

Diversity at UGA

News from the Office of Institutional Diversity at the University of Georgia

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A message from Michelle Garfield Cook

Associate provost and chief diversity officer

The Office of Institutional Diversity is excited to present our redesigned Diversity Newsletter with this edition. Diversity at the University of Georgia is vibrant, dynamic and exciting. We believe that the new layout reflects this energy and enthusiasm.

In each issue we seek to highlight only a few of the accomplishments and successes that we have had as a university community. We are always challenged in that there is so much going on, we do not have the space to showcase everything. This will continue to be a challenge, and a nice problem to have as it pertains to the range of diversity events and programs taking place at UGA. But we believe that the redesigned newsletter will give us an opportunity to share more each semester.

As an institution, we are particularly proud to have received a 2014 INSIGHT Into Diversity

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UGA's work to promote inclusion was recently recognized with the HEED Award.

UGA receives national diversity award

The University of Georgia has been named a 2014 recipient of the INSIGHT Into Diversity Higher Education Excellence in Diversity Award, a national recognition for its efforts to foster an inclusive, diverse campus.

UGA was one of 83 institutions honored this year with the HEED Award, the only designation of its kind awarded to institutions that exhibit outstanding efforts and success in the area of diversity and inclusion throughout their campuses.

"At the University of Georgia, we value inclusion as a fundamental element in a vibrant and connected academic community," said President Jere W. Morehead. "I am pleased that UGA's success in creating a welcoming campus that promotes educational growth and understanding is being recognized through this national award."

As a recipient, the university will be featured in the November issue of Insight Into Diversity, the oldest and largest diversity magazine and website in higher education.

"We are proud that the University of Georgia is being recognized for its commitment to diversity and inclusion," said Michelle Garfield Cook, associate provost and chief diversity officer. "Across our campuses, there are individuals at all levels working to ensure that UGA is a welcoming and inclusive place where everyone and anyone can be successful. This award shines a light on the richness of our diversity and the strength of our community."

UGA's efforts include initiatives to recruit diverse students, faculty and staff and to

HEED Award continued on page 2

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— UGA President Jere W. Morehead

HEED Award CONTINUED FROM PAGE 1

improve graduation rates of underrepresented groups. In addition, the university offers numerous diversity related events, curricular offerings and training and certificate programs for faculty and staff.

“This national recognition highlights the successes that are possible when faculty, staff, administrators, students and alumni work together with a shared sense of purpose,” said Pamela Whitten, senior vice president for academic affairs and provost. “It also serves as a reminder that the different perspectives, beliefs and backgrounds that members of the campus community bring to UGA help make it a world-class institution of higher education.”

Efforts to improve graduation rates among UGA students from underrepresented groups include:

- the Georgia African American Male Experience, a program designed to increase the enrollment of black males at UGA, which already has achieved a graduation rate of 77 percent, a higher rate than many peer universities across the nation;

- PREP@UGA, a National Institutes of Health-funded program for students from underrepresented backgrounds intended to equip students to become the next generation of biomedical researchers;

- Peach State Louis Stokes Alliance for Minority Participation, a program sponsored by the National Science Foundation that has helped increase enrollment of minority students in science, technology, engineering and math (STEM) fields; and

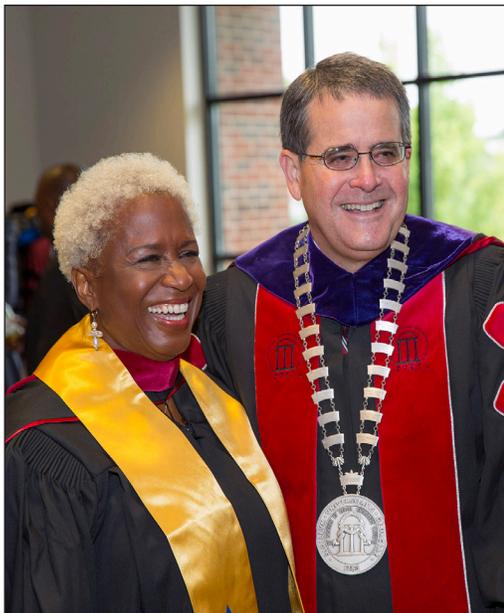
- BreakThru, a collaborative initiative with the Georgia Institute of Technology that works with students with learning disabilities to promote universal learning and accessibility to STEM-based degrees.

