

Center for the Study of Diversity

Elliott Hall
26 E Main St
Newark, DE 19716
(302) 831-3033



CENTER FOR THE
STUDY *of*
DIVERSITY

CONTENTS

Introduction 3

DEVELOPMENT AND ADMINISTRATION

Staffing 4

Space 4

Website 5

Faculty Scholars 5

ACTIVITIES, EVENTS, & PROGRAMS

Diversity Cluster Hires 6

Lectures and Seminars 7

Grants 8

Public Engagement & Diversity 10

Research & Analysis 11

2013 PLANNING

Communication & Dissemination 13

Academics 13

Lectures/Seminars/Conferences/
Symposia 14

Conclusion 15

2012 ANNUAL REPORT

JAMES M. JONES, PH.D.
DIRECTOR



INTRODUCTION

The Center for the Study of Diversity (CSD) was officially launched January 1, 2012. The CSD is located in and funded by the College of Arts and Sciences. Dean George Watson has generously supported the establishment of the Center as an important element on the Strategic Goals of the College. Goal 2 of the Strategic plan states:

The College of Arts and Sciences affirms our commitment to fostering a diverse and respectful educational environment that advances critical thinking, open inquiry and full participation by students, faculty and staff...[the College will]...lead the Center for the Study of Diversity's initiative by hiring faculty doing research that informs practices in higher education, science, industry and other organizations. And to partner effectively with other colleges and University offices to globalize the curriculum and ensure that international students are welcome.



*Dr. James M. Jones, Director
Center for the Study of Diversity*

The guiding philosophy for the origination of the CSD as an integral part of the Diversity Agenda at UD considers five core principles of Institutional Diversity (ID). They are that ID must be 1) A Core Value, 2) An Institutional Priority, 3) Based on Smart Practices informed by research and analysis, 4) Engaged in the issues that affect the diverse communities that surround the institution, and 5) Supported by appropriate Institutional Change. The Center aims to play an important role in achieving the principles set forth by this guiding philosophy. Although the CSD structure and goals continue to evolve, the following are the initial goals that served to guide the Center's development and operation.

1. Generate and transmit scholarship about specific diversity-related issues
2. Fund faculty research and projects related to diversity
3. Bring outstanding researchers and scholars of diversity to campus to share their expertise
4. Communicate the results of the Center's research and scholarship
5. Develop partnerships and programs with local communities,
6. Assist the President's Diversity Initiative and the Diversity and Equity Commission in identifying diversity objectives and information needs for the University.

This report chronicles the events, activities and future plans for the CSD as it ends its first year of operation.

DEVELOPMENT & ADMINISTRATION

STAFFING

In July, **Bess Davis** was hired to assist the CSD and the Center for Global and Area Studies (CGAS), directed by Julio Carrión. Bess was a UD undergraduate majoring in International Relations and French, and she more recently obtained an MA in Migration Studies from the University of Sussex in the UK. She brings a real interest in diversity, considerable writing and analytical skills, and a can-do approach that produces results worthy of a larger staff. Bess is a tremendous asset to the Center.

In September, with wonderful help from Mary Martin in the graduate office, we were able to bring on **Sharelle Law** as a graduate assistant. Charlie Riordan agreed to provide a GA position to the Center and the President's Diversity Initiative before he left his position in the graduate office. Sharelle is an MA student in Human Development with a background in marital and family counseling. She has great interpersonal skills, is highly organized and is spearheading a focus group project, as well as working with the PDI and assisting in a Center supported project to diversify Teacher Training at UD.

Finally, we have two volunteers who have been very helpful to the Center. **Aundrea Wilkins**, a BA graduate from UD and currently a research technician in the Human Emotions Lab of Professor Cal Izard in the department of psychology, has volunteered to help out with the Center's Diversity Dialogues focus group project (see page 10). Aundrea has several years of experience interviewing Head Start mothers and their children and has great insight in data collection and analysis, and running effective group interactions. **Jordan Leitner**, a PhD student in psychology, has served as a statistical consultant helping develop survey instruments and analyze data we have obtained. He has also consulted with CSD grant recipients on their research projects.



