

College of Education Diversity Committee

10/26/18

MINUTES

Attendees: Joe Waters, Ayse Torres, John Hardman, Hani Zainuddin, Angela Rhone, Laura Cushing, Carol Tessel, Dilys Schoorman.

1. FAU Diversity Platform Council update

a. Next meeting: 11/5

John shared the draft of the proposed Diversity Mural. The general feeling tended to be negative. None of the different elements of the image were thought of as communicating a positive or inspiring message.

2. Member Reports

a. Invitation to become a Minority Serving Institution (MSI) – Dr. Kirsch

Link: <https://www.educatordiversity.org>

Patty summarized the very position luncheon in Washington with members of BranchEd. The purpose of the nonprofit organization is to bring universities together as a hub, offering resources to help promote diversity among school-based professionals (teachers, counselors, administrators), and to support minority students in their search of programs and colleges that meet their needs and aspirations. Cassandra Herring, President and CEO, came across as highly dedicated and enthusiastic.

Joe suggested bringing in the state colleges to help recruit minority candidates. Patty mentioned that this could be hard given our current 3.7 GPA for admission requirement.

Action Item: John will reach out to Dr. Ginsberg, the BranchED liaison, to invite Dr.

Herring to join the Dec 4 meeting via Zoom or Skype. **DONE**

BranchED Opportunities:

- i. Program marketing for high minority students. Good recruitment opportunity.
- ii. Helped graduates find graduate programs.
- iii. Scholarships?
- iv. Would be willing to come and visit and perhaps offer consulting services. They

provide valuable services with regard to policy analysis, legislation that supports minorities, etc.

We need to define:

1. the role of the faculty with regard to BranchED
2. We just come up with a definition of the term minority that be seen to be acceptable to all.

3. Ongoing

- a. Website <http://www.coe.fau.edu/facultystaff/committees/diversity.php>

Action items:

John will invite Teresa Crane to the next meeting to take a photo of the committee members. **DONE**

The website will be modified to show a navigation pane on the left that collects some of the links included in the main page (Resources, Links, Outreach). To be included in Outreach:

- Egypt partnership
- CCEI Broward partnership
- CARD
- Coffee Talks

Other collaborations – members should send John information to be added. This should include a brief description, photos and websites where possible.

John will ask Andres Leon to make the requested changes. **DONE**

b. Student Success Initiatives

Angela Rhone is engaging in open Coffee Talks, sponsored by the Student Union in Davie, on how to create spaces where students can discuss issues of class, race, and gender. Students can express their aspirations as to what they want and what they value. This has been well attended. These go from 3:30 to 4:30 pm on different campuses (Fort Lauderdale, Dania Beach, Davie). Angela will connect with students in May/June to ask them in what ways they have been successful. She is also bringing in guest speakers (e.g. nurses).

4. Other

COE Diversity Audit: John will ask Carol Meltzer on the purposes of her collection of diversity-related materials from faculty and how these will be housed, shared, published, etc. **DONE**

5. Next meeting TBC: 12/4, 1.30 PM, Melby Center.

Diversity Committee Membership

Traci Baxley	CCEI
Dilys Schoorman	CCEI
Hanizah Zainuddin	CCEI
Joe Waters	OASS
Angela Rhone	TL
Mena Marinaccio	TL
Carol Tessel	CSD
Ayse Torres	CE
Amanda Propst Cuevas	ELRM
John Hardman	ELRM
Jennifer Percival	Graduate Student ELRM

Ex Officio

Valerie Bristor	Dean, COE
Robert Shockley	Chair, ELRM
Barbara Ridener	Chair, TL
Patty Kirsch	Assist. Dean, Assessment & Evaluation, & Northern Campuses
Elijah Watlington	Associate Provost, Northern Campuses

Diversity Mural

Draft #2, Marlon Pruz

Sent: Thursday, October 18, 2018

My goal with this draft is to intertwine the flowing river into the surrounding artwork.

The river symbolizes nourishment, life and diversity. It offers both spiritual and physical value. It serves as a necessary (and symbolic) backbone for growth, resilience, perseverance, flourishing -- affecting us all regardless of race, gender, ability, or background.

At the request of the first round of feedback, I sought to include more diverse physical abilities in the human figures at the foreground of the design. I also converted the owl into a Burrowing Owl, and replaced the microscope with a graduation cap.



Dear Dr. Bristor:

As a former Dean of Education at an HBCU for almost a decade, I know how instrumental minority serving institutions (MSIs) are to the creation of a high-quality diverse teaching force. While MSIs make up only **13%** of educator preparation programs, we prepare **48%** of our nation's teachers of color. More importantly, MSIs value the diverse assets of our communities and local schools, and we invest in our candidates' long-term success in educating *all* children. So why are our MSI voices still marginalized in research, policy reports, and national conversations about diversifying the teaching profession? Why are our voices silent, when we are leading the way in developing culturally and linguistically sustaining content and pedagogy? Why aren't other institutions paying attention to the unique ways that we are designing more engaged and clinically rich experiences for our candidates?

<image002.png>One reason is the false dichotomy between teacher quality and diversity. Many people believe that to have one, you need to compromise the other. As the now President and CEO of [Branch Alliance for Educator Diversity](#) (BranchED), our message is clear: **Quality IS Diversity**. Part of BranchED's charge is to document the ways in which MSIs are simultaneously raising the bar on both teacher quality *and* teacher diversity.

We want to include as many different MSI institutions and voices as possible, so we genuinely hope you will share your innovations and success with us. We are particularly, but not exclusively, interested in innovative and impactful work around the following areas:

- Culturally Relevant Pedagogy and Content
- University-School Partnerships
- Student Support Services
- Community Engagement and Service-Learning

- Rehearsal, Modeling, Video, Simulation, Reflection, and other Practice-based pedagogies
- New Technologies and On-line Learning
- Induction Support and On-going Professional Development Opportunities
- Outstanding faculty research efforts
- And other exemplars we have not listed here

All you have to do is click on: [Yes! Include My Institution!](#) and provide us with a contact person. BranchED's Director of Research and Evidence-based Practice, Dr. Alice Ginsberg, will follow-up for more information. You can also contact Dr. Ginsberg directly at: drginsberg@educatordiversity.org.

One last thing:

Please don't hesitate to contact me if you have any questions.
Respectfully,

Dr. Cassandra Herring
President and CEO

Want to Know More About BranchED?

BranchED is the only non-profit organization in the country dedicated to strengthening, growing, and amplifying the impact of educator preparation at Minority Serving Institutions, with the longer-range goals of both diversifying the teaching profession and intentionally addressing critical issues of educational equity for all students. The Branch Alliance for Educator Diversity (BranchED) has just celebrated it's one-year anniversary. To date, BranchED has engaged with 200+ faculty from over 70 minority serving institutions and was named [one of ten game-changing ideas in education](#) by EdWeek! Visit our website at www.educatordiversity.org.

<image005.jpg>

Cassandra P. Herring, Ph.D.

President and Chief Executive Officer
Branch Alliance for Educator Diversity (BranchED)
900 Chicon Street, Box #C-68
Evans Building, Room 101
Austin, Texas 78702-2795
Main Office: (800) 519-0249
Fax: (512) 686-3747
Website: www.educatordiversity.org