In addition to diversity training for faculty and staff and a requirement that all students take a course that explores cultural diversity, the university offers the UGA Diversity and Inclusion Certificate program — which has reached about 650 faculty members and staffers in the past three years across three UGA campuses — as well as a lunchtime series called Dialogues in Diversity, created in 2012. The university also offers more than a dozen multicultural/diversity events each year for students, faculty and the community, including the Martin Luther King Jr. Freedom Breakfast, International Street Festival, the Holmes-Hunter Lecture—which honors the first African-American students to enroll at UGA—and other special events.

“Across our campuses, there are individuals at all levels working to ensure that UGA is a welcoming and inclusive place where everyone and anyone can be successful.”

– Chief Diversity Officer Michelle Garfield Cook

Atlanta legend goes back to school for master’s degree



Monica Kaufman Pearson celebrated the completion of her graduate degree with UGA President Jere W. Morehead this summer.

[http://columns.uga.edu/news/fulltext/
from-broadcast-to-books/](http://columns.uga.edu/news/fulltext/from-broadcast-to-books/)

After decades in front of the camera as WSB-TV’s news anchor in Atlanta, Monica Kaufman Pearson wanted to bestow her journalism knowledge on the next generation. First, though, she had to go back to school herself.

This summer, the award-winning journalist completed a master’s program in UGA’s Grady College of Journalism and Mass Communication.

“After 37 years working at (WSB-TV) and 45 years in the business, it would have been a shame to take everything I had learned to the grave,” Pearson said. “It was so important to share what I’ve learned in the business with young people. I wanted to share information, but I also wanted to leave my legacy.”

The term “nontraditional” typically is used to describe an undergraduate student who takes a break in studies between high school and college—or attends school part time, works at least 35 hours a week, is financially independent, supports a family, is a single parent or did not earn a formal high school degree.

Pearson falls into a category of nontraditional graduate students, which describes someone who is 35 years or older and attending graduate school.

Of the 6,688 graduate students enrolled at UGA during the 2014 spring semester, 1,491 were nontraditional.

With graduate school complete, Pearson is realizing her goal to teach college students. She will lead a class this fall at Atlanta Metropolitan State College.

Pearson also is considering pursuing either a doctorate or a Master of Fine Arts degree.

For a woman who already accomplished so much in life, Pearson seems to have found new inspiration from her recent college experience.

“I had the best time of my life,” she said. “Learning is so different in your 60s from when you’re in your 20s.”

Fulfilling the Dream Award winner helps minority students

Dervin Cunningham co-founded Project RAISE to help African-American and Latino students in the sciences.



Dervin Cunningham's drive to succeed in his academic career and in helping his community comes from a determined confidence.

"I'm naïve enough to think I can change the world," said Cunningham, a 2014 biological sciences graduate from Albany, in explaining why he is so passionate about service and social justice.

Cunningham received a 2014 President's Fulfilling the Dream Award for his work in the Athens-Clarke County community to make Martin Luther King Jr.'s dream of equality and justice a reality.

Cunningham, who aspires to be a medical doctor and address sociological public health issues, is the co-founder of Project RAISE, a student organization that aims to increase the retention rate of African Americans and Latinos in science.

In addition, Cunningham has volunteered with the local Boys and Girls Club, the Clarke County school system, UGA Miracle and other community programs. He also is the alumni relations chair of the Zeta Pi chapter of Alpha Phi Alpha fraternity.

"Dervin sets himself apart from others most notably by his personal practice; Dervin thinks, considers, ponders and, ultimately, acts," said Erin Winter, a sociology instructor who has taught Cunningham. "He engages his resources—his mind, energy, networks and beyond—to actively create a more equitable world."

The son of Jamaican immigrants, he is a first-generation college student—although his dad, also named Dervin, now is working on a theology degree.

Amazing Student: Joseph Arnold



Joseph Arnold, a senior earning degrees in marketing and public relations, has had his hand in several campus activities and has gained the knowledge and experience necessary to succeed in his professional life.

I chose to attend UGA because...

