

diversityWORKS!



After what felt like a very short summer, I was delighted to see the Shepherd Union in full swing this fall. The energy that students, faculty and staff bring to the building creates a heartbeat like no other, one that, while chaotic and staccato,

seems to include everyone in its rhythm. As we approach the 16th Annual Diversity Conference, this imagery seems particularly vivid as we consider our theme, *Diversity and Education – the Danger of the Single Story*.

How do we, as educators, administrators, supporters and students, understand diversity in the education process? Are we multifaceted in our approach to classroom teaching, learning and support? Are we inclusive of diverse thought, research and writing? Do we engage multicultural perspectives in course dialogues and assignments? If we are doing these things, are we sharing the techniques and methods with others? If we are not engaging in these methods, is it because we lack information or need training? In fear of doing something the wrong way, are we sometimes falling prey to the danger of the single story?

I am diversity; you are diversity; they are diversity – we are unity. As we seek to become a university of inclusive excellence, we are required to expand the single story to an anthology of ideas. The single story is fine, as long as it is your story that is being told.

I encourage you to join us as we consider how, who and what we teach. Perhaps you too will share your story to the benefit of the Weber State family.

Adrienne Andrews,
Special Assistant to the President for Diversity

Journey to Inclusion

Not everyone learns in the same way. Diverse examples, diverse presentations, diverse teachers and diverse students are all factors. The goal is to find learning styles that connect with everyone.

That is the message Myron Anderson, an associate professor of teacher education at the Metropolitan State University of Denver, hopes to get across during his keynote address at WSU's 16th Annual Diversity Conference, Sept. 25-26.



Anderson's presentation on Sept. 26 at 11:30 a.m. in the Shepherd Union Ballrooms is titled "Why Inclusive Excellence?" He

will help define cultural competence and engage participants in identifying classroom biases and micro-aggressions. Participants will then work collaboratively to develop strategies to address and remove those barriers.

Anderson, who is also the Associate to the President for Diversity, calls MSU Denver's diversity initiative "inclusive excellence," a systematic approach to promote inclusion.

"We are looking at inclusion of race, sexual orientation, age, socioeconomic and geographic differences," Anderson said.

Using the inclusive excellence approach, MSU Denver has increased its diversity enrollment by one-third. Anderson said it has been a collective effort, which has included a number of specific steps:

1. Have a chief diversity officer as a part of senior leadership.
2. Develop a culture of inclusive excellence.
3. Identify diversity champions and establish diversity as everyone's responsibility.
4. Develop and implement policies that promote recruitment and retention of diverse faculty.
5. Provide resources and money to develop and implement diversity programs.

"Inclusive excellence creates a more diverse classroom, both in thought and exchange of ideas," Anderson said. "Issues can be discussed. Our faculty looks at ways to design curriculum to promote transfer of that knowledge. We have a big push on universal curriculum design and classroom delivery in ways that multiple groups will receive very well."

Anderson, who received his Ph.D. in instructional technology from Virginia Tech, said another key factor for success is training instructors about the meaning of cultural competence.

Anderson looks back to America's Founding Fathers and other great democratic leaders as examples of those who have sought to promote diversity in ideas and open discussions.

"That comes through group decision," Anderson said. "It takes longer, but typically once the decision goes in that direction, the decision seems to be right more often than wrong. You bring all sides to the table to develop one answer that promotes inclusivity."



2014-15 DIVERSITY EVENTS

SEPTEMBER

Sept. 25: **Rescue Her fundraiser and fashion show**
Shepherd Union Ballrooms
teresaholt@weber.edu

OCTOBER

Oct. 1 **LGBT Book Club**
Shepherd Union Room 232,
2:30 p.m.
adrienneandrews@weber.edu

Oct. 1 **Mozambique, Africa: Through the Eyes of a WSU Student**
Shepherd Union Room 232
teresaholt@weber.edu

Oct. 8 **WSU Service Day of Remembrance**
Ada Lindquist Plaza
ccel@weber.edu.

Oct. 15 **Safe Zone Training**
Student Services Room 154
adrienneandrews@weber.edu

Oct. 25 **Make a Difference Day**
Shepherd Union Ballroom A
ccel@weber.edu.

