• Number of non-Hispanic Black and White students entering college is going down

• Number of Asian, Island Pacific, Hispanic, and Natives entering college is increasing

• 1st generation college students will not enter college because it may have never been talked about or have no guidance as to how to prepare

Student Diversity Leadership Conference

North Park University Chicago, 2013
• Create Success for campus
  • Mentor
  • Start in High school
  • Students should feel connected to campus
  • Education is a privilege

• Promoting Diversity:
  • Love-Not Tolerate
  • Live with beliefs of our ancestors
  • Up to our generation to reshape beliefs

• African Dancing
  • The dancing was really super cool
  • To really participate you had to let down your walls – Genuine participation.
Reverend Kanyere Eaton

The Key Note Speaker, a Pastor from the Bronx New York gave an inspiring speech

“Our ancestors at sour grapes”… “We have edgy teeth”

We learn from our mothers and fathers, who learned from their parents, who learned from their parents and so on.

Negative thoughts and beliefs such as racism, are instilled in us through the language we hear from our family and the actions we see them take towards others

Pastor Eaton: “It’s our job to lead, We are privileged”

Referring to those attending the conference, We are here to learn, and we can make a difference in the world.

Important things to remember

Celebrating and embracing our differences instead of ignoring or tolerating them.

We need to keep a positive and hopeful attitude while fighting for change.
1st breakout session
Diversity from Within: Discovering the Hidden Gift of TCKs

- TCK stands for Third Culture Kid
- A type of “hidden” diversity where a person is legally or racially from one culture, yet is raised as part of another
- Have a very unique experience which gives them a unique ability to empathize with different marginalized groups
- Can bridge the gap between groups of people to help us understand each other
- Face challenges because they don’t fit into any established cultural “boxes”
  - Can create a sense of alienation and not belonging anywhere
I Don’t Care Where You Come From

- Dealt with the issue of ignorance of racial diversity that was a backlash from racial tension.

- We are all different, and that’s okay. We’re human, and we are necessarily different.

- Had a section at the end dedicated to spotlighting stereotypes.
This session served to make people more aware of:
- How people from different situations and cultures feel
- The feeling of being foreign
  - Some feelings people may feel
    - Anxiety
    - Frustration
    - Paranoia
    - Submission
- Often times people will not openly share their discomfort.

It is important that we be open to how people of different backgrounds feel when experiencing our culture.

Purpose?
- Sensitive to other’s situations
- Unwarranted assumptions
Diversity: A Matter of Perspective - Marvin Worthy

- Diversity, multiple definitions:
  - Like a soup – everything blended together
  - Like a salad – Harder to eat, but unique flavors of every ingredient.

- Diversity is often approached like soup, but that ignores the characteristics of each person, while remaining slightly more palatable.

- Treating diversity more like salad is better. While inconsistent throughout, each bite different beautiful flavors.

- This requires interacting with cultures you aren’t yet comfortable with but is healthier.
Walking in Expectation, not Disappointment

- Challenge: Once this information has been absorbed what will you do with it?

- “If you want things to change, be willing to change”

- Expect things to happen, don’t hope things will happen
  - Expecting is active, hoping is letting things be

- When you expect good things, good things do happen. Bad things happen, but good can come from it.
2nd breakout session
When Helping Hurts Diversity: Moving from Nominal Empowerment to Mutual Value Change

- We talked about why marginalized groups should be in charge of their own movements.
- Outsiders helping a group need to build up trust by opening themselves up.
- If you’re coming to help me You’re wasting your time, but if you’re coming because your liberation is bound up in mine than we can work together.
Lessons About Strategies for Engaging in Dialogue About Diversity

- Primarily dealt with the complexities of being a minority group in a college setting.
- Felt like an advertisement for another university instead of a legitimate presentation.
- Used specific incidents of minority issues in their college to illustrate racial ignorance.
- Showed the importance of going beyond tolerance and into outreach.
Secret Sauce: Healthy Diversity on Campus
Chad Brennan

- Is color blindness a positive system?
  - Diversity is more than color
  - Instead of overlooking differences-Accept/Embrace differences

- Look for ways to bring others in

- Go Beyond Tolerance
The Multicultural Advantage: Applying Your Diversity to Your Future Career

- Focused on:
  - The new global market
    - Being aware of and open to other cultures will benefit you in your career
    - Cultural competency is an asset to global employers
  - How to be multicultural
    - Study the traditions of others
    - Attend cultural events
    - Study and appreciate the history of other groups
Minority Females and Self Esteem

- Rosenberg self esteem test:
  - [http://personality-testing.info/tests/RSE.php](http://personality-testing.info/tests/RSE.php)
  - This is a test commonly used to identify how you score in relation to others near your age on self esteem

- Perfectionism – a strong need for achievement
  - Self critical perfectionism is strongly related to low reports of self esteem.
  - Developed in environments where self esteem is contingent on performance, such as in a college environment

- Stress, Sense of Belonging, Body Image
  - All of which are related to low self esteem
  - [http://www.ted.com/talks/cameron_russell_looks_aren_t_everything_believe_me_i_m_a_model.html](http://www.ted.com/talks/cameron_russell_looks_aren_t_everything_believe_me_i_m_a_model.html)

Healthy ways to boost self esteem:
- Be present in the moment
- Acknowledge how you feel
- Recognize strengths and limitations
- Committed action and willingness to move forward
- Effective mentoring
- Positive self talk

Make I am statements:
I am creative…(expand!)
- in the way I choose to learn and experience biology
3rd breakout session
Yeah, You Know Me!

- Only session in the conference about GSM issues
- *Everyone has a Sexual Orientation*
- Focused almost exclusively on just gay

- One thing I'd really love to see would be a workshop on intersectionality
  - Like, fighting racism in the GSM community and homo/transphobia in different ethnic and racial communities
  - I feel like you could spend an entire weekend on that and everyone would benefit
  - We should have our own conference

- LBGT Students don't feel safe on campus
  - Made people aware that LGBT people face hardships in
    - Personal lives
      - Family
      - Friends
    - Professional lives
      - Workplace discrimination
      - Loosing a job
    - Depression anxiety
      - 3-5 times more likely to commit suicide

- Weight of the universe is in our words
The Picasso Experiment

- We played a game.
  - Each team had three groups:
    - A large group who had the resources but couldn’t see anything.
    - A medium group who had to act as an intermediary between groups.
    - A small group who couldn’t speak, but had an abstract picture of the plans.
  
- The game was a metaphor for any hierarchical group.
Let's make a deal: Discovering your relational style for effective leadership

- There are 3 types of People Givers, Matchers and Takers
  - Giver-driven by relationships - will give time and often in a college/learning environment they will struggle in the beginning due to their focus on helping others. In the long run they are gaining much needed relationships and tend to be more successful.
  - Matchers are people who will give but will expect something in return, such as I will help you with Biology homework now if you help me with my math homework later on.
  - Takers – driven by wealth - often do very well in the beginning of their college/working career because they are out for themselves. When they can take advantage of a situation they do. However in the long run they burn a bunch of bridges with people and are often less respected in the workplace. Can do well in life but often can’t stay in one place to long. Switching careers every few years is common in order to not make to many people upset with them.