

Diversity Subcommittee End of the Year Report

The Diversity Committee met regularly throughout the course of the school year. Membership on the committee was Bob Fitzgerald and Lester Hampton as co-chairs, Dr. Hill, Andrea Markert, Andy Davis, Kate Pole, Amy Reiman, Dusty Burk, and Lisa Vondale. It is an open committee so other faculty members came at certain times including Debbie Hubbard. During the second semester, two student representatives joined the committee (EJ Newble and ?) and one set of parents (Wilma and Richard Bates-Diop).

Goals and Progress for 2010-2011

The primary goal of the committee for this school year was to perform a diversity inventory. This was completed in the initial stages through a school-wide diversity survey. The data collected was disseminated by Dr. Dean's office and discussed by the committee. There were certain areas of concern that appeared in the survey results, particularly with regards to female, Asian, and African American students. The committee decided to pursue an additional avenue of gathering more information and proposed small discussions with focus groups representing the three mentioned above. The intern school psychologists are in the process of putting together these focus groups. As of right now, little interest has been expressed on the part of students and parents to participate in these discussions. The last meeting of the committee discussed ways to better entice students to participate so that the information we are seeking can be collected. From this information we hope to have a better picture of the culture and climate of U-High with regards to issues of race and diversity.

Goals for 2011-2012

The initial goal for next school will be to complete the student focus group discussions and finalize the diversity inventory process. Upon completion, the committee will review the data and establish goals for the remainder of the year. These goals will be based on the results of the student discussions. The overarching goal of increasing diversity and diversity awareness at U-High on all levels will continue to drive the actions of the committee.