GERSCAN’s Contributions to Equity, Diversity, Inclusion AY17-18

Department German and Scandinavian
Conversations among faculty, students, staff and diverse guests contribute to a strong sense of inclusion. We are eager to foster an atmosphere that encourages the expression of different perspectives, ideas and experiences.

1. Faculty:
Diversity of Faculty: Our Faculty consists of eight full time TTF, one TRP Faculty, two full time Career NTTF, and three NTTF who teach part time. We have a strong representation of women (42.86%), and an equal number of American born faculty members and Europeans (German and French). About a third of us identify as Jewish, Latinx, gay or genderqueer. Our faculty represents a diversity of experiences, points of view, and voices. Our faculty research and teaching agendas include gender and sexuality studies, orientalism, post-colonialism, contemporary African philosophy, de-colonial studies, Turkish German writers and filmmakers, etc. and testify to our deep engagement with questions of equity, diversity, and inclusion.
Staff serve on search committees, where equity, diversity, and inclusion are high priority. Other UO committees promoting diversity include:

Susan Anderson: UO Language Council. College of Arts and Sciences Languages Coordinator (Winter/Spring 2018)
Sonja Boos: Committee on Sex- and Gender-based Violence
Ken Calhoon: COLT committee on Diversity and Inclusion
Gantt Gurley: Core Faculty Folklore, Directorship of Judaic Studies, Fall 2017 ff.
Jeffrey Librett: Executive Committee of Judaic Studies
Dorothee Ostmeier: Core Faculty Folklore, Teaching Academy UO, UO Language Council, Working Group on Active Teaching and Learning.
Michael Stern: in collaboration with colleagues from RL, CINE, and PHIL, is entering into discussions with CAS about instituting a Decolonial Studies Cluster that will include both undergraduate and graduate curricular components.
Matthias Vogel: supports Global Scholars Hall network

2. Hiring:
We recently hired Benjamin Mier-Cruz who will teach courses on gender, sexual, and ethnic diversity and where these issues intersect with Scandinavian literature.

3. Organizational Reform
We will add the discussion of Diversity, Equity and Inclusion issues to our regular faculty meetings starting Fall 2017. Since diversity is at the core of teaching foreign languages and culture on the graduate and undergraduate levels, all of our curriculum design is devoted to further the UO’s commitment to these issues.
We have widened our Social Media Network by updating regularly our UO website, Facebook page, Instagram, and Twitter feeds. We regularly produce a newsletter.

4. Professional Development and Training:
Staff have been introduced to implicit bias and will participate in training and conversations as they become available on campus. Conversations about diversity, inclusion, equity, and bias are part of our regular faculty meetings and curriculum design. We encourage staff to seek professional development opportunities and training.

5. Graduate Programs:
We have made very strong efforts to upgrade our identification and recruitment of underrepresented candidates for our PhD program. We extended advertising to new venues in Africa. We consulted regularly with the office of Equity and Inclusion, OIA, African Studies and the Graduate School throughout this 2 year-process. We were finally successful in recruiting and accepting an applicant from Nigeria as GE and PHD candidate and our director of Graduate Studies worked tirelessly on accommodating his move to the US. Unfortunately, he had to withdraw from our program in the last minute because of insufficient funds and support. We have successfully recruited one candidate with diverse background using UO resources (notably Promising Scholars funding).

6. Undergraduate Programs:
Diversity issues are a focus in all of our language and culture courses, for example, GER 221, 222, 223, 251, 252, 340, 351, 354 and SCAN 251, 317, 325, 341, SCAN 315, 316, 341, 353, 354.

--In addition to our departmental offerings, since 2010 Stern has regularly taught a course, Humanities 300, “The Closest of Strangers.” This class covers European views on Africa, African views on Europe, and ends with a look at race relations in the United States. This winter term, Stern will teach a HUM seminar at the 400 level on the subject of “Decolonial Poetics.” The material will be largely Caribbean and African.
--We have continued offering Online summer courses to a larger diverse audience and have re-designed GER 101 as a hybrid course in Fall 2017.
--We actively engage in promoting study abroad programs.

7. Public Programming
a. We are deeply committed to present our research and to discuss it with UO and US colleagues, students in other fields, and with the larger Eugene public. In the last year we have organized the following major events (selection):
--Summer 2016: We hosted representatives from the German Embassy to discuss research possibilities in Germany with CAS faculty
--Fall 2016: Campus Weeks: “Jews in Germany Today.”
--Fall 2016: interdisciplinary lecture and exhibition on Color Theory in collaboration with Architecture, OHC, Art History, European Studies, UO library.
--Fall 2016: Together with the German Embassy we hosted Campus Weeks with Jewish-German author Esther Dischereit visiting campus and giving a lecture to undergraduate students.

8. Regular Outreach to Diverse Audiences
--GERSCAN runs every summer its own popular SAIL program.
--Every year we run appr. 3 to 4 FIGS. Our FIG instructors contribute to the UO efforts to retain at-risk students.
Faculty regularly participates in Speak out events, lectures for visiting parents and incoming students, language tables and other promotional events organized by the language council, OIA, etc.

For more than 10 years we have run our major outreach program to public schools: “Fun with German” and have trained advanced undergraduates to teach German to school children with diverse backgrounds from Grade 1 through 4. School classes typically include children with special needs.

The German Studies Committee continues publishing our online Journal “Konturen.” For recent issues see: http://journals.oregondigital.org/index.php/konturen/issue/view/476

--Fall 2017: The Fika-Klubb is a student-run organization that provides opportunities for students and the community to practice Swedish. Fika-Klubb meets weekly and additionally offers cultural activities, like viewing Nordic films, playing games, and celebrating Nordic holidays and traditions.

The Department is dedicated to encouraging students to study abroad in German-speaking countries and Scandinavia. Students are especially encouraged to study in programs that offer full immersion into the German, Swedish, Danish, or Norwegian-speaking world.