Elliott Hall, the new home of the Center for the Study of Diversity

SPACE

The Center moved into space in the Institute for Global Studies (IGS) with the welcoming support of **Nancy Guerra**, IGS Director, and the staff there. The CSD and CGAS directors each have offices there, as does Bess Davis. In addition, we are able to use the good sized and equipped conference room for meetings and seminar presentations. Bess attends IGS staff meetings and collaborations are already unfolding between IGS and CSD. By virtue of our location, questions of diversity in international contexts are now being explored.

WEBSITE

With the support of the Office of Communication and Marketing (OCM), specifically **Jeff Chase**, we have developed a website (still in progress) that tracks activities, and presents and updates the work of the Center. You can find us at www.udel.edu/csd. We have chosen a logo for CSD—the Flying Geese design from Gees Bend quilt creations—that will brand our website and publications. We are working on making the website more interactive. Stay tuned.

FACULTY SCHOLARS

The core group of scholars—now numbering 20—represent a cross section of UD faculty with commitments and engaged activities related in a variety of ways to diversity. These scholars cut a wide swath through the intellectual and programmatic aspects of diversity at UD and demonstrate the variety of ways in which diversity is involved in the total fabric of university and community life. The Faculty Scholars are listed below, and you can find their photographs and bios on our website at <http://www.udel.edu/csd/people/faculty-scholars.html>.

Margaret Andersen

Sociology and Criminal Justice

Erica Armstrong-Dunbar

Black American Studies and History

Jose Aviles

Admissions

Karl Booksh

Chemistry

Julio Carrión

Political Science and International Relations

Pamela Cook

Mathematical Sciences

Patricia DeLeon

Department of Biology

Rosalie Rolón Dow

School of Education

Gabrielle Foreman

English

Chad Forbes

Psychology

Sam Gaertner

Psychology

Colette Gaiter

Department of Art

Elizabeth Higginbotham

Sociology and Criminal Justice

Muqtedar Kahn

Political Science and International Relations

Stephanie Kerschbaum

English

JP Laurenceau

Psychology

Lynnette Overby

Theatre

Yasser Payne

Black American Studies

Leland Ware

School of Public Policy and Administration

David Wilson

Political Science and International Relations

In 2012, the Faculty Scholars held three general meetings. With a staff and volunteers in place, a physical home, and the assistance and involvement of a core group of scholars, the CSD was able to develop activities and programs designed to implement the Center's guiding goals.

ACTIVITIES, EVENTS, & PROGRAMS

2012

DIVERSITY CLUSTER HIRES



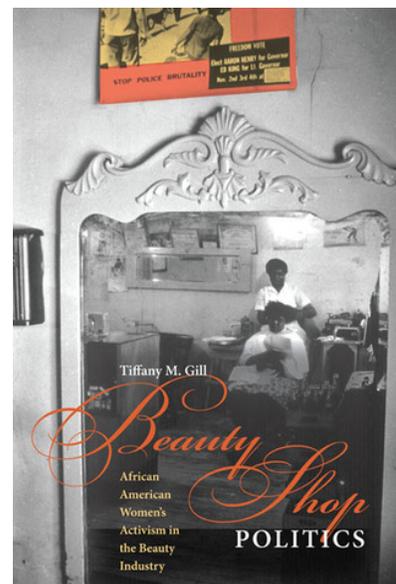
Dr. Tiffany Gill

In the fall of 2011, Dean Watson authorized a cluster hire search for new faculty to enrich the diversity of the College and to support the development of the CSD. James Jones chaired the search committee which consisted of Gretchen Bauer, Erik McDuffie, Leland Ware, Carla Guerron-Montero, Gabrielle Foreman, and Wendy Smith, and was staffed by Nancy Koller from the Dean’s office. The committee received over 500 applications, narrowed them down to 42 that were competitive, then to a long-short list of 18, and finally to short list of 8 who were invited to campus. A CSD distinguished lecture series was formulated to organize the candidates’ talks.

