



DIVERSITY

Building an Inclusive Community

Rochester leaders commit to creating an inclusive campus during the first University-wide conference on diversity.

By Kathleen McGarvey

How does an organization as big as the University—with roughly 20,000 employees—focus on an institutional goal like diversity? The first step is to begin a conversation—and make a commitment to continuing the conversation over time.

That was the goal of the first University-wide conference on diversity, held this spring in what organizers expect will be an annual gathering to talk about issues surrounding inclusiveness.

“You can’t get anywhere unless every-

one’s rowing in the same direction,” noted Cathy Jones Minehan ’68, a University trustee, a former president of the Federal Reserve Bank of Boston, and a panelist for the day-long Diversity Conference: Building a Stronger Community.

Minehan joined an eight-person panel of trustees, top administrators, and guests from Xerox, Bausch & Lomb, Kodak, and the City of Rochester who discussed the importance of diversity as an institutional goal during an afternoon session. The gathering, held on the River Campus, also included three concurrent morning sessions centered on

faculty recruitment and retention, community outreach, and organizational change.

Sponsored by the Office of Faculty Development and Diversity, the conference was designed as a learning opportunity and as “a step on a road forward, not an end in itself,” President Joel Seligman said.

He said diversity is a core University value that’s essential to attracting the finest faculty, students, and staff. “Our ultimate goal is to create as welcoming, diverse, and inclusive an environment on this campus as we can.”

Panelists noted that the University faces challenges in focusing its talents when it comes to initiatives such as diversity.

Thomas Richards, also a trustee and the corporate counsel for the City of Rochester,

LITERARY TRANSLATION

And the International Winner Is...

A novel originally written in Hebrew and a collection by a Russian poet are the winners of the 2010 Best Translated Book Awards, sponsored by Three Percent, the online arm of Open Letter, the University's literary translation press. The prizes are the only awards of their kind to honor the best original works of international literature and poetry published in the United States in the past year.

FICTION



Winner

- *The Confessions of Noa Weber* by Gail Hareven, translated from the Hebrew by Dalya Bilu (Melville House Press)

Finalists

- *Ghosts* by César Aira, translated from the Spanish by Chris Andrews (New Directions)
- *The Twin* by Gerbrand Bakker, translated from the Dutch by David Colmer (Archipelago)
- *Anonymous Celebrity* by Ignácio de Loyola Brandão, translated from the Portuguese by Nelson Vieira (Dalkey Archive)
- *Wonder* by Hugo Claus, translated from the Dutch by Michael Henry Heim (Archipelago)
- *The Weather Fifteen Years Ago* by Wolf Haas, translated from the German by Stephanie Gilardi and Thomas S. Hansen (Ariadne Press)
- *The Discoverer* by Jan Kjaerstad, translated from the Norwegian by Barbara Haveland (Open Letter)
- *Memories of the Future* by Sigizmund Krzhizhanovsky, translated from the Russian by Joanne Turnbull (New York Review Books)
- *Rex* by José Manuel Prieto, translated from the Spanish by Esther Allen (Grove)
- *The Tanners* by Robert Walser, translated from the German by Susan Bernofsky (New Directions)

POETRY



Winner


- *The Russian Version* by Elena Fanailova, translated from the Russian by Genya Turovskaya and Stephanie Sandler (Ugly Duckling Presse)

Finalists

- *Selections* by Nicole Brossard, translated from the French by Guy Bennett, David Dea, Barbara Godard, Pierre Joris, Robert Majzels, Erin Moure, Jennifer Moxley, Lucille Nelson, Larry Shouldice, Fred Wah, Lisa Weil, and Anne-Marie Wheeler (University of California)
- *The Brittle Age and Returning Upland* by René Char, translated from the French by Gustaf Sobin (Counterpath)
- *If I Were Another* by Mahmoud Darwish, translated from the Arabic by Fady Joudah (Farrar, Straus, Giroux)
- *Killing Kanoko* by Hiromi Ito, translated from the Japanese by Jeffrey Angles (Action Books)
- *KB: The Suspect* by Marcelijus Martinaitis, translated from the Lithuanian by Laima Vince (White Pine)
- *Scale and Stairs* by Heeduk Ra, translated from the Korean by Woo-Chung Kim and Christopher Merrill (White Pine)
- *Dark Things* by Novica Tadić, translated from the Serbian by Charles Simic (BOA Editions)
- *Lightwall* by Liliana Ursu, translated from the Romanian by Sean Cotter (Zephyr Press)
- *In Such Hard Times* by Wei Ying-Wu, translated from the Chinese by Red Pine (Copper Canyon)

cautioned that, by their nature, universities are designed to achieve only a certain level of coordination.

Provost Ralph Kuncel acknowledged the University's tradition of decentralization, noting that it can result in "fragmented anecdotes rather than a coherent story."

The conference, he said, was created to foster such communication. 

▲ **COMMUNITY CONVERSATION:** Ernest Hicks of Xerox Corp. answers a question during the first University-wide conference on diversity. Joining Hicks for a panel discussion were (from left) life trustee Jerry Gardner '58, '65 (Mas), Augustine Melendez of Eastman Kodak Co., trustee Carl Williams '75S (MBA), trustee Thomas Richards of the City of Rochester, trustee Cathy Jones Minehan '68, President Joel Seligman, trustee G. Robert Witmer '58, and trustee Francis Price '74, '75S (MBA).