Oct. 29 **LGBT Book Club**
Student Services Room 154,
2:30 p.m.
adrienneandrews@weber.edu

NOVEMBER

Nov. 7-8 **Expect the Great conference**
Salt Lake Community College,
Redwood Road
bettysawyer@weber.edu

Nov. 12 **Native Symposium "Ceremonies, Songs and Prayers: Slowing Down to the Sacred Pace of Life"**
Shepherd Union Wildcat Theater, 10:30 a.m.
adrienneandrews@weber.edu

Nov. 19 **Safe Zone Training**
Student Services Room 154,
1:30 p.m.
adrienneandrews@weber.edu

Nov. 26 **LGBT Book Club**
Student Services Room 154,
2:30 p.m.
adrienneandrews@weber.edu

DECEMBER

Dec. 3 **Safe Zone Training**
Student Services Room 154,
1:30 p.m.
adrienneandrews@weber.edu

JANUARY

TBA **MLK Jr. Keynote Speaker**
adrienneandrews@weber.edu

Jan 8 **Multicultural Youth Conference**
Shepherd Union Building,
aminahsloan@weber.edu

Jan. 16 **16th Annual Gospel Music Festival**
Browning Center
teresaholt@weber.edu

Jan. 19 **Martin Luther King Jr. Freedom Breakfast and March**
Marshall White Center
teresaholt@weber.edu

FEBRUARY

Feb. 25 **Deliberative Democracy Day**
Shepherd Union Ballrooms
ccel@weber.edu

Feb. 25 **Black History Month**
10:30 a.m.
teresaholt@weber.edu

MARCH

TBA **Latinos in Action Conference**
beliaalverado@weber.edu

All Month **Women's History Month**
cprice@weber.edu

APRIL

All Month **GAYPRIL!**
adrienneandrews@weber.edu

April 8 **Civil Liberties Forum**
Shepherd Union Wildcat Theater, 10:30 a.m.
ccel@weber.edu

April 14-16 **Holocaust Remembrance, "Keep the Memory Alive"**
adrienneandrews@weber.edu

MAY

TBA **WSU Make A Difference Day in Ogden**
Locations TBD, 8 a.m.-5 p.m.
ccel@weber.edu

JUNE

TBA **Juneteenth**
Weber State University
bettysawyer@weber.edu

TBA **Utah Pride Parade**
Salt Lake City
adrienneandrews@weber.edu



Diversity & Education Resources

WSU	
Affirmative Action/ Equal Opportunity	801-626-6239 weber.edu/aaeo
Center for Diversity & Unity	801-626-6957 weber.edu/diversity
Education Access Outreach	801-626-7006 weber.edu/eao
Multicultural Student Center	801-626-7330 weber.edu/multicultural
Special Assistant to the President for Diversity	801-626-6338 weber.edu/diversityoffice
Equality Committee	801-626-7243 weber.edu/equality

COMMUNITY	
The American Indian Education Foundation (AIEF)	nrcprograms.org
The Civil Rights Project/ Proyecto Derechos Civiles	civilrightsproject.ucla.edu
The Idea Partnerships	ideapartnership.org
The National Center for Cultural Competence	nccc.georgetown.edu
The National Center for Culturally Responsive Educational Systems	nccrest.org

Valuing Differences

A fundamental tenet of higher learning

It was winter when Yousef Alawadhi first arrived on WSU's campus. It was bitter cold, and he had just spent 30 hours flying from his home in Kuwait — where the weather was much more temperate. "I think I spent my first week here in bed sick," he said, laughing at the memory. From there, his experience as an international student got much better.

In his four years at Weber State, Yousef has served as a student representative on the faculty senate. He also developed an Arabic version of Gallup's StrengthsQuest program that he presented at a national Gallup Education Conference and has twice been a WSU Crystal Crest Award finalist.

Yousef's story is a story of adventure, hard work and success, and it is one he'll gladly share, most likely with a wide, genuine smile. He will tell you how much he loves his family, his friends and Weber State. He will probably even invite you to visit his home in Kuwait to learn more about the country. "I always tell my friends and my professors that they are welcome anytime," he said.

Despite his outgoing nature, Yousef has encountered individuals who didn't want to hear his story.

"It really hasn't happened often to me, but there have been times when I've been judged by my skin color," Yousef said. "My cousin, who is also here, had a student approach him and ask if we were here to kill her. We are most definitely not. We explained that we are here to learn and to have new experiences. I always tell people to Google Kuwait and research who we truly are.

Learning about other cultures is an important part of education — not just for international students but everyone."

Forrest Crawford echoes that thought. The WSU teacher education professor and former assistant to the president for diversity, believes in the value of multiple voices. "As a society, we must appreciate the dynamic mosaic of experiences that people bring to the table," he said.

But valuing differences takes work.

