



► FROM THE DESK OF ...ANGELA
P. McCASKILL, PH.D. 1



► CAMPUS DIALOGUE 2



► MEET AND GREET
DIVERSITY FELLOWS 3



► MISSION, VISION, VALUE
STATEMENTS AND GOALS . . . 4

Diversity Dimensions Office of Diversity and Inclusion

From the desk of...Angela P. McCaskill, Ph.D.

Since taking office on January 3, 2011, I have been overwhelmed by the support I received from the community. During my Meet & Greet on February 3rd I talked about the evolving roles of chief diversity officers (CDOs) in higher education and how they differ from the affirmative action officers of the 1960s. My role as CDO for Gallaudet will continue to evolve as we interact and support each other in achieving the University's diversity goals and in pursuing academic excellence for all students.

It is hard to believe that September 3rd will mark my 8th month in this role. I am proud of the accomplishments made during this short period of time. *What have I accomplished?* One of my achievements is to have solidified and modified the theoretical framework by Daryl Smith (2009) for making diversity work at Gallaudet. This framework incorporates 5 dimensions and has been described by many as useful for capturing the work of diversity on campus and for providing structure by which a campus can discuss and evaluate its diversity efforts.

I also selected diversity fellows to lead various dimensions of this theoretical framework. I hosted a one-week retreat in which the diversity fellows went through intensive training and program development. We developed our mission, vision, and value statements along with diversity goals and learning outcomes for every member of the community. We drafted a strategic plan based on the data that was collected from previous dialogues, focus groups, diversity councils and committees, student performance data, and climate studies. We are now ready to roll out our strategic plan and share it with the community to get feedback and ultimately develop a common understanding of our diversity agenda.

In addition to all of the above, I have been actively building relationships with various groups on campus, including the President's Cabinet, Academic Affairs Management Team, Student Body Government, Graduate Student Association, Faculty Senate, Gallaudet Staff Council, and student organizations. I also shared

information and presented to Jumpstart students, parents of new students, new graduate students, and new faculty about the Office of Diversity & Inclusion.

Remaining current on diversity research and training is important to me. I attended several professional development events including LGBTQA Safe Network, the National Multicultural Institute, the National Conference on Race and Ethnicity in Higher Education, and the National Association of Diversity Officers in Higher Education where I networked extensively. I presented at the conferences of the National Asian Deaf Congress (NADC) and the National Black Deaf Advocates (NBDA). While at NADC & NBDA, I met and updated our alumni on several topics. Working with GUAA President Alyce Slater Reynolds and Assistant Director of Alumni Outreach and Student Programs Abby Drake, I encouraged contributions to the Capital Campaign.

The ODI has combined efforts with the Office of Diversity & Equity for Students to plan several exciting events. Check out the highlighted sections in this issue of our newsletter for upcoming events. A calendar of diversity events will soon be distributed to the community.

This is just a taste of my efforts to reach out to the community and engage them in activities that will transform Gallaudet's future. Please partner with me in this effort to make Gallaudet a more diverse, inclusive, and welcoming community.

Diversely & inclusively yours,

Angela P. McCaskill
Chief Diversity Officer



**"Diversity is not about how we differ.
Diversity is about embracing one
another's uniqueness."**
Ola Joseph

Diversity Fellows



Carolyn McCaskill, Ph.D.
Professor
ASL and Deaf Studies



Thuan Nguyen, M.A.
Coordinator
Residence Education

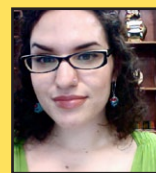


Franklin Torres, Ph.D.
Assistant Professor
English Department

Administrative Staff



Janice Johnson
Diversity Program Coordinator



Elena Ruiz
Graduate Student Assistant

Diversity Dialogue Facilitator/Trainer Spotlight



Ms. Eloise Molock
Director
Multicultural
Student Affairs

Participants for the August 15 and 16, 2011 Dialogue Facilitator Training were **Janis Cole, Prudence Shaw, Carolyn McCaskill, Erin Fisher, Vee-Yee Chong, Suzy Rosen Singleton, Stephanie Johnson, Alyssa Romano, Dylan Hinks, and Angela McCaskill.**



Dr. Patricia Foley
Associate Professor
Department of
Communication Studies

Miss NBDA



Erica Baylor, a Gallaudet student was crowned Miss National Black Deaf Advocate.

