

**University of Maine Diversity Leadership Institute (UMDLI)**  
**Annual Report**  
**Covering the Period from July 1, 2004 through June 30, 2005**

**Long-Term (5-Year) Vision**

The vision for the UMDLI is to continue and build on the momentum of the successful first year of the Institute. By the summer of 2009, 30 plus UMaine employees will be Institute members or active ALUMS of the Institute. Due to the grass-roots nature of the Institute, these individuals will positively impact the University, their families, and their communities as a result of the life-altering experiences afforded them through their membership in the Institute and their commitment to diversity work.

**Highlight(s) of the Year (July 2004 through June 2005.)**

There were numerous valuable experiences during the year from the travel to the National Conference on Race and Ethnicity (NCORE) by Institute participants (2004 in Miami—Devon Storman, Cindy Thomas, Fran Sulinski, Susan Russell, Bill Murphy, Shezwae Fleming/2005 in NYC—Angel Loredo, Tammy Light, José Cordero, Christine Finemore, Carl Mitchell, Frank Wertheim, MaryBeth Willett) to the year's culmination with the Transition Dinner in May. (See attached UMDLI Programming 2004-2005.) The highlight of the year, however, was the April visit to UMaine of diversity activist Tim Wise. He delivered his message on white privilege and racism to the campus community and spent a half-day with Institute members.

**Personnel Section (adapted to UMDLI membership)**

**1. Membership on June 30, 2005 listed by name and title.**

Devon Storman, Coordinator, Assistant to the Dean, Division of Lifelong Learning (Active ALUM)  
Maureen Smith, Director, Native Studies Program and Associate Professor of History (Active ALUM)  
Angel Loredo, Associate Dean for Students (Active ALUM)  
Catherine Johnson, Onward Program Counselor (Active ALUM)  
Susan Pinette, Director, Franco-American Studies Program and Assistant Professor of Modern Languages (Active ALUM)  
Francine Sulinski, Operations Administrator, Cooperative Extension  
William Murphy, Interim Director, Bureau of Labor Education  
Cindy Thomas, Student Academic Services Coordinator, Continuing Education  
Susan Russell, Administrative & Fiscal Manager, Center for Community Inclusion  
Tammy Light, Interim Director, Student Records  
José Cordero, Interim Director of Multicultural Programs & the ALANA Center  
Christine Finemore, Program Aide, Cooperative Extension (Aroostook County)  
Frank Wertheim, Extension Educator, Associate Extension Professor, Cooperative Extension (York County)  
Carl Mitchell, Human Resources Specialist, Human Resources  
MaryBeth Willett, Assistant Tutor Coordinator, Onward Program

2. **Members appointed between July 1, 2004 and June 30, 2005 (membership began in May 2005).**  
 Tammy Light  
 José Cordero  
 Christine Finemore  
 Frank Wertheim  
 MaryBeth Willett  
 Carl Mitchell
  
3. **Resignations between July 1, 2004 and June 30, 2005 listed by name and title.**  
 Shezwae Fleming, Director of Multicultural Programs & the ALANA Center  
 (resigned from UMaine in June, 2005)
  
4. **Retirements between July 1, 2004 and June 30, 2005 listed by name and title.**  
 None
  
5. **Awards, degrees received, etc. between July 1, 2004 and June 30, 2005.**  
 The following individuals moved into UMDLI Active ALUM status in  
 May 2005:  
 Maureen Smith  
 Angel Loredó  
 Catherine Johnson  
 Susan Pinette  
 Devon Storman
  
6. **Memberships on committees and offices held (sample memberships of particular relevance to UMDLI).**  
**Search Committees:**  
 Director of Research and Sponsored Programs – Susan Russell  
 Equal Opportunity/Diversity Coordinator – Devon Storman  
 Network/Server Manager – Fran Sulinski  
 Associate Director Human Resources – Fran Sulinski  
 Marketing Leader – Fran Sulinski  
 Telecounselor Coordinator – Tammy Light  
 Assistant Director of Admission – Tammy Light  
 Counselor at Hutchinson Center – Tammy Light  
 Equal Opportunity/Diversity Coordinator – José Cordero  
 Associate Director Hutchinson Center – Devon Storman  
 Director of Admissions – José Cordero  
 Assistant Director of Admissions – José Cordero  
**Other UMaine Committees:**  
 University/Community Diversity Committee – José Cordero  
 Professional Employees Advisory Council – Devon Storman  
 Athletic Compliance Committee – Tammy Light  
 NCAA Self Study Committee – Tammy Light

Academic Policy Planning & Implementation Committee – Tammy Light  
Interpersonal Violence in the Workplace Policy Committee – Carl Mitchell  
Academic Standing Committee – Tammy Light  
Continuing Education Marketing Committee – Cindy Thomas  
Student Conduct Committee – Cindy Thomas  
Enrollment Management Committee – Tammy Light

**7. Other recognitions/activities.**

**Programmatic Initiatives Implemented between July 1, 2004 and June 30, 2004**

**1. New programs or Grants submitted and/or awarded.**

The UMDLI was funded for 2004-2005 through a \$10,000 grant from the University's Diversity funds. Cooperative Extension collaborated with the DLL and contributed its \$3,000 Diversity fund grant. A request was made to Equal Opportunity and Diversity (EO&D) to continue Diversity funding. Susan Nichols, Director of EO&D, committed \$10,000 for FY06 contingent on the Diversity budget remaining the same in FY06. UMDLI applied to the Cultural Affairs Committee/Distinguished Lecture Series and received \$2,000 in support of the Tim Wise visit. Equal Opportunity & Diversity contributed \$500 toward the visit and the DLL contributed \$2,315.