"That is why diversity in education is so important. Learning about others is life changing because it's life expanding," Crawford said. "But it isn't enough just to know. We must care. We must act. I want to ensure that we are graduating students who act, not someone who says, 'I don't care about humanity's problems because they didn't fit into my training.' We need to produce students who participate in the largest community there is — humankind."

Do I Do Diversity?

Six Questions That Will Get You Informed and Fed

Consider participating in a roundtable discussion with Adrienne Andrews about the the following questions.

- 1 How do we (as a university) define diversity?
- 2 Who is doing diversity and inclusion work on campus, and how do I get involved?
- 3 What does it feel like to be a student here?
- 4 Who is included (or excluded) from my course readings and ancillary materials?
- 5 What are some of my biases, and how will I work through them?
- 6 How does my age, race and ethnicity, gender, class, religion, sexual orientation and ability inform my approach to my work?

If you have a group of six or more, Adrienne will sponsor a light lunch and facilitate an hourlong conversation. For more information, call 801-626-7243.



Diversity Works! is published by the Office of Marketing & Communications. We welcome story ideas and feedback from faculty, staff and readers.

Send comments to mailcode 4025, email ahess@weber.edu or call ext. 7948.

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16th Annual Diversity Conference

Diversity in Education:

THE DANGER

of the Single Story

September 25-26, 2014

All Events are Free and Open to the Public

THURSDAY, SEPTEMBER 25

WSU Davis Building 3 Ballroom

6-6:30 p.m.

Opening Reception

6:30-7:45 p.m.

Opening Keynote with Dr. Forrest Crawford, former assistant to the president for diversity, WSU

7:45- 7:55 p.m.:

Brief Remarks: Dr. Myron Anderson

FRIDAY, SEPTEMBER 26

WSU Ogden Shepherd Union Ballrooms

8:30-9:20 a.m.

Disadvantages in Education? Identity and Languages as Opportunities for Learning

Do You See What I See? A Photovoice Assessment of LGBT Student Life at WSU

From Pedagogy to Practice: Engaging Diversity in the Classroom

9:30-10:20 a.m.

Categorizing Diversity as Disability: The Dangers of Categorizing in Education

The Journey to an Inclusive Classroom

Diversity 101: How to Capitalize on Diversity in the Era of Globalization

10:30-11:20 a.m.

Making Promises, Keeping Promises: Obstacles to Education and the Interventions That Lift Them

Disrupting the Disability Narrative: Undergraduate Students Discuss Their Experiences at WSU

Groundbreakers of Brown v. the Topeka Board of Education: Examining the Life, Writings And Struggles of Douglass, Woodson and Du Bois

11:30 a.m.-12:20 p.m.

Conference Keynote: Dr. Myron Anderson, "Why Inclusive Excellence?"

12:30-1:20 p.m.

Light Refreshments and Roundtable Discussions

Break Out from Cultural Barriers

Picture yourself at a typical family reunion. A combustible collection of chatty relatives — most of whom you've never met. They don't look like you. They don't talk like you. They don't think like you. They don't act like you. But somehow, you're all supposed to get along. That's how Russian-born cultural analyst and international relations advisor Taira Koybaeva describes the upshot of globalization.



"Before the 1990s, we lived in a regimented world of walls, metaphorically and physically," she explained. "The Chinese were not in America. Russia was behind the Iron Curtain. There was a communist block of countries that did not interact very much with the capitalist block."

Then, the information age exploded and the Berlin Wall crumbled. With

relentless, technology-driven momentum, diverse nations began to exchange ideas, innovations, services, products, capital and human resources. The result, says Koybaeva, is an ever-evolving, new world order — one in which American national security depends on understanding different cultures.

We know what often happens when the twin taboo topics of politics and religion are introduced at family gatherings. Imagine trying to negotiate multinational trade agreements and set international policy. "Foreign-born people pretend to relate to American culture, but they don't," said the multilingual Koybaeva. "For example, there's a McDonald's in Paris — an iconic American restaurant, right? But when you walk into McDonald's on the Champs-Élysées, there are marble floors and crystal chandeliers!"

At the university level, becoming "culturally competent," as Koybaeva calls the process, does not mean cramming a foreign language class into your schedule. "Students and faculty must learn how to recognize and respect different cultures without knowing different languages," she said. "By capitalizing on diversity instead of fearing it, we can add layers to our innate national character."

Koybaeva sees globalization as an unprecedented opportunity to combine the strengths of one nation with those of another. She often tells her global communication students to "dress like an Italian, have friends like a Russian, be assertive like an American, do math like an Indian and memorize text like the Chinese." It's about learning from each other.

weber.edu/DiversityOffice/conference.html