

**Augsburg College  
Diversity Committee  
2005 -2006 Annual Report**

The academic year began with a discussion of Hurricane Katrina: federal and state handling of the disaster, media coverage, campus efforts to assist, and opportunity for campus discussions. Following the work and report from the 2004 Audit, committee members reviewed the action plan work and looked at next steps.

**Anti-racism training**

Cindy Peterson initiated work with Jim Addington, MCARI, about institutional anti-racism training. Diversity Committee members looked at a number of models for education/training for the campus.

On January 11, 2006, MCARI staff conducted a day-long workshop on anti-racism training. Attendees included Diversity Committee members, President's Council, representatives from Faculty Senate, Board of Regents members, Staff Senate, Student Senate and members of the Academic Affairs Committee.

**Safe Space and other education, training**

Jay Wiesner, QSU Advisor and LGBTQIA Advisor, planned and implemented Safe Space Training for students, faculty and staff. Jay specifically invited important campus constituencies such as Admissions, Residence Life and Public Safety. Invitations were also issued via A-mail for any campus community member to attend. Those who completed the Safe Space Training were awarded the "safe space" sign for their office or residence hall room.

Marc Skjervem and Tina Olstad attended the Stop the Hate training held at Macalester College. They will implement programs and activities.

**Assessment**

A subgroup of the Diversity Committee worked on an assessment plan. Wendi Wheeler helped us make great strides forward and we also got exceptional assistance from Joe Erickson. The group developed an assessment plan along 4 "dimensions" of diversity:

- A. Transforming Education
- B. Creating Community
- C. Access and Success
- D. Institutional Culture

Wendi led data collection efforts. Data included recruitment, graduation, and GPA by ethnicity charts provided by Jim Erchul, and National Survey on Student Engagement (NSSE) data collected by Jay Phinney.

Fall 2004 data highlighted: 10.8% students of color in day program; 10.6% in WEC; 6.7% in graduate programs; 52% of day students of color retained to fourth year based on Fall 2001 incoming freshmen; 38% WEC students of color retained to fourth year

### **Discrimination Incident Response Team (formerly “First Response”)**

A task force met to review the protocol for bias-related incidents.

### **Transition to a new President, leadership**

Members of the Diversity Committee and the Diversity & Global Awareness (DGA) Collaborative met with new president, Paul Pribbenow, on May 1. Nancy Rodenburg, DGA, convened the meeting. The purpose was for both committees to share information with each other and with Dr. Pribbenow. Each group gave a formal report. Dr. Pribbenow discussed his previous work and leadership on diversity issues.

#### **Members**

Dick Adamson, Laura Boisen, Trena Bolden Fields, Beth Carlson, Emiliano Chagil, Lars Christiansen, Sadie Curtis, Joe Erickson, Ken Erickson, Ann Garvey, Orv Gingerich, Sonja Hagander, Garry Hesser, Shira Hussain, Michele Kidwell, Alice Kloker, Boyd Koehler, Sandi Lallak, Elise Marubbio, Cindy Peterson, Luis Player-Delgado, Nancy Rodenburg, Debbie Shapiro, Marc Skjervem, Bao Thao, robert tom, Jim Trelstad-Porter, Julie Trimpe, David Warch, Richard Webb, Wendi Wheeler