

The Diversity Council Assessment Report

2012-2013 Academic Year

Mission Statement:

The Diversity Council is a partnership of member districts, both public and private, and the Kean University College of Education, dedicated to the active pursuit of human dignity, harmony, understanding and mutual support through diversity and multiculturalism. The mission of the Diversity Council of Kean University is to promote the development of just and caring individuals in a diverse democratic society. The Council provides professional development and resources for educators from the member districts and representatives from the College of Education addressing social justice issues such as racism, sexism, concepts of identity, issues of bullying, being a bystander, and human rights. Activities for students tackle these same issues while striving to prepare them to think critically and globally.

Vision Statement:

The Diversity Council seeks to raise the consciousness of students and educators about what it means to be just and caring individuals in a diverse and democratic society by supporting them to become change agents in their schools and communities. The Diversity Council of Kean University works to help school administrators, teachers, and students experience success in living and working together as we all endeavor to create a harmonious and effective American society.

Goals and Objectives:

Goal 1: To offer increased opportunities for continuous learning for educators and students in the area of diversity and prejudice reduction. <i>KU MO1, MO3, MO; SP 1,4,5</i>		
Objective	Data Results	Actions Taken Based on Data Collected
1.1: To provide professional development opportunities at three general assembly meetings that will give educators tools to help students create change in their schools by June 2013	Respondents indicated both they and students received tools to create change regarding anti-bullying initiatives and diversity: Turn keyed information Created programs 98% of respondents indicated Diversity Council activities were meeting or exceeding their needs.	1. Use evaluation feedback to determine next year's theme 2. Develop program outlines that help teachers support student learning of complex diversity issues while meeting CCSS within next year's theme.
1.2 To provide an opportunity for networking through the Diversity Council website blog by engaging 10 educators in at least four relevant discussions by May 2013	While a number of individuals indicated on our evaluation that they enjoyed reading the blog, the response on the website was minimal and did not meet the objective.	1. Utilize the blog posts as part of meetings to facilitate dialogue about topics 2. Tweet and post on Facebook repeatedly to remind members to respond.

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Goal 2: To support student development and growth by providing more effective programming. <i>KU MO1, MO3, MO; SP 1,4,5</i>		
Objective	Data Results	Actions Taken Based on Data Collected
2.1: To increase students' understanding of creating change in diverse communities by exploring issues such as consideration of individual identities, power and privilege at leadership training events.	<p>All feedback indicated that students' expectations were met or exceeded by leadership conference:</p> <p>"Did more than I thought it would because it also instructed me on diversity and discrimination"</p> <p>"Really effective in opening up people's perspectives about diversity"</p> <p>"Learned a lot of things I didn't know about reality of prejudice"</p>	<p>1. Examine additional models of student leadership to provide resources and experiential activities.</p> <p>2. Continue to partner with the American Conference on Diversity to train student leaders to explore these issues with their peers.</p>
2.2: To assess learned skills at leadership conference by compiling and analyzing student leadership action plans by May 2013	<p>Action plans included:</p> <p>creating opportunities for dialogue through clubs or programs,</p> <p>using social media to create change,</p> <p>taking personal responsibility to stand up to discrimination and bias</p> <p>Responses to their preparation to take on a leadership role in their communities:</p> <p>Inspired to take action (18)</p> <p>Standing up for others (5)</p> <p>Create a group toward diversity (3)</p> <p>Prepared to be an example</p> <p>"I plan on trying to form an assembly similar to the story telling at the conference"</p> <p>Accepting others (3)</p> <p>Reaching out and talking to people that normally don't talk to</p> <p>Better able to understand fellow students and their lives (2)</p>	<p>1. Report on student actions via Diversity Council website and Facebook to create a network of student plans for others to utilize</p> <p>2. Create a place on Diversity Council's Facebook page for students to post their action plans, successes and challenges.</p>