

DYNAMICS OF DIVERSITY IN **RSOS**

PRESENTED BY:

CENTER FOR MULTICULTURAL AND DIVERSITY EDUCATION



BY THE NUMBERS :

- FALL 2014: 26,237 RECORD ENROLLMENT
 - REPRESENTATION FROM 50 STATES & 120 COUNTRIES
 - OVER 1,000 INTERNATIONAL STUDENTS
 - FEMALE/MALE: 49 PERCENT/ 51 PERCENT
- CURRENTLY OVER 380 RSOs ON CAMPUS
 - ACADEMIC
 - GREEK
 - GOVERNING
 - INTERNATIONAL/CULTURAL
 - PROFESSIONAL
 - RELIGIOUS
 - SERVICE

WHAT IS DIVERSITY?

- DIVERSITY ENCOMPASSES ACCEPTANCE AND RESPECT; IT MEANS UNDERSTANDING THAT EACH INDIVIDUAL IS UNIQUE, AND RECOGNIZING OUR INDIVIDUAL DIFFERENCES.
- DIVERSITY IS A MEANS TOWARD ACHIEVING IMPORTANT EDUCATIONAL OUTCOMES, NOT AN END IN ITSELF.

**WHAT ROLE DOES DIVERSITY PLAY IN
YOUR ORGANIZATION?**

TIME TO SHIFT!

DIVERSITY IS NOT ALL ABOUT RACE AND GENDER...

TAKING DIVERSITY TO THE NEXT LEVEL REQUIRES A PARADIGM SHIFT IN OUR ATTITUDES AND FUNDAMENTAL WAYS OF THINKING. IF OPTIMIZED, IT STIMULATES CREATIVITY AND HELPS PEOPLE FROM ALL BACKGROUNDS LEVERAGE TALENTS.

-CARMEN CARTER

CHIEF TALENT & DIVERSITY OFFICER OF NATIONAL DIVERSITY COUNCIL

DIVERSITY MAY EXIST BASED ON:

- RELIGION
- GEOGRAPHY
- CITIZENSHIP STATUS
- AGE
- FOOD
- LANGUAGE
- POLITICS
- MIGRATION HISTORY
- SOCIOECONOMIC STATUS (CLASS)
- KINSHIP & FAMILY NETWORKS
- HEALTH STATUS & HEALTH RISK
- EDUCATION BACKGROUND & OPPORTUNITIES
- EMPLOYMENT SKILLS & OPPORTUNITIES
- PAST DISCRIMINATION & BIAS EXPERIENCES
- "...AND OTHER VARIABLES THAT GO WELL BEYOND THE RESTRICTIVE LABELS OF A FEW ET AND/OR RACIAL GROUPS" (JEFFREYS, 2006).

DIMENSIONS OF DIVERSITY...

PRIMARY DIMENSIONS

- ASPECTS OF OURSELVES THAT WE CANNOT CHANGE. THESE ARE THINGS PEOPLE KNOW ABOUT US BEFORE WE EVEN OPEN OUR MOUTHS, BECAUSE THEY ARE PHYSICALLY VISIBLE. WHEN PEOPLE FEEL THEY ARE BEING MISTREATED BASED ON A PRIMARY DIMENSION, THEY CAN BE VERY SENSITIVE ABOUT IT.



DIMENSIONS OF DIVERSITY...



SECONDARY DIMENSIONS

- ELEMENTS WE HAVE SOME POWER TO CHANGE. WE HAVE THE CHOICE OF WHETHER TO DISCLOSE THIS INFORMATION OR NOT. AS A RESULT, PEOPLE TEND TO BE LESS SENSITIVE ABOUT SECONDARY DIMENSIONS.

DIVERSE ORGANIZATIONS

- INCREASED POSSIBILITIES
- HIGHER MORALE
- REDUCED TURNOVER
- CREATIVITY & INNOVATION
- MAXIMIZES PERFORMANCE



LEVERAGING DIVERSITY IN ORGANIZATIONS

- GROUP GOALS MUST BE CLEARLY UNDERSTOOD AND HIGHLIGHTED TO POSITIVE INTERDEPENDENCE OF MEMBERS
- GROUP MEMBERS MUST HAVE STRUCTURED OPPORTUNITIES TO COMMUNICATE THEIR IDEAS, SELF-PERCEPTION AND FEELINGS
- DIVERSITY MUST BE CENTRALIZED IN THE GROUP'S LEADERSHIP AND POWER STRUCTURE
- CONFLICTS SHOULD BE ENCOURAGED, BUT MANAGED EFFECTIVELY
- GROUP COHESION MUST BE HIGH

GROUP MEMBERS MUST FEEL:

- WELCOME
- VALUED
- ENGAGED
- EMPOWERED



DIVERSITY **REQUIRES...**

SELF-AWARENESS: REFLECTING ON YOUR CULTURAL IDENTITY, VALUES, AND BELIEFS; AND REALIZING YOUR TALENTS, SKILLS AND ABILITIES THAT CAN **CONTRIBUTE** TO THE ORGANIZATION.

DIVERSITY AWARENESS: AN ACTIVE, ONGOING **CONSCIOUS** PROCESS IN WHICH WE RECOGNIZE SIMILARITIES AND DIFFERENCE WITHIN AND BETWEEN VARIOUS CULTURAL GROUPS.

WELCOME TO



UNIVERSITY OF
ARKANSAS

DIVERSITY AFFAIRS

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and Diversity
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MISSION:

THE CENTER FOR MULTICULTURAL AND DIVERSITY EDUCATION PROVIDES ACADEMIC, CULTURAL AND SOCIAL PROGRAMS INTENDED TO PROMOTE INCLUSIVENESS, FOSTER ACHIEVEMENT AND ASSIST IN THE DEVELOPMENT AND ADVANCEMENT OF A DIVERSE STUDENT BODY.



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VISION:

A CAMPUS COMMUNITY WHERE ALL STUDENTS FEEL
WELCOME, VALUED, ENGAGED AND EMPOWERED
TO ACHIEVE THEIR FULL POTENTIAL.



STUDENT DEVELOPMENT:



- PEER MENTORING
- EXPERIENTIAL LEARNING OPPORTUNITIES
- LEADERSHIP DEVELOPMENT

DIVERSITY EDUCATION:

- MULTICULTURAL PROGRAMMING
- DIVERSITY WORKSHOPS AND TRAININGS
- DIVERSITY RECRUITMENT AND COMMUNITY OUTREACH



THANK YOU!

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