



Diversity and Multiculturalism November 2007

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DIVERSITY: di-ver-si-ty [di-vur-si-tee] N.

1. **Variety:** a variety of something such as opinion, color, or style
2. **Social Inclusiveness:** ethnic/cultural variety, as well as socioeconomic and gender variety, in a group, society, or institution

MULTICULTURALISM: mul-ti-cul-tur-al-ism [muhl-tee-kuhl-cher-uh-liz-uhm] N.

1. The doctrine that several different cultures (rather than one national culture) can coexist peacefully and equitably in a single country
2. The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes and opinions within an environment.

Why Diversity is Important?

Knowledge—awareness and understanding needed to live and work in a diverse world.

Cultural Self—the ability to understand one's ethnic identity and how it influences identity development.

Diverse Ethnic Groups—knowledge of diverse ethnic groups and their cultures.

Social/Political/Economic/Historical Frameworks—awareness of how social, political, economic, and historical issues impact race and ethnic relations in the world.

Changing demographics—understanding population dynamics related to ethnic minority and majority citizens.

Diversity Implications for Career—understanding how diversity impacts the academic discipline, career and professional development.

Personal Attributes—traits needed by those who live and work in a diverse world.

Flexibility—the ability to respond and adapt to new and changing situations.

Respect—an appreciation for those who are different from one's self.

Empathy—the ability to understand other person's culture by listening to and understanding their perspective.

Skills—behaviors and performance tasks needed to live and work in a diverse world.

Cross Cultural Communication—verbal and nonverbal communication skills in interaction with those who are culturally different from one's self.

Teamwork—the ability to work in culturally diverse groups toward a common goal.

Listening—the intention and ability to attend to what others are saying.

Conflict Resolution—the ability to resolve cultural conflicts that occur between individuals and groups.

Critical Thinking—the ability to use inductive and deductive reasoning to understand diverse perspectives.

Language Development—the ability to speak and write more than one language.

Source: *Kansas State University Tilford Group, 2005* <http://www.iccc.edu/home/depts/S00016/site/important>

Texas A&M's Commitment to Diversity

As a major public institution of higher education, Texas A&M University has both an extraordinary opportunity and a special responsibility to create and maintain a climate that affirms diversity of persons as well as diversity of views. Diversity is an indispensable component of academic excellence. A commitment to diversity means a commitment to the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. Among these characteristics are race, ethnicity, national origin, gender, age, socioeconomic background, religion, sexual orientation, and disability. As we harness the power of diversity, we will provide students, faculty, and staff a university experience rich in perspectives and opportunities to learn from each other. In the spirit of shared responsibility, we encourage each University unit, student organization, and campus community member to help make our campus a welcoming place for all.

Conceptual Framework for Diversity at Texas A&M University

Colleges and universities that commit to the successful implementation of diversity should be guided by a sound conceptual framework. While there is no absolutely objective way of laying out a single framework for diversity especially across varied institutional types, it is possible to identify a cluster of characteristics that are associated with “best practices” or successful institutions. Moreover, this conceptual framework for diversity should be closely linked to the more general framework for successful institutional change and transformation. Therefore, the conceptual framework for diversity at Texas A&M University will be guided by the following:

- Organizational Structure and Change
- Academic and Administrative Policies
- Climate (classroom and campus)
- Curricular Transformation
- Teaching and Learning Outcomes
- Assessment (program and student learning outcomes)

More detailed information can be found at <http://diversity.tamu.edu/WhatsDiversity/>

Importance of Diversity and Multiculturalism in Education

Diversity is more than racial classification, ethnicity, gender and sexual orientation, rather it embraces a whole range of human experiences inclusive of (but not limited to) age, gender identity, religion, socioeconomic status, physical disabilities, national origin, geographical location, political orientation, physical size and appearance.

Educating students, faculty, and staff on how to work effectively in a diverse environment can aid in the prevention of discrimination as well as help to promote inclusiveness both inside the Institution as well as in the individual's everyday lives.

International and Cultural Diversity Courses at TAMU

As individual and national destinies become progressively more interconnected, the ability to survive and succeed is increasingly linked to the development of a more pluralistic, diverse and globally-aware populace. One way Texas A&M strives to advance diversity is through required International and Cultural Diversity Courses for Undergraduate Students. **Two** courses are to be taken by each student.