NATIONAL BLACK DEAF ADVOCATES (NBDA) BLACK DEAF STUDENTS LEADERSHIP INSTITUTE (CBDSLII)



National Black Deaf Advocates 25th National Conference

July 26–31, 2011

Charlotte, North Carolina

Teraca Florence

First, I want to give all my praise to God for granting me the opportunity to attend the NBDA conference in beautiful Charlotte, North Carolina. Their Southern hospitality was so awesome, as I knew it would be. I also want to express my unending gratitude to Dr. T. Alan Hurwitz, president of Gallaudet, and the Office of Diversity & Inclusion for supporting my attendance at this profound and meaningful conference. My experiences there have rekindled my motivation to make a difference for myself and for future generations who are now watching and following us. I met new, intelligent people of color who inspired me and attended workshops that helped me identify the unique lessons I've learned from the perspective and research of people of color. I'm excited to see the footsteps I will create as I get older and to look back at all the accomplishments I've made. I will forever remember all the experiences I absorbed from this conference. I leave with the NBDA's conference theme for this year, "Overcoming Today's Changing World: Changes We Need to Reinforce a Better Tomorrow."

Mercedes Hunter

My trip to the National Black Deaf Advocates Conference in Charlotte, North Carolina was a wonderful experience. I had the opportunity to interact with other black deaf college students from a variety of different backgrounds. I was introduced to Laurene Simms, who established the College Black Deaf Student Leadership Institute. Listening to her explain her background and her passion for CBDSLII inspired me to continue working with youths to ensure they will not become a statistic. I'm very thankful to the Office of Diversity & Inclusion and President Dr. Alan Hurwitz for their willingness to sponsor and support me.

Upcoming Events

Dialogue Facilitator Training

August 15 & 16, 2011, 9 a.m.- 3 p.m.
Peikoff Alumni House, Conference Room

Meet and Greet

Refreshments provided
September 1, 2011, 3 - 5 p.m.
SLCC Atrium

Campus-Wide Dialogue

September 6, 2011, 12:30 - 1:50 p.m.
JSAC Multipurpose Room

Turn-A-Page-Together (TAPT)

Beginning September 28, 2011, 12 - 1 p.m.
JSAC Flex Room B

Diversity and Inclusion Lecture

Presenter: Dr. Sylvia Hurtado
September 22, 2011, 12 - 1:50 p.m.
Foster Auditorium

Campus-Wide Dialogue

October 4, 2011, 12:30 - 1:50 p.m.
JSAC Multipurpose Room

Campus Dialogues

What is it?

The Office of Diversity and Inclusion hosts campus-wide discussions and 8-week long undergraduate courses to foster meaningful conversations about important diversity topics. Dialogue is a necessary ingredient when building a diverse community, because they help groups to listen deeply to each other and to explore their differences.

What are the dialogues' goals?

Through the dialogues, we will readily face challenging and uncomfortable topics; we will ask hard questions even when we cannot agree on a single answer; and we will engage each other and learn from our diverse perspectives.

When do they meet?

Campus-wide dialogues are held 3-4 times a year. All groups are led by trained campus facilitators.

Who can participate?

All members of the Gallaudet community are welcome to join. We are all "experts" because we each bring different experiences to share.

Who gets to choose the topic?

Participants choose the topics to be discussed.

What is Campus Dialogues not?

A lecture series presented by an expert

Test Your BULLYING IQ!

Source: U.S. Department of Health and Human Services

- | | | |
|--|-------------|-------------|
| 1. One-third of middle and high school students reported being bullied during the school year. | Myth | Fact |
| 2. Research indicates that children with disabilities or special needs may be at higher risk of being bullied than other children. | Myth | Fact |
| 3. Verbal bullying is the most frequent form of bullying experienced by boys and girls. | Myth | Fact |
| 4. Bullying has an impact on other students at school who witness bullying. | Myth | Fact |
| 5. Teachers often intervene to stop bullying. | Myth | Fact |
| 6. Bullying usually occurs when there are no other students around. | Myth | Fact |
| 7. People who bully are insecure and have low self esteem. | Myth | Fact |
| 8. Parents are usually aware that their children are bullying others. | Myth | Fact |

The Office of Diversity & Inclusion hosted a workshop in collaboration with Towson State University on May 16, 2011 in response to President Barack Obama's call for a conference on "Bullying Prevention." President Hurwitz also requested that the university establish bullying protection. We are currently developing an anti-bullying policy for faculty, staff, and students. A brief video, "It Gets Better," was made by Gallaudet students and is available at http://youtu.be/WoaYsF_OzXU.

