Overview

- Diversity Defined
- The Role of Identity
- Action Steps
- Resources
- Q & A
About Me…

Why Does this Conversation Matter?

- Retention & Student Success
- Expanding Students' [and our] Worldview
- Enhanced Learning and Engagement
- Connect Theoretical with the Practical
- Success Post-Graduation and the World of Work
Framing Diversity

What is…

Diversity

“psychological, physical, and social differences that occur among any and all individuals, such as race, ethnicity, nationality, religion, economic class, age, gender [and gender expression], sexual orientation, mental and physical ability, and learning styles.”

Achugbue, 2003, p. 11
What is...

Multiculturalism

“a practice that promotes the peaceful coexistence of multiple races, ethnicities, and cultures in a given society, celebrating and sustaining language diversity, religious diversity, and social equity.”

Achugbue, 2003, p. 7

What is...

Multicultural Competence

“the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways.”

Pope, Reynolds & Mueller, 2003, p. 13
Knowledge, Awareness and Skills

Knowledge
Awareness
Skills

Values, Attitudes, and Assumptions
Content about various cultural groups
Synthesis and Application

The Role of Social Identities

SOCIO-ECONOMIC STATUS
ABILITY

VALUES
GENDER
SEXUAL ORIENTATION
 ETHNICITY

ATTITUDES
GENDER EXPRESSION
RACE
NATIONAL ORIGIN

WHAT MAKES YOU... YOU?
FIRST LANGUAGE
AGE
ASSUMPTIONS

8/18/2015
What Can You Do?

- Explore the role of identity, stories and experience
- Heightening awareness of the role of microaggressions
- Familiarize yourself with the campus demographics
- Become knowledgeable of cultural celebrations, meaning making structures and the role of identity development
- Connect to resources on campus
- Use current events as opportunities for conversation

Helpful Resources
So What?

Shea Kidd Houze, Ph.D.

shea.houze@usm.edu

@sheahouze