One of the candidates, **Tiffany Gill**, then an Associate Professor of History at the University of Texas at Austin, accepted a position at UD and joined the faculty of the Black American Studies and History departments in January 2013. She will also be affiliated with the CSD, and has begun planning public scholarship projects

on African American history in the State of Delaware. Professor Gill spoke last spring about her highly regarded book, *Beauty Shop Politics* that chronicles the role of African American women beauty shop entrepreneurs in the political and cultural life of the Black community. Her talk extended this analysis to leisure travel of African American women to Europe and Africa and how that influences their personal identity and cultural awareness and influence.

We are still actively engaged in trying to make at least one more hire from this search.



LECTURES AND SEMINARS

One goal of the CSD is to bring outstanding researchers and scholars of diversity to campus to share their expertise.

Quinetta Roberson, Professor of Management at Villanova University and a University of Delaware alumna, gave a presentation to a seminar of faculty and administrators co-sponsored with the Lerner School of Management in April 2012. Her talk, “Capacity Building Through Diversity: Moving from the Business Case to the Value Proposition,” explored the consequences of **diversity reputation**—stakeholders’ perceptions about an organization’s ability to create value through its diversity action; and **leadership diversity**—the makeup of the top leadership in terms of the proportion of minorities represented.



*Dr. Quinetta Roberson
Villanova University*

In a study of Fortune 500 companies, Dr. Roberson found that diversity reputation was reliably associated with investor’s confidence in future earnings (as indexed by book-to-market equity) based on expectations of fewer financial losses resulting from poor management of diversity in the company. Her research also showed that Diversity among the leadership was related to net income, but in a curvilinear fashion such that low to moderate leadership diversity may weaken earnings outcomes, but when diversity exceeds 25%, the impact on earnings steadily rises with increasing diversity.



*Chancellor Nancy Cantor
Syracuse University*

Nancy Cantor, Chancellor and President of Syracuse University, gave the inaugural **Distinguished Lecture on Diversity in Higher Education** in October 2012. Chancellor Cantor described her ideas about public universities as “anchor institutions” in their communities and gave numerous examples of how such a commitment to public scholarship enhances the university as well as the local communities. She challenged this University to be creative in imagining ways to engage the local and state-wide communities in partnership and sharing of expertise and resources in pursuit of a commonly shared goals and values. Dr. Cantor also described how Syracuse University successfully made public scholarship an integral part of faculty merit evaluations.

GRANTS

Another objective of the CSD is to fund faculty research and projects related to diversity. We have done that for both faculty and graduate students. A call for proposals went out in the fall announcing grant opportunities for up to \$3,000 for faculty and \$1,500 for graduate students. We received 5 proposals from faculty and 9 from graduate students. We funded 3 faculty proposals and 5 graduate student proposals. A brief summary of funded grants follows.

Faculty Diversity Grants



Prof. Barret Michalec, Department of Sociology

The Path Less Taken: Understanding the Experience of Black Pre-Medical Students

This longitudinal study addresses the lack of African-American representation within medical education. It explores both African-American students' experiences on the pre-medical track and the factors that influence whether these students continue on that track. The study will not only highlight obstacles that these students face, but also promote the design of effective interventions and programs to assist students through these processes, and develop avenues for increasing diversity in medical education.



Prof. Cynthia Diefenbeck, School of Nursing

Factors influencing underrepresented minority applicant's acceptance of admission offers to Health Science majors: A pilot study of the Bachelors of Science in Nursing (BSN) program

To promote the crucial goal of a culturally diverse and competent nursing workforce, this study aims to understand underrepresented minorities' (URM) barriers and facilitators of pursuing a bachelor of science in nursing (BSN). By surveying and interviewing African-American and Latino applicants offered admission to UD's BSN program for Fall 2012, this study will determine the factors that influence these applicants to accept or decline admission offers to the BSN program.



Prof. Deb Bieler, Department of English

Impacts of English Teacher Candidates' Urban SAT Course

This study brings English Education majors enrolled in ENGL295 ("Introduction to English Education") to teach a 10-week after-school SAT preparation course at Howard High School in Wilmington. The two primary goals of this project are (a) to increase the SAT-V scores and college-ready dispositions of lower-income and potential-first-generation high school students at Howard, and (b) to increase ENGL295 students' understanding of – and teaching skills and dispositions in – diverse communities.

