

**Diversity and Equity Initiatives Report  
2010-2011  
Pua Auyong-White**

Since 1995, the Diversity and Equity Initiative (DEI) grants have supported the University of Hawai`i strategic goal to "promote and sustain diversity within all its campuses." The University of Hawai`i Strategic Plan: Entering the University's Second Century 2002-2010," articulates the University Board of Regents' commitment to diversity by identifying diversity as one of twelve commitments and core values:

*" Diversity, fairness, and equity: Society is best served by ensuring that all populations are represented equitably throughout the University of Hawai`i system. Diverse perspectives contribute to the University's commitment to root out prejudice and injustice."*

Holding to this core value, the University of Hawai`i has recognized that diversity in higher education is a social justice issue that addresses dimensions of diversity through the inequities of class, culture, ethnicity, gender, race, age, disability, sexual orientation, national origin and religion. By asking our multi-campus `ohana, "What is diversity and how can it be inclusive as part of your teaching, research, and outreach efforts?" faculty, staff and departments have responded by creating initiatives with their colleagues, partnering with other UH campuses and community organizations to address diversity from a social justice perspective. The DEI grant program funds projects that seek to inform, teach, and be inclusive of those who are who are marginalized and lack access to education. This fund provides opportunities to intentionally study and appreciate diversity as a core value.

**Administration and Application process**

Coodination of applications and review process for Diversity and Equity Initiative applications from all UH system campuses is managed by the Mānoa Office of Student Equity Excellence and Diversity (SEED). Applications are from University of Hawai`i campuses, their faculty, staff, departments and programs. Application and guidelines are available through an online system at [www.hawaii .edu/diversity/dei](http://www.hawaii.edu/diversity/dei) The call for applications are at the beginning of the fall and spring

semesters. Each year \$100,000 is available for awards that range from \$500 up to \$5000.

### **Review and Award Process**

All applications are reviewed by a committee who convene in the fall and spring semesters to review the applications and designate the awards. The review committee members come from diverse backgrounds, disciplines and campuses. The following faculty and staff are members of the committee:

**Norman Arancon**  
Assistant Professor Horticulture, College of Agriculture, Forestry, and Natural Resources,  
UH Hilo

**Sandra Chang**  
Professor of Tropical Medicine and Medical Microbiology, John A. Burns School of Medicine  
UH Mānoa

**Josh Kaakua**  
Coordinator, College of Engineering,  
UH Mānoa

**Raymund Liongson**  
Assistant Professor, Philippine Studies, Arts and Humanities  
UH Leeward Community College

**Cammie Matsumoto**  
Coordinator, Professional Development Community Outreach,  
UH Kaua`i Community College

**Debra Nakama**  
Associate Professor, Business and Hospitality  
UH Maui College

**Richard Rath**  
Associate Professor, History  
UH Mānoa

**Garyn Tsuru  
Assistant Professor of Social Sciences/Psychology  
UH West O`ahu**

**Pua Auyong-White  
SEED DEI Coordinator  
UH Mānoa**

### **Selection Process**

**Packets of completed applications are sent out to all committee members to review. Members then meet at the UH Mānoa campus to discuss and finalize their selections and the amount to award. Awards are made early Fall and early Spring**

**Awards can be made for outreach and recruitment efforts, research, performance, cultural enrichment, travel for inter island conferences, conference fees, and student assistant support, and supplies. Fees to pay travel expenses and honorarium for speakers, artists and performers from the Mainland can also be funded through the Diversity and Equity Initiative. No funds are provided for food, leis, honorarium or overload for University of Hawai`i faculty or staff, equipment purchases or travel to continental United States.**

**Once committee members have made award decisions, awardees are contacted by phone and email within 24-48 hours of the decision. This is then followed up with a congratulatory memo sent to the awardee, their fiscal officer and department chair. Those not receiving awards are also contacted by phone and email within the 24-48 hour timeframe.**

### **Diversity and Equity Initiative Awards in 2010 and 2011**

**In the 2010 - 2011 initiatives, two hundred twenty nine (229) applications were received from throughout the University of Hawai`i campus system. There were 169 applications from Mānoa, 25 from the Community Colleges, 26 from Hilo and 9 from West O`ahu.**

**The majority of proposals submitted focused on dimensions of culture, ethnicity, race and national origin (137). There were 62 awards on**

women and sexual orientation and 13 on disability. Approximately 20 proposals included two or more dimensions of diversity.