If a course listed also satisfies another University Core Curriculum requirement, it can be used to satisfy both requirements if the student wishes to do so. For example, a course that satisfies the Social and Behavioral Sciences requirement may be used to satisfy the International and Cultural Diversity requirement. For a list of courses click on the website below:

<http://www.tamu.edu/admissions/catalogs/Final2005UndergradCatalog/Source/B-Gen%20Info/corecurriculum.htm>

Preventing Hate Crimes and Bias at Texas A&M University

DISCRIMINATION: **dis-crim-i-na-tion** [dis-kri-muh-nay-shun] N.

1. An action against other people on the grounds of their group membership, particularly the refusal to grant such people opportunities, access, or resources that would be granted to similarly qualified members of one's own group. There are many forms of discrimination including: racism, sexism, heterosexism, ableism, ageism etc.
2. The quality or power of finely distinguishing

PREJUDICE: **prej-u-dice** [pre-ju-diss] N.

1. Conscious or unconscious negative belief about another social group and its members without knowledge of or examination of the facts: bias.
2. Preconceived judgment or opinion or an instance of such judgment or opinion
3. An adverse opinion or leaning formed without just grounds or before sufficient knowledge

How Can We Prevent Acts of Hate and Bias?

- Be mindful of your language; avoid stereotypical remarks and challenge those made by others.
- Speak out against jokes and slurs that target people or groups. Silence sends a message that you are in agreement.
- Be knowledgeable; provide as much accurate information as possible to reject harmful myths and stereotypes.
- Initiate classroom discussions of terms such as anti-Semitism, racism, sexism, homophobia, and bias.
- Make respect for diversity a core value in your organization.
- Provide ongoing awareness programs about the value of diversity.
- Create an environment conducive to the exploration of diversity.
- Participate in the many events held at Texas A&M that support a wide range of diverse people and customs.

Too often, acts of hate and bias go unreported for a number of reasons ranging from a lack of trust to fear of reprisal. Some events, like racial epithets written on bathroom walls, are occasionally dismissed as “too trivial” to report. However, research suggests that these types of events tend to build into much bigger ones. Furthermore, they create a hostile, unsafe, and unwelcoming climate for the people they target and do damage to our community as a whole.

Importance of Filing a Report:

Filing a report allows the university the opportunity to meet the goals of creating a safe environment that supports the educational mission of the institution; to support TAMU students, faculty, and staff impacted by a bias/hate related event; and, to understand the university climate/environment.

ADDRESSING IT IS EVERYONE’S RESPONSIBILITY

Texas A&M Reporting Form can be found at

Stop Hate: <http://stophate.tamu.edu/>

Events!!!

SEXUAL ORIENTATION, GENDER, and GENDER IDENTITY

SEXISM: sex-ism [sek-si-zum] N.

1. Conscious or unconscious action or institutional structure that subordinates a person because of gender. In our history, it has been women who have traditionally been subordinate.

HOMOPHOBIA: ho-mo-pho-bia [ho-mo-'fo-bee-a] N.

1. The irrational fear of people who are believed to be lesbian, gay or bisexual.

Aggie Ally: <http://allies.tamu.edu/Default.asp>

What is an Ally? ALLIES include staff, faculty, and students at Texas A&M University who display an Ally placard outside their office or residence hall room. This sign identifies them as individuals who are willing to provide a safe haven, a listening ear, and support for lesbian, gay, bisexual, and transgender people or anyone dealing with sexual orientation issues.

Allies Advance Workshops

November 4, 2pm-5pm

December 2, 2pm-5pm

Sign Up: http://allies.tamu.edu/Forms/ally_application.asp

Women’s Resource Center:

<http://studentaffairs.tamu.edu/womensresourcecenter>

W

ABOUT: **W** is a brand new women's organization on the Texas A&M campus that is dedicated to spreading awareness and raising funds for women's poverty. **W** works in coordination with the international charity CARE, whose mission is to defend poverty and help women internationally, who have been shunned by society for the gender and economic status.

Events:

Poverty Demonstration – 7a.m. November 7 – 7p.m. November 9,
Rudder Plaza

W will be "homeless" in rudder for 3 days and 2 nights. They will only take what they are given, meaning that they will only eat if we are offered food, they will sleep on brick unless given pillows, etc. Bring donations of non perishable food items, clothes, bedding, anything that you think might help to Rudder Plaza during these days. All the donations collected days will be donated to Twin City Mission and Phoebe's Home
<http://www.twincitymission.org/> .