... of its size and reputation. Because UGA is Georgia's flagship institution, there are so many opportunities to find a niche, pursue passions and meet new people along the way. There is an endless number of societies, clubs and organizations. I'm constantly telling friends that I wish I had two more years so I could get even more involved.

Read more at www.uga.edu/amazing/profile/arnold-joseph/

Amazing Student: Merin Joshy

Merin Joshy, a senior in human development and family science, plans to become a researcher/professor in the field of marriage and family therapy.

My favorite things to do on campus are...

I enjoy walking around the Trial Gardens on campus and volunteering with UGArden.

My favorite place to study is...

... my room on Saturday mornings. Waking up and having the entire day to just work at my own pace without interruption is as close as it gets to my favorite place to study.

Read more at www.uga.edu/amazing/profile/joshy-merin/



Campus



Pamoja Dance Company members perform in one of two annual performances. The organization recently celebrated its 40th anniversary.

The LGBT Resource Center celebrates its annual Lavender Graduation.



Fun at t



Above: Members of global student organization AIESEC release sky lanterns with messages. Below: Members of the Arab Cultural Association share their culture with students at Tate Plaza.



Pictured are the 2014 inductees into the Abeneefoo Kuo Honor Society, which has had a history of leadership, scholarship and service at UGA since 1977.



Above: Members of the Hispanic Student Association have fun participating in intramural sports. Left: Japan Club's Soran Bushi group at the International Street Festival.

Scenes

A member of the Chinese Student Association participates in the International Street Festival.

DIVERSITY RESOURCES

Office of Institutional Diversity
<http://diversity.uga.edu/>

Equal Opportunity Office
<http://eoo.uga.edu/>

Women's Resources
<http://women.uga.edu>

STUDENTS

Multicultural Services and Programs
<http://msp.uga.edu/>

International Student Life
<http://isl.uga.edu/>

Disability Resource Center
<http://drc.uga.edu/>

LGBT Resource Center
<http://lgbtcenter.uga.edu/>

Connections: Faculty Student Mentoring Program
<http://diversity.uga.edu/programs/connections/>

Student Veterans Resource Center
<http://dos.uga.edu/svrc/>

FACULTY & STAFF

Black Faculty Staff Organization
<https://www.facebook.com/BF-SOUGA>

Diversity and Inclusion Certificate
http://diversity.uga.edu/programs/diversity_and_inclusion_certificate/

Disability Services and Accommodations
<http://www.hr.uga.edu/disability-services-accommodations>

UGA GLOBES
<http://ugaglobes.wordpress.com/>



the Multicultural Services and Programs' annual retreat.



Above: World Ambassadors hosts events to bring an international flair to UGA's campus.
Below: These men and women are the 2014-2015 officers for the Indian Cultural Exchange .



The Black Theatrical Ensemble of UGA presented "The Mountaintop" last spring.



Members of the Asian American Student Association have fun at the annual Lunar New Year celebration.

Terry College professor takes lead on diversity

Mark Dawkins takes a lot of pride in his efforts and those of the Terry College of Business to improve diversity at UGA.

An associate professor of accounting, Dawkins served as the Terry College's first director of diversity relations from 2004-2008.

"I think we were the first ones to actually have a formal diversity relations person," Dawkins said. "I was happy to see Terry take the lead on that, and I give (former) Dean George Benson credit for stepping up and saying we needed a diversity person in our college."

Dawkins received a 2014 President's Fulfilling the Dream Award for his work on diversity. He said he wished there had been time at the event for him to speak and thank those who helped him with all his efforts.

"I was very happy and pleased to be recognized, although I do think that there are plenty of people at UGA who could be recognized," he said. "Only a few of us get recognized when really so many people are working hard."

As director of diversity relations for the Terry College, Dawkins launched initiatives that focused on highlighting the role diversity plays outside the university.

"I'm proud that we at least shined some light on the importance of diversity from a business perspective and in a business setting," Dawkins said. "I do think we were on the cutting edge of that. There are a lot more business schools that have diversity relations people now."



Read more at <http://t.uga.edu/zN>

Focus on Faculty



Kamal Gandhi

Kamal Gandhi, an associate professor in the Warnell School of Forestry and Natural Resources, says the best part of her job is watching her students grow as scientists and leaders.

How does your research or scholarship inspire your teaching, and vice versa?