Answers posted on the Office of Diversity and Inclusion Web site.



6TH NATIONAL ASIAN DEAF CONFERENCE



June 22 -26, 2011
Flushing, New York

Krishneer Sen

My experience at the NADC conference was wonderful. I went for the Asian and Pacific Islanders Deaf Institute Leadership program to gather information about Deaf youths and become acquainted with young, deaf leaders who have the potential to become leaders in the future. I learned a lot about leadership quantities from the great leaders at this conference. My big thanks goes to Gallaudet University for providing me this great opportunity.

Lindy Klinger

The NADC was a wonderful experience for me. From the workshops, I learned a lot about leadership and the importance of empowerment. Not only that, I also met many new faces of Deaf Asian youths and well-known Asian leaders. Meeting these leaders opened up opportunities for future networking. I will use what I learned from the NADC to make a contribution to the Gallaudet community. We need strong Deaf Asian leaders. Thanks to President Hurwitz and the Office of Diversity & Inclusion for their sponsorship.

James McGowan

I learned a lot from the leadership panel: how they each became a leader from the bottom up with no models to emulate and how they used their people skills to become actively involved and network to the point where their names are recognized as strong, capable leaders. I am glad I went to the NADC Conference because I learned more about leadership, how to achieve it, and the qualities that come with it. Everyone can become a good leadership if they stay motivated, step up to the plate by accepting challenges, and stay active. Word to the wise: Be smart, stay strong, and stay happy.

Diversity Fellows

Office of Diversity & Inclusion

As the diversity fellows begin their work, we encourage you to get in touch with them and share your ideas for making Gallaudet a welcoming community that supports the success of all its members.



Carolyn McCaskill, Ph.D., is a graduate of the Alabama School for the Deaf in Talladega, Alabama. In 1977, she completed a BA degree in psychology with a minor in social work. Two years later, she earned her masters degree in counseling of the deaf. She earned her doctorate degree in special education administration from Gallaudet University in 2005. She is currently a professor in the ASL & Deaf Studies Department and has been teaching at the University since 1996. Dr. McCaskill has conducted numerous seminars and workshops related to multicultural issues in the Deaf community. Her research related to Black Deaf history has resulted in several presentations and publications including *The Hidden Treasure of Black ASL: Its History and Structure*. She also served as a diversity fellow in the Provost's Office in 2006.



Thuan Thi Nguyen emigrated from her native Vietnam at the age of 10 without any spoken, written, or signed language. Ms. Nguyen earned her BA degree in deaf studies from Gallaudet University in 2000 and her MA degree in deafness rehabilitation counseling from New York University (NYU) in 2002. She currently serves as coordinator of residence education (CRE) and residence halls programming coordinator. Ms. Nguyen has presented nationally and internationally on race, equity, diversity, and inclusion. Her presentations at the National Conference on Race and Ethnicity, and the National Black Deaf Advocates, the World Federation of the Deaf, and National Asian Deaf Congress conferences (NADC) have illuminated the issues of inclusion, race, and leadership with an emphasis on Asian Deaf identity and the challenges of cultural assimilation.

Franklin C. Torres, Ph.D.,

is an assistant professor in the Department of English. Dr. Torres is a native of Peru and came to the United States when he was 17 years old to obtain a better education. Dr. Torres possesses a BA degree in Spanish and a MA in deaf education from Gallaudet. In 2011, Dr. Torres successfully defended his dissertation entitled, *An Examination of Literacy Experiences of First-Generation Deaf Latino College Students*. This is the first-known study to look at the experiences of Deaf Latinos who have graduated from college. Dr. Torres is one of the founders and served two terms as the president of the Latino Deaf and Hard of Hearing Association of the Metropolitan DC Area. He is fluent in Peruvian Sign Language, Spanish, American Sign Language, and English.