Awards were made to one hundred fifty nine (159) initiatives based on several dimensions of diversity that included race, ethnicity, national origin, gender, sexual orientation, disabilities and culture. Many of the initiatives represented more than one or two dimensions. Fifteen per cent (15%) of the initiatives focused on Native Hawaiians, 5 percent on other Pacific Islanders, 7 percent Filipino, 3 percent on African American, Hispanic and Native American.

DEI funded projects for research, outreach, performance, speaker series, readings and trainings. Diversity awards were used for speaker honorarium, inter island travel, research assistance, and student assistance to coordinate a conference, print publications, develop curriculum materials and document presentations. A few samples of initiatives that speak to one or more dimensions are described below. A complete listing of 2010 and 2011 awards by dimensions are available for viewing on the DEI website.

**Dimension: Culture, race, ethnicity, national origin**

**“Mokaulele, Cultural Sustainability and Community Bridging”  
\$1000 award, UH Hilo  
Gail Makuakane-Lundin  
Kipuka Native Hawaiian Student Center**

**This initiative was directed towards staff training in matters of Native Hawaiian protocol which included chants, stories and in the preparation of ritual regalia and instruments. The intent was to develop proficient protocol training for faculty and staff at UH Hilo. Sixteen individuals were also sent by UH Hilo to share Native Hawaiian protocol with members of the Hopi, Navajo Nation, Taos, Santa Clara, Acoma and Zuni Pueblos in Arizona and New Mexico.**

**“Linmipaw and Amfusnun Digital Comic Book Production”  
\$3550 UH Mānoa  
Pia Arboleda  
Filipino and Philippine Literature Program**

**This research project developed materials in the form of a digital comic book based on stories from the Ifiallig, a distinct ethnic group from the Philippines. The stories describe traditions, cultural beliefs, settlement**

**and geneology. The initiative included featured voice narration in the Filipino language with English subtitles, music and realistic audio and sound effects. Two, twenty-minute graphic novels are in production through this initiative and have been previewed by one hundred twenty nine students.**

**"I Mua E Na Pokii Thesis Survival Skills Retreat"  
\$500 UH Mānoa  
Erin K. Wright  
Native Hawaiian Student Services**

**A retreat was held for students in Hawaiian Language, Hawaiian Studies, Tropical Plant and Soil Science. This retreat was open to both Hawaiian and non-Hawaiian students. A workshop on understanding the thesis process, preparing timelines and preparation for writing, as well as setting up mentors for the students was initiated. It is anticipated that this retreat will continue as a part of the Native Hawaiian Student Services.**

**"Ka Ho`opa`a Performance and Documentation of Nine Native Hawaiian Artists and Native Speakers"  
\$1500 UH Manoa  
Keawe Lopes  
Mele Institute of the Kawaihuelani Center for  
Hawaiian Language**

**Artists and Native Speakers gathered for a series of performance and workshops on Hawaiian language, music, and dance. Artists were recorded and the documentation of the performers now reside at Ka Waihona A Ke Aloha, the Mele Institute.**

**"Pamantasan Conference 2011"  
\$3500 UH Kaua`i Community College  
Ramona Kincaid  
University of Hawai`i Pamantasan**

**Over one hundred participants attended the annual Pamantasan conference which was hosted on Kaua`i. Filipino high school and college students attended the workshops to focus on student issues in a college environment which included academic challenges, financial aid and preparing for a career. Many of the workshops were presented by Filipino students, faculty and members of the community. This networking conference has proven to increase retention and assist students to achieve their academic goals. The diversity initiative**

provided for interisland travel for students from neighbor islands to attend the conference.

**"Winter Institute for Black Studies"**

**\$500, UH Mānoa**

**African American Diversity Cultural Center Hawai`i and Dept. of Ethnic Studies**

Two hundred participants attended the the 4<sup>th</sup> Biennial Winter Institute for Black Studies featuring film screening of the documentary "Mountains that take wing: Angela Davis and Yuri Kochiyama" with guest filmmakers participating in panel and a workshop. Documentary looked at civil rights struggles in a range of social and historical contexts through two activists Davis and Kochiyama. Plans for the 2013 Biennial are pending financial support and faculty commitment to organizing the event.

