Society of Hispanic Professional Engineers
Sean Aicher
Alice Contreras
Gabriela Shirkey

5th Annual Diversity Leadership Conference
North Park University – Chicago, IL
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In this session Dr. Eva Serrano spoke about how the changing Hispanic population will bring about subsequent changes in education

- **Cultural Capital**
  - Applies an economic metaphor on the learning gained in the home & outside of the home

- **Epistemological Reflection Model**
  - **Absolute Learning**
    - Obtaining Knowledge from an instructor
  - **Transitional Learning**
    - Begins to Understand the Knowledge
  - **Independent Learning**
    - Learner takes ownership of their own education
  - **Contextual Learning**
    - Active learning; reading material and taking notes
Diverse Perspectives Lead to Success – Are You Headed That Way?

- This session explored in importance of social media in the way we conduct ourselves and how it can be utilized in a business environment
- Ingrid Hart used several acronyms to demonstrate steps to achieve your goals
  - **C.R.A.V.E.**
    - Champion a cause
    - Be Responsible
    - Accountable & Accessible
    - Let Vision match Vocation
    - Execute with Excellence
  - **B.A.M**
    - Building Blocks
    - Attitude
    - Mind Set
  - **K.N.E.E.D**
    - Knowledge & Knowing
    - Notion & Network
    - Education & Elevation
    - Evaluation & then Expansion
    - Determination
  - **C.D.**
    - Can Do Attitude
Leading with P.U.R.P.O.S.E.: Passion, Urgency, Responsibility, Preparation, Opportunity, Service, Effectiveness

This session taught students to utilize the following seven elements of leadership to achieve success

- **P – Passion**
  - You have to invest yourself in what you are doing; you have to connect with what you do, passion will pull you what you do

- **U – Urgency**
  - Know how to effectively manage time and inspire your employees to do the same

- **R – Responsibility**
  - You have to create a sense of accountability

- **P – Preparation**
  - Prepare for the unexpected

- **O – Opportunity**
  - Seizing opportunities and knowing which to chase and which to let go

- **S – Service**

- **E – Effectiveness**
  - Effective leaders inspire success and vision, excel at connecting with employees, and utilize good judgement
Speaker Marvin Worthy challenged students to be the change that welcomes diversity on their campus. His question, "What is diversity" caused us to critically think about what diversity not only is, but what it looks like.

- What is cultural isolation? What does someone, who is culturally isolated, do to fit in on campus?
- The environment is made of our behavior.
- How to integrate
  - Create a vision so you know where you're going
  - Become uncomfortable
  - Make yourself available
- For those who have demographics in their organization's name: Create you own reputation that you don't get from the name. Know who you are and be actively advocating it.
Dr. David Fenrick and Adjunct Professor of Intercultural Studies and Communication discuss what makes leaders successful. We covered what our definition is of success, but then looked at the intentions behind our moves that led to success.

There are givers and takers, representing each side of those who put others before them all the time and those who put themselves first all the time.

- **Givers:**
  1. Networking and connecting people
  2. Collaborating and sharing knowledge
  3. Evaluating for improvements
  4. Influencing mentors and recognizing others

- **Takers:** Believe that the world is a dog-eat-dog world and that money talks. They are competitive, self promoting, and give power to themselves overall focusing the attention on themselves.

Successful leaders are a mix of both, called a matcher. They think on fairness.

Those who give may suffer at first, but they will be remembered for helping others and bringing them together, not for simply their accomplishments.