Graduate Student Diversity Grants

Carrie Barnum, Department of Biology

SACNAS Two-Step Mentoring Program Towards Diversity in STEM Fields

This project addresses the lack of diversity among students of STEM (Science, Technology, Engineering, and Mathematics) fields at UD. The new graduate organization SACNAS, the Society for the Advancement of Chicanos and Native Americans in Science, will use these grant funds to implement a science mentoring program for Delaware high school students.

La Tanya Autry, Department of Art History

The Crossroads of Commemoration: Lynching Landscapes in America.

This CSD grant funds travel to Maryland, Georgia, and Alabama for dissertation research on sites where lynchings have been marked, remembered, and re-enacted. Through participant observation, archival research, interviews of memorial planners, and photographs, this research analyzes various contemporary modes of memorializing the history of lynching.

Ashley Kennedy and William Cissel, Department of Entomology

Enabling Natural History Outreach to Underserved Audiences

The graduate student outreach club of the Department of Entomology and Wildlife Ecology brings programs about science, biodiversity, the importance of insects, and career options in entomology to diverse audiences of students and other groups around the state. The CSD grant supports the purchase of new display materials and exotic insect specimens to introduce a more visual and hands-on component to presentations, enabling students to remember material better and overcome barriers including language comprehension difficulties with ESL students.

Katrina Anderson, Department of History

Traveling the British Atlantic World: Free Women of African Descent and Emancipation in the Black Atlantic, 1770-1865.

This funding supports dissertation research on the social, political, and economic realities for free women of African descent in the northern section of the United States, Canada, the British Caribbean, and England between the years 1770 and 1865. This research also focuses on the role of travel and how it allowed free black women to dispel myths and assumptions, challenge societal norms, and create opportunities for themselves as women and as people of African descent.

Justin De Leon, Department of Political Science & International Relations

"Mapping the Margins" Documentary Film and Discussion Series

Funding supports a proposed series of three documentary films, guest speakers, and discussions for the Spring 2013 semester that feature injustice and inequality and attempt to destabilize systems of social oppression. The selected documentaries provide the space to discuss the intersections of class, race, and gender through themes including consumerism, the global free market, education, women's rights, and colonialism.

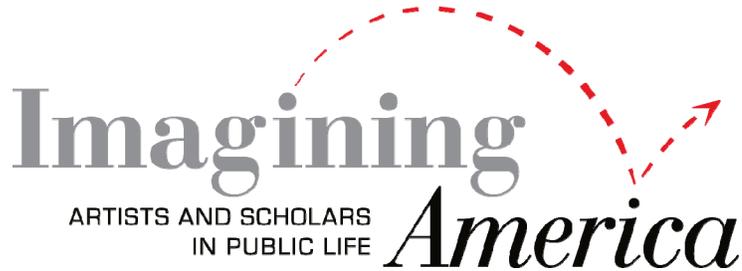
PUBLIC ENGAGEMENT & DIVERSITY

A core goal of the CSD is to link Diversity to public scholarship that is reflected in meaningful partnerships and scholarly engagement with local and state-wide communities.

Building the Architecture of Inclusion.

One general approach to this goal is contained in the Building the Architecture of Inclusion (BAI) project. Imagining America (IA) undertook a project with the Center for Institutional and Social Change (CISC) at Columbia

University to build capacity for linking diversity and public engagement at IA partner institutions across the nation. The University of Delaware is an IA partner institution (represented by Janet Hethorn and Lynnette Overby). IA/CISC partnership issued a Request for Proposals (RFP) for projects that involved working with 15 institutions in 3 collaborative working groups to develop shared strategies and tools to build the architecture for integrating diversity and public scholarship. The CSD submitted a proposal and was selected as one of the 15 institutions to be included in the network for “Building the Architecture of



Professors Colette Gaiter (left) and Lynnette Overby, both Faculty Scholars of the Center for the Study of Diversity, are actively involved in Imagining America. Professor Overby serves as one UD representative to the consortium, and Professor Gaiter presented at the IA National Conference in October 2012.