**2. Scholarly presentations both written and oral.**

A discussion of UMDLI and NCORE took place at the September 22, 2004 DLL Gathering/Peace Studies Diversity Breakfast Series.

**3. Special recruitment initiatives.**

Two member recruitment meetings were held in January 2005. The meetings were promoted with an invitational flyer mailed to all UMaine employees and through FirstClass postings. Seventeen people attended the January 14 meeting and five attended the January 18 meeting. Seven people applied for UMDLI membership. The selection committee, composed of Barb Blazej, Jerry Ellis, Susan Russell, Fran Sulinski, and Devon Storman, recommended five names to Dean Robert White who endorsed the recommendation. The remaining two were assigned alternate status and one of the two became an active member when Shezwae Fleming resigned her University position.

**4. Diversity initiatives.**

The major diversity initiative of the Institute for 2004-2005 was the selection of Tim Wise as a campus speaker and the orchestration of his visit. With the assistance of the Cultural Affairs Committee and a contribution from Equal Opportunity and Diversity, the UMDLI and the Division of Lifelong Learning were able to support the visit to campus of anti-racism activist, speaker and author Tim Wise. On April 21 Tim Wise spent the morning in a workshop for UMDLI members, had lunch with the Dean of the Division of Lifelong Learning and the Director of Equal Opportunity and Diversity, and from 1:30

to 3:30 held a “Conversation for Administrators (attended by approximately 25 people). His visit culminated with an evening lecture attended by approximately 150 people with representatives from faculty, administrators, community members, and the student body. The reaction of the attendees was infectious and the sales of his book following his lecture would indicate a desire to learn more about what he has to say. Follow-up comments have been very positive including indications that his book will be assigned reading next year in some courses. The evening lecture was taped and is available for classroom use.

Another campus visit shared with people outside of the Institute was the March 27 one-woman play, *White Lies: One Woman’s Quest for Release from the Enchantment of Whiteness*. Anne Sibley O’Brien performed her play for members of the Division of Lifelong Learning, Cooperative Extension, and the UMDLI. An opportunity for reflection followed the performance. She spent the following morning working more extensively on privilege issues with the UMDLI members.

Reading List:

Johnson, Allan G., Privilege, Power, and Difference, McGraw-Hill Higher Education, 2001.

Chappell, David W. (Editor), Buddhist Peace Work: Creating Cultures of Peace, Wisdom Publications, 1999.

Wise, Tim, White Like Me: Reflections on Race from a Privileged Son, Soft Skull Press, 2005.

- 5. Number of individuals served by unit from July 1, 2004 to June 30, 2005.**  
In addition to the 16 UMDLI members (10 original and 6 new) and the additional six Planning Committee members, it is estimated that 200 plus individuals benefited directly from 2004-2005 UMDLI programming. It is unclear the number benefiting indirectly. Members bring his or her circle to each Institute gathering and the circle leaves with them. The Institute is changing lives and the participants of the Institute are using the power of knowledge to make sure that they are not the sole beneficiaries. Just as stones dropped in water create overlapping concentric circles changing the pattern of the water, so do Institute members change the campus culture. The resulting ripples impact search committees, task forces, departmental meetings, and face-to-face encounters.

### **Anticipated challenges for the upcoming academic year.**

- 1.** Create programming and opportunities that maintain the positive momentum obtained in the first year of the Institute.
- 2.** Develop a plan for active ALUMS that stimulates a desire for continued interest in the work of the Institute. A first step was to appoint all active ALUMS to the Planning Committee.

3. Connect with UMaine administrators to promote and educate.

**Anticipated initiatives for the upcoming academic year.**

1. Identify and promote an invited diversity speaker.
2. Initiate a recruitment process for new members for 2006-2007.
3. Develop a UMDLI website.
4. Develop promotion opportunities for the UMDLI.
5. Work with the Planning Committee to identify and develop roles for the active ALUMS.

A heart-felt thank you to the 2004-2005 Planning Committee Members for their courageous, thoughtful, and ground-breaking work:

Jerry Ellis  
Fran Sulinski  
Sharon Barker  
Angel Loredo

Barbara Blazej  
Barbara Smith  
Phyl Brazee  
Susan Nichols

Devon Storman  
Catherine Johnson

Attachments: Mission & Goals Statement  
UMDLI Programming List for 2004-2005  
Diversity Reflections

Submitted by: Devon Storman, August 2005