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## Diversity

continued from page 18A

their clients if they're an attorney," she said. "And we want them to realize that they leave the institution not as students but they leave it as citizens of a greater population and that population includes people that they may not see every day."

Students will leave campus eventually, and Tracy questioned whether the University is producing "marketable students," ones capable of succeeding in a more diverse world than the University offers.

"It's about having an education that gives you the opportunity to engage in conversation and to be somewhat educated about another person's basic cultural background, ideas and concepts," he said. "International boundaries are dissipating quickly ... and we as an institution need to embrace that."

While making students feel more comfortable in international settings can be seen as a long-term goal, making minority students feel safe on the University campus is one that needs to be dealt with right away, Martin said. She pointed to the November ballot measure written by the Oregon Citizens Alliance — Measure 9, which would eliminate discussion about homosexuality in schools that receive public funding — as one example of a "hostile environment."

"There's always groups that we're going to be in conflict with," she said. "But what a student sees is 'I'm not welcome here. There are groups of people that don't value my experience or my existence or my issues and topics being talked about.'"

Martin and Fuller each talked about how their two program offices, located in the EMU basement, can be seen as "safe places" for minority students. Still, the pair plan

on doing a good amount of reaching out to the majority groups on campus to educate and inform.

"I think that's part of what we do and we're doing some of that outreach because we're in a position where we can stand up for those people who aren't strong enough to do that for themselves," Martin said.

Whether it's a first-year minority student needing reinforcement that they have value as individuals or a fourth-year student who wants that extra insight into a different culture before leaving campus, Tracy recommended that students take advantage of whatever possibilities are available.

"College is such a great opportunity ... to step out of your box and step out of your environment, and experience something new," he said, listing events such as Gay Pride Day or , but adding that attendance at more than one event throughout the year is needed to get a more complete picture.

And that complete picture is what Tracy, Martin and Fuller plan on beginning to paint at the University this year. But, they are keeping their obligations in perspective.

"We are not here to do the administration's job," Fuller said. "I'm here to help the administration do what they are already supposed to be doing, but I'm not going to do it for them."

"We are here to help the administration serve the students and it is the administration's job to make the University diverse."

However, that challenge is one that Frohnmayer said will be met through collaborative endeavors.

Diversity will be improved with "a combination of student and faculty efforts," he said. "It doesn't just rest on administration — everyone has to see it as a separate part of their experience."

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