Inclusion Through Higher Education: Sustaining and Scaling Full Participation at the Intersection of Public Engagement and Diversity.” CSD director Jones and Faculty Scholar Overby attended the BAI all day workshop at New York University in October, along with representatives from Syracuse, Cornell, Columbia and Emory Universities. CSD is facilitating dialogues about public engagement and diversity as well as funding relevant projects. The spring symposium (see below) is a focused program of presentations and discussion that result from our BAI activities.

Nemours Health. A proposal for collaboration with a community health education project grant was developed by Nemours Health and submitted to the National Institutes of Health (NIH). Nemours invited CSD to partner in this project that would conduct a needs assessment of the Black community of Wilmington, conduct focus groups with residents, and develop a health education campaign to better match the health care programs with community needs. Funding for our proposal was contingent on Nemours Health being funded by NIH. Unfortunately, although highly rated, the Nemours Health proposal was not funded due largely to budget reductions. We are in conversation about ways to further the objectives of the project without NIH funding.

RESEARCH & ANALYSIS

Another central goal of the Center is to generate and transmit scholarship about specific diversity-related issues. Several projects were undertaken in 2012 to address this goal.

NUCLEUS Evaluation. The CSD has initiated an evaluation of the Network of Undergraduate Collaborative Learning Experiences for Underrepresented Scholars (NUCLEUS) program under the direction of Faculty Scholar **David Wilson**, and **Rosalind Johnson**, a Researcher in the College of Arts and Sciences. NUCLEUS is an academic services support program that is designed to assist the University of Delaware with the recruitment and retention of underserved students. Before 2011, NUCLEUS had only targeted historically underrepresented minority students in the sciences and health sciences fields;



Dr. David Wilson

Dr. Rosalind Johnson

however since July 2011 NUCLEUS has expanded its scope of operation to encompass all College of Arts and Sciences (CAS) majors. Also, NUCLEUS has increased its target population to include first-generation and low-income students. Currently, NUCLEUS is funded almost exclusively by CAS. This funding commitment illustrates that the College is strongly committed to improving the recruitment, retention, and graduation rates for its first-generation, low-income and historically underrepresented students.

The 2011-12 NUCLEUS program has 220 active students, a 237% increase from the number of students serviced during the 2010-2011 academic year. With the expansion of NUCLEUS there is a need to plan, implement, and manage program data and activities related to the assessment of the program. Under the guidance of the Center for the Study of Diversity (CSD) an evaluation is being conducted to 1) assess the effectiveness of the program, 2) initiate a longitudinal study of specific study outcomes starting with the fall 2011 NUCLEUS freshmen cohort, and 3) make recommendations that will facilitate effectiveness and efficiency. A final report on the evaluation project will be issued in May 2013.

The Collaborative for Diversifying Teacher Education at UD (CDTE) The CSD has developed a collaboration with the CDTE project—headed by **Jill Flynn** (English Education), CSD Faculty Scholar **Rosalie Rolón Dow**, and several other faculty and administrators—that seeks to cultivate teacher candidates from groups historically underrepresented in terms of access to and successful completion of teacher education programs. The CDTE mission is to recruit and prepare teachers who better match the demographics of students in Delaware public schools and nationwide, with a focus on race, ethnicity, and socio-economic class. We further aim to prepare all of our teacher candidates to work effectively with diverse students. Diverse experiences, perspectives, and inquiries positively impact the quality of education across the University—for all of our students and our faculty. Sharelle Law is assisting the CDTE with running

focus groups, collecting data and coordinating various aspects of the project. A presentation of the progress of the project is scheduled for the spring semester.

Undergraduate Diversity Survey and Diversity Dialogues. In December, the CSD undertook a short survey of the attitudes about and experiences with diversity of a random sample of 1,000 UD undergraduates. A total of 400 students completed the survey (40% response rate). We encouraged everyone to participate “...**whatever your feelings** about diversity—negative, positive, or indifferent...” Respondents varied widely in their demographic backgrounds, political affiliation and orientations, college, major and attitudes about diversity. We are currently analyzing the responses and will write up the results during the spring semester. One of the questions asked if they would be interested in participating in dialogues about diversity during the spring semester. We have used these responses to produce a list of students interested in meeting and discussing diversity issues.