Poverty Panel – December 3, 2007 6p.m. Koldus 111

It will be composed of key professors and community leaders who have dealt directly with and have knowledge of Poverty – Everyone is Invited

Contact Info: Amanda Snyder - snydera12@gmail.com or <http://powerinwomen.tamu.edu/>

RELIGION

The Campus Ministry Association (CMA) exists to foster mutual respect, personal fellowship and cooperation among the professional religious workers who work with Texas A&M students. The CMA promotes respect for all the religious traditions and views that exist in the university community. Members of CMA are committed to assist, with the University as a partner, in educating the whole person.

<http://studentlife.tamu.edu/liasions/ministers.htm>

Muslim Students' Association

ABOUT:

The MSA seeks to meet the needs of Muslims on campus as well as increase awareness of Islam in the community. They hold general meetings twice a month, socials, community service events, and educational events.

Events:

Mosque Open House:

The MSA will be helping host the Mosque Open House at the Islamic Center of Bryan/College Station on Wednesday, November 10. This is an opportunity for anyone and everyone to visit the mosque (Muslims' place of worship) and meet Muslims from the BCS area. If you would like more information, please visit www.icbcs.org.

Fast-a-thon

The MSA will be hosting their 4th annual Fast-a-Thon on Monday, November 15. This event benefits the Brazos Food Bank. The MSA asks people on campus to "Go hungry for a day so someone else won't have to." They get local businesses to make a donation for every person that pledges to refrain from food and drink from dawn until dusk on November 15th. At the time of sunset, There will be a large banquet for everyone that fasted with free ethnic food and great company! If you have questions, or would like to pledge please visit <http://msa.tamu.edu> or contact Fahad Qureshi at fahad4890@gmail.com.

Check out MSA's website (<http://msa.tamu.edu>) to find out about the events that are held each month!

DISABILITY

AGEISM: age-ism [a-ji-zum] N.

1. Discrimination of individuals based on their age, i.e. of the elderly based on the notion that they are incapable of performing certain functions such as driving, or of the young based on the notion that they are immature and therefore incapable of performing certain tasks.

ABLEISM: able-ism [a-ba-li-zum] N.

Prejudice and/or discrimination against people with mental or physical disabilities.

TAMU Disability Services

Disability Services (DS) provides services to students with disabilities to insure accessibility to university programs. DS offers accommodations counseling, evaluation referral, disability-related information, adaptive technology counseling and equipment, and interpreter services for academically related purposes.

Website: <http://disability.tamu.edu>

Aggie Guide-Dogs and Service Dogs

ABOUT: Aggie Guide-Dogs and Service-Dogs is a recognized student organization at Texas A&M University that educates about, fundraises for, and promotes the training and use of service dogs for people with disabilities.

Aggie Guide-Dogs and Service-Dogs holds weekly socializations, bi-weekly meetings, monthly social events, monthly fundraisers, and monthly educational outings. AGS's educational outings include information on service dogs as well as their disabled partners. Their Calendar can be found here: <http://ags.tamu.edu/calendar-fall.html>

In addition to holding fundraisers and educating the public, AGS also raises and trains service dogs. Everyone is welcome to join

Contact Info: Shannon Lawson - servicedog@stuorg.tamu.edu

Website: <http://ags.tamu.edu>

CULTURE/ NATIONALITY

RACISM: rac-ism [ray-si-zum] N.

1. The systematic subordination of members of targeted racial groups who have relatively little social power in the United States (Blacks, Latino/as, Native Americans, and Asians), by the members of the agent racial group who have relatively more social power (Whites). This subordination is supported by the actions of the individuals, cultural norms and values, and the institutional structures and practices of society.
2. a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

Passive racism:

1. Beliefs, attitudes, and actions that contribute to the maintenance of racism, without openly advocating violence or oppression. The conscious and unconscious maintenance of attitudes, beliefs, and behaviors that support the system of racism, racial prejudice and racial dominance.

Active Racism:

1. Actions which have as their stated or explicit goal the maintenance of the system of racism and the oppression of those in the targeted racial groups. People who participate in active racism advocate the continued subjugation of members of the targeted groups and protection of "the rights" of members of the agent group. These goals are often supported by a belief in the inferiority of People of Color and the superiority of white people, culture, and values.