**"Asia Pacific Economic Cooperation: APEC Night 2011"**

**\$700 UH Mānoa**

**Travel Industry Management School, Economics Department, Associated Students of University of Hawai`i**

Over 300 participants attended an event to inform students and community about APEC and its impact on culture, economies and food policy from 21 APEC member economies. One hundred students presented project boards at this event on APEC economies.

**"Journey from the Mountains to the Sea: Malama ke Ahupua`a"**

**\$3850 UH Mānoa**

**Curriculum Studies Dept, UH GEARUP Program, Pacific American Foundation, National Oceanic and Atmospheric Administration**

Thirty students from underserved areas in Kalihi representing Filipino, Samoan, Hawaiian, Puertorican, Hispanic, Vietnamese and Tokulean backgrounds participated in an indoor and outdoor scientific and cultural studies program. The curriculum for the program fostered student reflection, exploration of their own ethno-cultural identities and developed a synergy with Native Hawaiian traditional knowledge through culture, science and environmental studies.

**Dimension: Gender and Sexual Orientation**

**"Celebrating 40 years of the Patsy T. Mink Act"**

**\$1000 UH Mānoa**

**UH Commission on the Status of Women, UH Mānoa Women's Center,  
William S. Richardson School of Law**

**Six hundred students and faculty members attended a series of workshops on Title IX to discuss and learn about Patsy T. Mink's impact on gender equity in athletics. A lively discussion and a higher level of awareness on gender equity issues were a result of these workshops. Athletics would like to continue the effort to maintain Mink's legacy and the Title IX ruling.**

**"Stripped and Teased with Kimberly Dark"**

**\$750.00 UH Hilo**

**James Mellon**

**Women's Center**

**Speaker Kimberly Dark addressed and challenged students to rethink gender roles, gender identity and sexuality through poetry and readings as a way of looking at diversity.**

**"Understanding LGBTI Diversity"**

**\$1000 UH West O`ahu**

**Jeanne Marie Iorio**

**This project focused on LGBTI adults and their early childhood experiences in school, shared through narrative, and the development of a documentary. These stories were shared with teachers and discussed in terms of teaching and learning practices. A documentary is being produced and will be used for teachers in early childhood education.**

**"Broadening Research Exposure for Math Undergraduates"**

**\$1420 UH Hilo**

**Brian Wissman**

**Natural Science Division**

**Four undergraduate women from UH Hilo were given the opportunity to attend the American Mathematical Society, Western Conference Meeting at UH Mānoa. The intention of the UH Hilo Math department was to allow these students to be exposed to the different kinds of research in math and to meet with others in the math field. All four**

**students mentioned the disproportionate number of men to women at the conference. After the conference, two of the participants continue to give undergraduate research talks at UH Hilo on their work with mathematics professors, and have been accepted for graduate research at UH Hilo and on the mainland, and one is admitted into a Ph.D program in mathematics in the fall.**

**“Rainbow Rising: Community, Solidarity and Scholarship on Gender Identity and Sexualities in Asian and Oceanic Law Policy”**

**\$2500 UH Mānoa**

**William S. Richardson School of Law, the Asian-Pacific Law and Policy Journal, Pacific-Asian Legal Studies Organization and Lambda Law Student Association**

**This forum event was attended by 90 community activists, scholars and politicians who came together to share and advance thinking on lesbian, gay, bisexual and transgender issues in the study and practice of law. Participants came from the United States, Asian and Oceania. Papers from participating panelists may be featured in an upcoming special issue of the Asian-Pacific Law and Policy Journal.**

**“Introduce a Girl to Engineering Day (IGED) Events”**

**\$1500 UH Mānoa**

**Olga Boric-Lubecke**

**College of Engineering**

**This event drew 94 middle school aged girls from O`ahu to the UH Mānoa College of Engineering. Most of the students were from ethnic backgrounds that are recognized as underrepresented in the STEM fields. In a survey administered to participants after the event, 118 students said that the event changed their perspective of the engineering field and 142 students indicated that they would recommend this event to students at their school if the event happens again.**

**“Disability Culture Across Cultures”**

**\$750 UH Mānoa**

**Steven Brown**

**Center on Disability Studies**

**International perspectives on disabilities was presented at a series of workshops and forum. Cultural perspectives of disability was explored by more than 120 participants.**