I was a researcher before I became a teacher. My research background heavily influenced what and how I taught as a teacher. However, as a teacher, I was forced to think about concepts a lot more clearly and cohesively so that I could teach effectively. This in turn had a very positive impact on my research and communication skills.

Read more at www.uga.edu/faculty/profile/kamal-gandhi/



Akinloye Ojo

Akinloye Ojo, associate professor of comparative literature and director of the African Studies Institute, hosts a weekly radio program called African Perspectives.

What do you hope students gain from their classroom experience with you?

I hope they gain the knowledge that no language, be it spoken in Europe or Africa, is inherently difficult. ... Since we can't have the full immersion experience here at UGA, we must agree that it is what we (the students and instructor) bring to the language learning situation and how we manage it that are most critical for how well they learn the target language.

Read more at <http://www.uga.edu/faculty/profile/akinloye-ojo/>

Hispanic Student Association

Let's get loud: HSA rocks UGA

As one of the oldest and largest multicultural societies at the University of Georgia, the Hispanic Student Association has sewn diversity into its fabric by uniting students who fly under different flags.

At the group's first meeting of the year, HSA President Lina Tibavinsky had students waving banners from Central America, South America, and Spain.

"Once everyone was in their corresponding countries, we wanted everyone to do a cheer," said Tibavinsky. "We wanted to see who was the loudest. It was a lot of fun."

HSA members find a reason to cheer every other week, and at events throughout the year. Tibavinsky, who has held leadership roles for four years, says their bimonthly gatherings serve as a space to express shared culture.

"It's like a big family, honestly, it's so much fun every time we get to meet," said Tibavinsky. "You know in the Miller Learning Center when there's an HSA meeting because we're super loud."

Many student organizations meet at the MLC, a popular place to hang out on campus, but few can boast attendance rates as high as HSA. The group's more than 100 regular members are often joined by students and faculty interested in hearing guest speakers, learning Spanish or meeting new people. "Our meetings range from cultural awareness, professionalism, how to succeed in college, to just social things like salsa lessons or speed dating," Tibavinsky said.

HSA takes on serious topics too. Last year, the group tackled how health care reform will affect Latinos during an annual talk called "Voces Unidas."

No matter what, the group stays optimistic. "We focus on the positive: what are you proud of, and when you think about your culture, what makes you happy," said Tibavinsky. "So people said 'we're really loud,' 'we like to celebrate everything we can,' 'we're family oriented,' 'our food,' 'our music,' 'our happiness' – all that good stuff"

Students of HSA maintain their high spirits with events like "Noche Latina" in October, "Orgullo Hispano" in March, and a Spring Gala. They take part in ongoing service projects, including tutoring kids through Oasis Católico, in addition to annual festivities.

"We want to have all these opportunities to bring Latinos together in the hope that they'll feel at home," said Tibavinsky. "We try to create a family."



Hispanic Student Association President Lina Tibavinsky works to ensure Latinos of all backgrounds feel at home at UGA.

Learn more about the Hispanic Student Association at <http://msp.uga.edu/stuorgs/hsa.php>

Cook CONTINUED FROM PAGE 1

Higher Education Excellence in Diversity (HEED) Award. This is a national recognition awarded to institutions that exhibit outstanding efforts and success in the area of diversity and inclusion throughout their campuses.

This award belongs to the entire UGA community. There are people across all of our campuses in offices and units, both large and small, who are engaged daily in the work of ensuring that our community is inclusive and welcoming for all. The University of Georgia defines diversity broadly, recognizing that everyone is a contributor to and beneficiary of diversity. We are pleased that our commitment to diversity and inclusion was recognized this year with the HEED Award.

But our work is not done. We will continue to move forward as an institution, promoting and embracing difference; learning and working together to provide an inclusive environment for everyone on our campuses.

Supreme Court Justice Sonia Sotomayor said, "The dynamism of any diverse community depends not only on the diversity itself but on promoting a sense of belonging among those who formerly would have been considered and felt themselves outsiders."

The University of Georgia is successfully building a community where everyone belongs.

Diversity at UGA[®]



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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 diversity.uga.edu/about/giving_to_diversity/

Checks should be made payable to the UGA Foundation and designated for OID on the memo line.

Please mail checks to:
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