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

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.”

DIVERSITY continued on page 2

“The University of Georgia strives to cultivate an environment where individuals from all backgrounds feel valued and supported.”
— President Jere W. Morehead
Diversity

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 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, UGAs 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.

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.

UGA’s Amazing Students: Karishma Sriram

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

Above: Students participate in the International Street Festival, where student organizations sponsor interactive cultural displays.

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.

Below: Senior Leaders of Multicultural Services and Programs.

Below right: A Taiwanese Student Association member plays the dizi.

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

Left: Students attend a Muslim Student Association picnic.

Below: Students gather for the weekly International Coffee Hour, a more than 40-year tradition.

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

Above: Students participate in the International Street Festival, where student organizations sponsor interactive cultural displays.

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

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

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

The project aims to advance civil rights scholarship and outreach programs. “Its activities include documentary film production, manuscripts and volumes, archival preservation and community outreach programs.”

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.”

“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 Shalum 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.

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 footsoldier.uga.edu/

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 uga.edu/faculty/profile/tiffany-washington/

Cook CONTINUED FROM PAGE 1

“Regardless of an individual’s beliefs, values, ideologies or opinions, as a fellow human being they have value and are therefore worthy of respect.”

A student 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.”

Read more about the Black Male Leadership Society at http://omp.uga.edu/uxorg/bmls.php.

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 Shalum 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.

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

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

UGA Office of Institutional Diversity
c/o Business Manager
210 Holmes/Hunter Academic Building
Athens, GA 30602-6119