Gilliam Foundation. A proposal for development of a **School to University Pipeline Project (SUPP)**, directed by CSD Faculty Scholar **Yasser Payne** was submitted to the Gilliam Foundation in March 2012. SUPP is a program for training inner city Wilmington high school students in research design and methods and data analysis, and to expand their knowledge of the Wilmington Black community through their research. We envision translating this experience and knowledge to a desire to attend college and a competitive record to make that possible. The SUPP project builds on Dr. Payne’s Participatory Action Research program (see box below). This proposal too was not funded; however we continue to explore ways to develop a pilot project that would demonstrate its efficacy.

SPOTLIGHT ON FACULTY PUBLIC ENGAGEMENT & RESEARCH

Yasser Payne is a CSD Faculty Scholar and an associate professor in the Department of Black American Studies at the University of Delaware. His street ethnographic research program is centered on exploring notions of resiliency with the streets of Black America using an unconventional methodological framework entitled: Participatory Action Research—the process of involving members of the population of interest on the actual research team.



Dr. Payne's Participatory Action Research Team

Dr. Payne’s current participatory action research project is entitled The Wilmington Street PAR project. This community-based study trained fifteen people (21-48) formerly involved with the streets and/or criminal justice system as participatory action researchers, to empirically document the impact of community violence in the Eastside and Southbridge neighborhoods of Wilmington, Delaware. This study was funded with generous grants issued by the American Recovery Reinvestment Act, the University of Delaware and The United Way of Wilmington, DE.

2013 PLANNING

COMMUNICATION AND DISSEMINATION

An important CSD goal is to communicate the results of the Center's research and scholarship. In the long run, reports, monographs, and journal publications may be envisioned. We have adopted an approach that features short and accessible communications written by CSD scholars or others who may be solicited to make scholarly contributions. Two specific forms we envision are blogs and working papers.

Diversity Blog. Blogging is an immediate and accessible form of communicating information and ideas to the greater UD community. We also, however, envision a national and potentially international audience for communications from the Center. Critical diversity topics—for instance the issue of *critical mass* that supports the idea that diversity is a compelling interest in higher education—will be analyzed and presented with as much supporting data as possible. We expect to publicly launch the blog in the spring 2013. One of the important uses of the blog will be to introduce working papers and reports from the Center. The blog would lay out the ideas and arguments and their implications for diversity, and provide a link to the report or working paper on which they are based.

Working Papers/Reports. Another important feature under development is writing issue-focused working papers. These papers may be analytical, data-driven, program evaluation or assessment, or descriptions of partnerships and programs. One source for the development of working papers is CSD brown bag discussions. These bi-weekly meetings will begin in February 2013, and are intended to provide opportunities to have focused discussions of topics and issues relevant to diversity at UD and beyond. These meetings are led by CSD Faculty Scholars. Where possible, they will evolve into working papers and ultimately, into blog postings.

ACADEMICS

A perhaps unstated goal of the CSD is to engage all aspects of the University and local and state-wide communities in understanding our diverse environment. We have focused primarily on faculty and community in many of our activities, and have included graduate students in our research support. We plan to engage undergraduates through academic opportunities to become involved in examining diversity through research, coursework and dialogue.

Undergraduates Research-CSD funded Summer Scholars. We are collaborating with the Undergraduate Research (UR) office to fund two UR Summer Scholars for 2013. Two projects have been formulated: the first involves the establishment of a Diversity Summer Scholar who will assist the CSD with research on diversity issues in higher education; the second will assist Professors Lynnette Overby and Gabrielle Foreman to develop and assess an original performance piece entitled "Dave the Potter's Couplet Pots: Dancing History and Dred Scott."

ARSC367-Diversity Dialogues. Based on responses to the diversity survey, we created a one-credit diversity dialogue course, ARSC367, which has 15 students registered. The group will meet 10 times during the semester to discuss diversity topics, maintain a journal, and complete a group project aimed at identifying ways to bring diverse students on campus together. We hope to continue and expand this course in the fall.

LECTURES/SEMINARS/SYMPOSIA/ CONFERENCES

As noted earlier, bringing outstanding researchers and scholars of diversity to campus to share their expertise is one of the central goals of the CSD. Several events are planned for 2013.

