



**Dean's Annual Report: Diversity Section  
2016-2017 Academic Year**

## **Diversity**

Under the leadership of Dr. Tam Nguyen the Diversity Advisory Board has been very active this year (For further information please see Diversity Advisory Board Annual Report). Most notably **Tracey West JD**, served as a consultant and administered the Intercultural Development Inventory (IDI) to all faculty and staff to determine a baseline for where we are in terms of inclusivity and cultural awareness as a CSON community. There are five levels of intercultural development along the continuum of intercultural adaptation (denial, polarization, minimization, acceptance and adaptation). CSON in the aggregate was at the minimization stage. This indicates that faculty and staff are aware that there is a need for cultural awareness and that people wish to become more culturally aware but that rather than solve potential problems through communication or exploration we often feel uncomfortable and so “minimize” the problem. We are currently more peace makers than change agents and so hence the minimization categorization. This year we have had workshops to help us move to cultural acceptance and adaptation and have also worked on strategies to improve the CSON climate in terms of inclusivity. We will continue to work on recruitment, retention issues of faculty, staff, and students while continuing to provide support for development of all members of the community to increase cultural awareness.