

**University Diversity Advocacy Council**  
**USAC Committee Report**  
**November 2007**

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The November 18, 2007 meeting of UDAC covered the following:

- Jeff Vernooy communicated that a commitment to pursuing diversity in faculty recruitment, hiring, and retention is of significant importance to Dr. Steven Angle, Provost.
- A Dialogue on Race Relations will be held on January 3<sup>rd</sup> – 4<sup>th</sup>. Any interested USAC member is invited to contact Simone Polk about attending.
- UDAC is forming a committee, led by Jeff Vernooy, to determine a nominee for the Goldenberg Diversity Award to be presented at the 2008 Quest for Community Conference. Under consideration, is the placement of a perpetual plaque to honor award recipients.
- The Student Affairs Diversity Committee is collaborating with the Women's Center and University Libraries on planning for an upcoming Hip Hop Conference.
- UDAC will be sending several representatives to NCORE (National Conference on Race & Ethnicity in American Higher Education) in 2008 and would like to include several student representatives.

On December 4<sup>th</sup> a full day retreat was held with guest speaker Dr. Derald Wing Sue, author of Overcoming Our Racism. Dr. Sue spent the morning with senior University officers, followed by a luncheon during which the University Center directors delivered individual presentations about the challenges, successes, and plans of each of areas. Common concerns among the directors included budget and funding, along with misleading and/or inconsistent reporting by The Guardian newspaper of center events.

Some of the initiatives being pursued by the Centers include: securing prayer/meditation space on campus, increasing lactation locations, including gender identity in University policy, establishing a central funding location to assist departments in providing accommodations for disabled faculty and staff, and increasing awareness and empathy for those with non-obvious disabilities.

Dr. Sue met with UDAC in the afternoon to share some of his feedback from the day and discuss committee concerns.