Department of Multicultural Services

The Department of Multicultural Services provides multiple support services for current and prospective students from underrepresented populations and diversity education programs that foster inclusive learning environments for all students. We promote student success through advocacy, mentoring, academic support, diversity education, and the enhancement of life skills.

A list of DMS and Student Organization events can be found here:

<http://aggieculture.tamu.edu/stuOrgEvents.htm>

Aggies United

ABOUT: Aggies United is an organization that promotes individual relationship building between people of different backgrounds, cultures, belief systems and much more, while helping to improve the community through philanthropy/community service projects and social gatherings. The officers of Aggies United are the facilitators of social exchange and growth that maintain a safe and friendly environment in which people can communicate and learn from each other.

Events:**“BTHO AIDS in Kenya Raffle”**

In May Aggies United will be working for two weeks with the Global Volunteer Network in Kenya to raise awareness about AIDS. Aggies United is selling raffle tickets to raise money for their fight on AIDS in Nairobi, Kenya, and the proceeds from this raffle will go directly to the Aggies United initiative in Kenya.

By purchasing one of the raffle tickets for \$3 one will be eligible **to win a full body, one hour, home delivered massage in the Bryan/College Station area, performed by a professional massage therapist.**

The winner will be announced before the **Aggies vs. TU** football game on November 23 at the **BTHO AIDS & TEXAS TAILGATE** in Spence Park. More information will be given about the exact announcement of the winner in the upcoming weeks. Keep checking the events page on our website for the updates.

Contact Info: Andrew Ramirez - aggiesunited@gmail.com

Websites: <http://tamu.facebook.com/group.php?gid=2224027147>
<http://aggiesunited.googlepages.com/>

Bush School

On Thursday, November 1 from 12:30-1:30pm the Bush School Diversity Committee hosted a forum for the Bush School students to discuss what “Diversity Issues” are important to them. The forum was moderated by Dr. Bearfield, an Assistant Professor at the Bush School.

African American Business Society

Group Info:

- AABS hosts bi-weekly meetings, that provide African Americans opportunities in networking with professionals from a variety of different business disciplines.
- AABS' mission is to promote the success of African American Business Students through professional development, academic achievement, and community involvement.

Admission Info:

- E-mail Raquel for details of how to submit application, dues are \$20 – this covers you for the entire year which includes: your t-shirt, socials, and the end of the year dinner.

Contact Info:

- Raquel Derouen - President
- Raquel04@tamu.edu
- <http://tamu.facebook.com/group.php?gid=2228693813>

Brazos Valley Worldfest

When: November 17, 2007

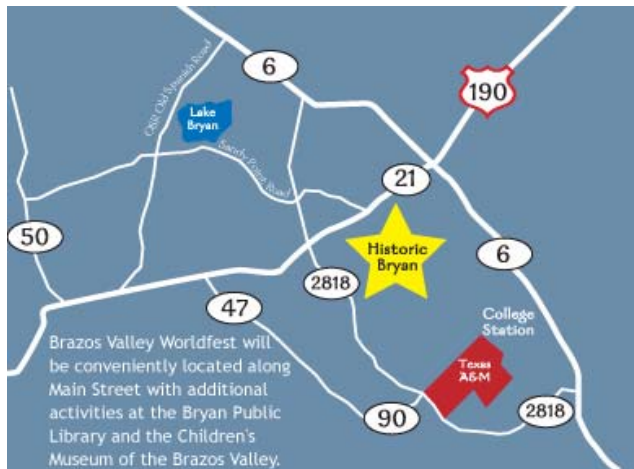
Where: Downtown Bryan (Main Street, Palace Theatre, Brazos Valley Children's Museum, and Bryan Public Library)

Time: 10a.m.—5p.m.

Activities:

Cultural Demonstrations and Displays
International Cuisine
Vendors with products from around the world
Cultural Performances at the Palace Theater
International Craft Tent
Fun Activities for Children

Map:



FREE PARKING AVAILABLE THROUGHOUT DOWNTOWN

Contact: Kim Fox

Festival Coordinator

Phone: 979-862-6700

contactus@brazosvalleyworldfest.org

DON'T FORGET TO SEARCH FOR VOLUNTEER OPPORTUNITIES ON AGGIESERVE AT

<http://aggieserve.tamu.edu>