Distinguished Lecture on Diversity in Higher Education for 2013 will be delivered by **Beverly Daniel Tatum**, President of Spelman College. President Tatum is well known for her books, *Why are all the black kids sitting together in the cafeteria?* And *Can we talk about race?* These books are readable and practical discussions of how identity shapes interactions in environments characterized by difference. President Tatum will deliver her lecture in October 2013.



Dr. Beverly Tatum
President of Spelman College

Diversity and Public Scholarship Symposium. The University of Delaware is developing an application to the Carnegie Foundation to be considered for Carnegie Classification as a Publicly Engaged University. A working group headed by CSD Faculty Scholar Lynnette Overby is spearheading preparation of our application. In support of the application process, the CSD is sponsoring a Diversity and Public Scholarship Symposium on March 12th, featuring **Dr. Timothy Eatman**, a Professor of the Sociology of Education at Syracuse University. Professor Eatman's work focuses on publicly engaged scholarship and it has informed his successful effort to have publicly engaged scholarship included in promotion and tenure criteria at Syracuse University. The symposium is being organized by CSD Faculty Scholars **Lynnette Overby** and **Rosalie Rolón Dow**.



Dr. Timothy Eatman
Syracuse University

CSD Faculty Scholars
Rosalie Rolón Dow
and Lynnette Overby,
co-directors of the
Diversity and Public
Scholarship
Symposium

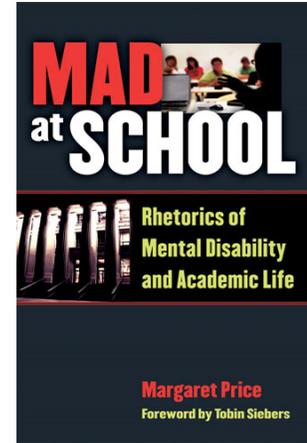


Identity, Disability Disclosure, and Higher Education: National conference. CSD Faculty Scholar **Stephanie Kerschbaum**, and **Margaret Price** of Spelman College are co-directors of a conference planned for October 25-27, 2013 at Clayton Hall. The conference is co-funded by the CSD and the Interdisciplinary Humanities Research Center (IHRC). This conference will engage scholars, researchers, policy-makers and administrators from across the country in multi- and inter-disciplinary conversation and collaboration around issues of disability and higher education. More specifically, this



Dr. Margaret Price of Spelman College (left) and Dr. Stephanie Kerschbaum, CSD Faculty Scholar and Assistant Professor of English

conference will coalesce around the issue of disability disclosure, a deeply complex social and cultural phenomenon. This attention to disability in higher education comes at a propitious moment: 23 years after the passage of the Americans with Disabilities Act in 1990, people who grew up with the protection and access provided by the law at their backs are now enrolling as students and populating the academy as professionals and faculty members.



CONCLUSION

It has been a vigorous and stimulating first year for the CSD. This Report provides a glimpse into the originating philosophy and the programs and activities it has spawned. But it is important to note that the Center is a work in progress. There is no specific blueprint for what the Center should do or how it should do it. As we continue in 2013, some of the activities and ideas we formulated in 2012 will continue, and new ones will emerge. There is a certain “build it and they will come” quality to the Center. The structure and its purposes allow us to channel existing activities and projects into a diversity-framework that capitalizes on synergies among them, and forges new ideas and possibilities. We are looking forward to another generative year.

James M. Jones, Director
 Center for the Study of Diversity
 College of Arts and Sciences
 University of Delaware

Center for the Study of Diversity

Elliott Hall
26 E Main St
Newark, DE 19716
(302) 831-3033

www.udel.edu/csd



CENTER FOR THE
STUDY *of*
DIVERSITY

UNIVERSITY OF
DELAWARE[®]

**Center for the Study of Diversity
2012 Annual Report**

Design and Layout by Bess Davis

Special thanks to:

Jeffrey Chase, Office of Communications
& Marketing, for designing the CSD logo
and website

CSD Faculty Scholars for their work and
dedication in our first year and beyond

College of Arts and Sciences, for its
continuing support