New Leadership for the Office of Diversity & Equity for Students

Edgar Palmer, associate dean for the Office of Diversity & Equity for Students (ODES), will assume leadership of ODES, effective September 6, 2011. Previously housed under the Chief Diversity Officer, ODES will now be housed in Student Affairs to better utilize the division's one-stop service delivery to undergraduate and graduate students. This move is consistent with the recommendations made by the Administrative Programs Services Review Committee (APSRC).

The mission of the Office of Diversity and Equity for Students is to empower multicultural students of all backgrounds and abilities to strive for and achieve academic, career, and personal success. This office serves the entire multicultural student population by offering unique programs, services, and resources that are designed to foster self-awareness, cultural awareness and intellectual curiosity in an academically stimulating environment.

Gay Pride Month – June 2011

Earlier this year, President Barack Obama proclaimed June 2011 as "Lesbian, Gay, Bisexual, and Transgender Pride Month---a time to eliminate prejudice everywhere it exists and to celebrate the diversity of the American people." On campus, President Alan Hurwitz echoed President Obama, sending a message to the campus community "acknowledging and reaffirming my support of the LGBT community during Gay Pride Month, which is celebrated during the month of June." Dr. Hurwitz went on to say, "Our campus community is enriched by the many contributions and diversity of our LGBT employees and students." The ODI purchased rainbow flags that were displayed all around campus symbolizing Gay Pride month. The LGBTQA Center also sponsored an open house event. The ODI is currently collaborating with the LGBTQA, Rainbow Society, and other groups to plan for the National Coming Out Day on October 11, 2011.

ODI Graduate Student Assistant

Hello, Gallaudet University!

I am pleased to report that this past summer, quite a few things happened for this graduate assistant!

The summer kicked off with my attending the National Conference on Race & Ethnicity (NCORE) in American Higher Education, an annual conference which took place May 31-June 4 in San Francisco, CA---my home state! I attended sessions centered on institutional transformation and multicultural student development and support, which provided a rich foundation to the work I do for the Office of Diversity and Inclusion.

Next, I was honored to attend the National Asian Deaf Congress 6th triennial conference June 22-26 in Queens, NY, alongside other Gallaudet students. Representing the Asian Pacific Association were Lindy Klinger, James McGowan, and Tong Song; also representing Gallaudet University's student body were Krishneer Sen for the English Language Institute Student Organization and Brandon Williams as the Student Body Government director of diversity. The students underwent leadership training led by Lindsay Dunn of the ASL and Deaf Studies department and Thuan Nguyen from Residence Education. The week provided us with many inspirational moments that had our Gallaudet students raring to go with numerous ideas on how to increase and celebrate diversity on our campus.

Elena M. Ruiz

Office for Diversity and Inclusion: Mission, Vision, Value Statements and Goals

Mission Statement

The mission of the Office for Diversity and Inclusion is to promote an academically enriching and supportive climate that allows all the diverse members of the Gallaudet University community to thrive and succeed. The Office for Diversity and Inclusion will achieve its mission by collaborating with units on campus to intentionally design a comprehensive, university-wide approach to diversity; facilitate equity, access, social justice, and inclusion; and empower students, faculty, and staff to build a diverse and inclusive campus community. Through the cultivation of diversity, the Office for Diversity and Inclusion will lead efforts to institutionalize diversity as a fundamental transformative force that fosters professional growth and academic excellence.

Vision Statement

The Office for Diversity and Inclusion envisions Gallaudet as a university that recognizes that the pursuit of excellence is intertwined with a commitment to diversity in all aspects of university life. Embracing diversity will transform the community into a learning environment and workplace that values, respects, and cares for all its members. The Office for Diversity and Inclusion will lead Gallaudet toward realizing its potential to become a more welcoming, diverse, and inclusive university by empowering the community with a shared vision, understanding, and acceptance of responsibility for diversity and inclusion.

Value Statements

In facilitating the transformation of the Gallaudet University community into an institution that embraces and benefits from its rich diversity, the Office for Diversity and Inclusion is committed to:

- Pursuing academic excellence for all students.
- Institutionalizing diversity in all aspects of university life.
- Fostering an inclusive environment.
- Creating a climate that respects individual differences.
- Advocating for equity.
- Promoting bilingualism.
- Facilitating multiculturalism.
- Seeking success through collaboration.
- Providing opportunities for community engagement.
- Ensuring integrity in our work.
- Engaging in transparent processes and actions.
- Demonstrating accountability through assessment.

