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Diversity

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which was established to facilitate study on racial, ethnic and cultural issues); the Bias Response Team, which is coordinated within the Office of Student Life to address hate and discrimination; the Ethnic Studies Program, which examines ethnicity in the United States; and the President's Council on Race, which is the longest-standing University committee appointed by University President Dave Frohnmayer.

There's also a smattering of other programs, including Reach for Success, which brings middle school students of color to the University; the Native American Education Gathering, which is designed to draw American Indian high school students; and an Underrepresented Minority Recruitment Plan, which has been infused with \$2,191,500 during the last nine years. The diversity-building efforts have not always worked as well as some would like, according to some faculty members.

"They're working, but like so much, there needs to be a lot more," Professor Emeritus Edwin Coleman said. "It takes a whole university — everyone has to be on the same page. It's always a struggle."

Coleman said more people, such as department leaders, need to be involved in the effort. He added that some people are complaining about the University's lack of diversity and then not doing anything about it.

To try to reach more tangible successes, University decision-makers are hiring a Vice Provost for Institutional Equity and Diversity. The new administrator, responsible for reporting directly to Senior Vice President and Provost John Moseley, will provide leadership and guidance for faculty, staff and students of color, and with luck, will be working by some time in June. The process began with more than 100 applicants and eight telephone interviews. All three final candidates have already gone through two days of intensive public and private interviews at the University.

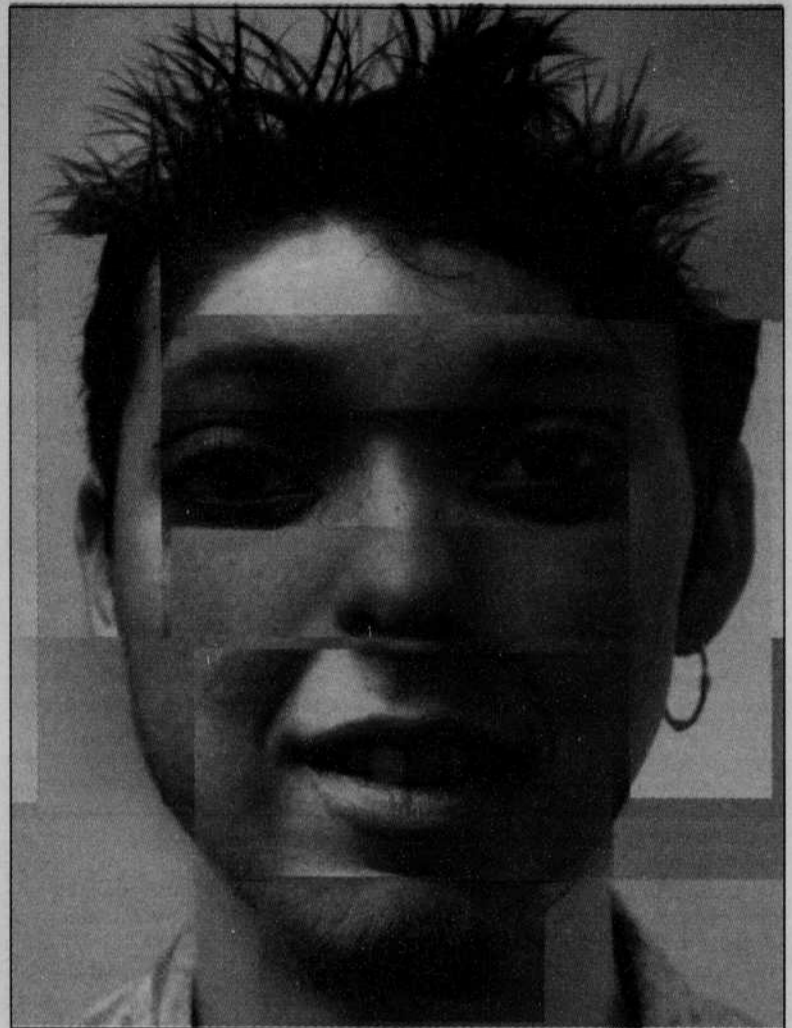


Photo illustration Mark McCambridge Emerald

private interviews at the University.

Frohnmayer said the new position is necessary to bring faculty, staff and students of color together in order for diversity goals to be accomplished. He explained that if the University ever started to let up on its diversity efforts, it would be impossible to regain lost ground.

Coleman said the University has already lost a lot of ground, and that the results of the University's efforts have often been muddled.

Summers, co-chairman of the Faculty and Staff of Color Coalition,

said real diversity may go beyond raising enrollment figures.

"What it means to me is creating and maintaining an environment that is more reflective of the larger world in which Oregon students enter once they leave the fairly homogenous campus," he said. "It means exposing students, including students of color, to different cultural perspectives in the classroom, not just through occasional cultural festivals."

Contact the reporter
at romangokhman@dailyemerald.com.

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