

**Niagara University**  
**College of Education**  
**Diversity Committee Annual Report, 2006-2007**  
**April 30<sup>th</sup>, 2007**  
*Prepared and submitted by Dr. Sylvia Valentín*

**Committee Charge**

- a. Ensure that the curriculum, field experiences and assessments in all programs in the college of education meet diversity outcome standards
- b. Ensure that faculty and staff are knowledgeable about and sensitive to issues of diversity

**Membership**

Members of the Diversity Committee in 2006 – 2007 include: Drs. Sylvia Valentín (Chairperson), Warren Crouse, Alexander Dorliae, Lisa Kilanowski-Press, Haoua Hamza, Raphael Heaggans, Ms. Pat Fowler and Mr. James D'Angelo.

**Standard 4: Diversity**

The unit designs, implements, and evaluates curriculum and experiences for candidates to acquire and apply the knowledge, skills and dispositions necessary to help all students learn. These experiences include working with diverse higher education and school faculty, diverse candidates, and diverse students in P-12 schools.

## **Objectives for 2006-2007**

### *Toward a Niagara Model for Assessing Diversity in Education Programs*

- Implement Diversity Framework and obtain assessment data to document how programs are assessing diversity;
- Explore ways to establish a campus-wide diversity task-force.
- Feature/showcase how other programs are integrating diversity in what they teach;
- Increase visibility of the committee by inviting speakers during the school year;
- Collaborate with other auxiliaries such as CCTL, MISA, and/or FQPD to plan and/or facilitate multicultural events;
- Revisit Brown Bag luncheons (to include a diversity building exercise during the September retreat);
- Organize/host a College of Education diversity gathering at the beginning of the school year

### **Activities and Accomplishments of the Committee (August 2006 – May 2007)**

- Initial assessment data from some programs has been collected (see attachment) but other programs are still in the process of gathering this data and have indicated that data collection will be completed and available by the end of May 2007.
- Initiated a collection of diversity activities used by faculty in their courses with the goal of showcasing how our different programs address diversity in the classroom. Dr. Hamza initiated the effort on behalf of the committee and an electronic communication was sent to faculty through Mrs. Mary Anne Brown.

1. There were a moderate number of responses (6) from faculty to this effort.

- Committee members cosponsored with the Office of Multicultural & International Student Affairs (MISA) a panel discussion on “Successful Teachers and City Schools” on April 25<sup>th</sup>, 2007. Guest speakers included administrators and teachers from Buffalo Public Schools and Niagara Falls City School District. Approximately 50 undergraduate students from Teacher Education were in attendance.
- Committee members have participated in numerous diversity related conferences, organizations, activities and events.
  1. Presented at the CT-NAME conference in October 2006
  2. African Education Alliance of Western New York
  3. Inner City Summit – group of catholic leaders
  4. International Literacy Task Force
  5. Research team with BOCES in Buffalo
  6. Research within Catholic Central Schools
  7. Collaboration with staff and faculty of Stanley M. Makowski Early Childhood Center’s Annual African Market Place (Buffalo Public Schools) – April 23-27<sup>th</sup>, 2007.

### **Updates to the College Strategic Plan**

1. Goal 1: Objective 1.c. Analyze candidate performance and field experience data related to diversity on an annual basis. Outcome: This data was not available from all programs at the time of this report. Tentative date: May 2007; final reports by October 2007. (See Strategic Plan page 2)
2. Goal 1: Objective 1.d. Provide opportunities for faculty with expertise in diversity to instruct and/or co-teach for critical modules. Outcome: Collection of activities related to

diversity used by faculty in the College of Education was initiated and this is expected to be finalized by the end of the fall 2007 semester. (See Strategic Plan page 2)

3. Goal 1: Objective 2.b. Create partnerships with urban doctoral institutions and historically black/Hispanic colleges for teaching fellowships and exchange opportunities:  
Outcome: No progress to report. (See Strategic Plan page 2)
4. Goal 1: Objective 4.b. Expand study abroad programs. Outcome: Program description and annual report of student participation. Expansion to include Latin America and African countries is currently being explored.
5. Goal 1: Objective 5.d. Establish College – specific strategies for recruitment and retention of diverse candidates. Outcome: College has one recruitment coordinator for graduate programs. Committee has made attempts throughout the years to collaborate with recruitment efforts of Admission’s office for undergraduate programs and these have not been successful. The Committee has concluded that it can only offer recommendations but that this objective is beyond its scope. (See Strategic Plan page 3).
6. Goal 2: Objective 4.d: Encourage research-based practices/high needs issues of student performance. Outcome: Two committee members are currently engaged in research in high needs’ schools. Funding is available through a College of Education grant to pursue this area of research/practice. (See Strategic Plan page 5).
7. Goal 5: Objective 3.a. Increase percentage of faculty/staff providing services to schools and agencies. Outcomes: Faculty involved in African Education Alliance of Western New York, Inner City Summit, Partnership with Catholic Central & St. Monica’s & St. Augustine’s and International Literacy Task Force. (See Strategic Plan page 14).

8. Goal 5: Objective 3.d. Co-create partnership activities based on mutual need and specific outcomes tied to student performance. Action 1: Explore summit of high needs schools. Outcome: At least one faculty member working with BOCES Niagara-Orleans to assess needs and increase students' performance. (See Strategic Plan page 15).

**Target Initiatives for 2007-2008**

1. Collect progress reports on diversity assessment data (fall 2006 & spring 2007) from all programs in the College of Education by October 2007.
2. Invite guest speakers during the academic year. Focus on inviting Gloria Ladson-Billings.
3. Explore the inclusion of diversity building exercises during College of Education meetings throughout the academic year.
4. Collaborate with other auxiliaries such as CCTL, MISA, and/or FQPD to plan and/or facilitate multicultural events.
5. Explore ways to collaborate with campus-wide initiatives to address and promote diversity.