Goals

The Office for Diversity and Inclusion will:

- 1) Build institutional capacity for diversity through access, success, climate, intergroup relations, education, scholarship, language, and communication.
- 2) Develop, implement, and coordinate a comprehensive strategic diversity plan to advance the Gallaudet Strategic Plan.

- 3) Promote a climate that is welcoming and conducive to the success of all students, faculty, and staff.
- 4) Advance the understanding of diversity as a critical component of academic excellence.
- 5) Infuse diversity into the systems, structures, practices, and policies of the university to ensure equity and inclusion for all members of the community.
- 6) Create an institutional culture in which the community engages in and grows stronger from difficult dialogues.
- 7) Foster commitment to diversity and inclusion as a shared community responsibility through collaboration and partnerships.
- 8) Provide structure and guidance for implementing professional development toward a multicultural and bilingual university.
- 9) Facilitate research to advance the university's commitment to expanding knowledge of diverse communities in a local, national, and global context.
- 10) Monitor and assess Gallaudet's diversity efforts for effectiveness, modify existing initiatives, identify effective research-based "best practices," and publish reports for dissemination.

Learning Outcomes

Students, faculty, and staff who participate in programs and professional development offered by the Office of Diversity and Inclusion will:

1. Understand and articulate the importance and influence of diversity within and among cultures and societies.
2. Explain their own cultural perspective and make meaningful comparisons to other cultural perspectives.
3. Demonstrate the ability to dialogue constructively about sensitive and difficult topics of importance to the community within and outside the university.
4. Function as a member of an academic community and as a member of society who can interact respectfully with people who have ideas, beliefs, attitudes, and behaviors that are different from their own.
5. Demonstrate knowledge of the contributions made by individuals from diverse groups to our local, national, and global communities.

Theoretical Framework

The Office of Diversity and Inclusion has elected to use a theoretical framework modeled after Daryl Smith's (2009) work. Rather than viewing diversity as a laundry list of identities, this framework explores five focus areas to bring diversity to the center of the institutional engine that drives the university toward academic excellence.



Source: Smith, D.G. (2009). Diversity's Promise for Higher Education.

Focus Areas

1) Institutional Viability and Vitality.

How well different populations thrive and succeed at Gallaudet is an indicator of the institution's health. This focus area will examine the university's statements, its human capital, its institutional processes, and its perceptions of institutional commitment to determine if Gallaudet has built the capacity for diversity. If not, then institutional gaps will be identified and remedies recommended for ensuring institutional viability and vitality through the university's capacity for diversity.

2) Education and Scholarship.

This area focuses on issues related to teaching and research. What should the university's pedagogy, curriculum, faculty expertise, and research include? Is the university in pursuit of new scholarship and new scholarly initiatives? Emphasis will be on academic growth and personal development that occurs both in and out of the classroom.

3) Access and Success.

While demographics have changed the face of Gallaudet, mere access to educational opportunities at a university is not enough to ensure student success. This focus area will examine issues of equity related to student access and educational outcomes. Access and success includes "identifying talent, enabling student achievement, and studying which students are thriving and why." (Smith, 2009)

4) Language and Communication.

Gallaudet University is a bilingual university that embraces a wide spectrum of language and communication styles. This focus area will work on clarifying the expectations of communicating respectfully and effectively in a diverse, academic community. Guidance will be provided for enhancing cross-cultural communication and engaging in difficult, intergroup dialogues. To further assist the community in understanding issues related to language and communication, this Fellow will make recommendations for professional development, broaden the research agenda, and explore the impact of language and labels.

5) Climate and Intergroup Relations.

Recent climate surveys suggest the need for creating an environment of support by improving the perception of the university's climate and intergroup relations. This focus area will examine the impact of climate on educational outcomes, community, and the university mission.

Contact Information

Dr. Angela McCaskill
Chief Diversity Officer
Office of Diversity and Inclusion
College Hall 203
VP: 202-250-2609
Voice: 202-448-7312
Fax: 202-448-7207
Email: Angela.McCaskill@gallaudet.edu

Graphic Designer:
Ms. Jiayi Zhou
B.A. in Graphic Design and Studio Art
M.A. Candidate, International Development

