



CULTURAL CONVERSATIONS

The changing face of our
educational institutions

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Objectives

- To increase awareness of Cultural Diversity
- To provide tools needed to encourage open dialogue about cultural biases
- To learn about national trends and demographic shifts in population
- To learn about the impact of diverse populations in academics



What does the term
“Diversity” mean to you?



Definition of Diversity

The concept of diversity encompasses acceptance and respect.

It means understanding that **each individual is unique**,
and recognizing our individual differences.

It is the exploration of these differences in a safe, positive,
and nurturing environment.

It is about understanding each other and moving beyond
simple tolerance to embracing and celebrating the
rich dimensions of diversity contained within each individual.

What makes you unique?

- Race
- Gender (biology vs. identity)
- Sexual Orientation
- Physical/Mental Capabilities
- Physical Traits
- Nationality/Ethnicity/Culture
- Family Life
- Education/Income
- