					
Ability to work cooperatively with diverse people					

- If you have observed /witnesses discrimination on campus, please indicate the type of discrimination that you have witnessed:
- (check box) race/ethnicity, gender, sexual identity, disability status, religion, age, socio-economic-status, Other _____

Please share any additional thoughts or suggestions on these ideas that can help improve the student experience on the CCSU campus? (open ended)

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APPENDIX B: AEEL Pilot Workshops, 2016-2017

Academy for Excellence, Equity, and Learning (AEEL)

Presented by the Faculty Senate Diversity Committee

The members of the Faculty Senate Diversity Committee (FSDC), with support by the Center for Teaching and Faculty Development, have developed a year-long intensive program for faculty and staff who wish to improve their teaching, knowledge, and / or skills around issues of diversity and equity. This program is open to all faculty, because we understand that high-quality instruction, cultural competency, and professionalism is a life-long process. This program, however, might be especially useful for new faculty, whom may have had little prior training and professional development in teaching and learning through the lenses of diversity.



Spring 2017 AEEL Workshops

Thursdays, 12:00pm-1:30pm

Location: HB222



March 23rd, *Student Wellness Workshop 1:*
Depression, Food & Housing Insecurity - Actions for faculty, staff, & students

Discussants: Cassandra Forsythe, Ph.D.

April 20th, *Student Wellness Workshop 2:*
Depression, Food & Housing Insecurity - Building a Compassionate Community

Discussant: Jacob Werblow, Ph.D.

Although we encourage all faculty to attend, space is limited.
To confirm your attendance please e-mail:
Jacob Werblow, werblowjac@ccsu.edu

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Fall 2016 AEEL Workshops

Thursdays, 11am-12:30pm



September 22nd: ***Who are our students at CCSU?***

Presenter: Jan Bishop, Physical Education and Human Performance
Location: Philbrick Room (Student Center)

Oct 13th : ***Intro to Intercultural awareness for faculty and staff.***

Presenter: Patricia Burnett, Center for International Education
Location: Nutmeg Room (Memorial Hall)

Nov 10th: ***Grading & Assessing with Efficiency, Fairness, and Authenticity***

Presenter: Jacob Werblow, Educational Leadership
Location: Philbrick Room (Student Center)

Although we encourage all faculty to attend, space is limited.
To confirm your attendance please e-mail:
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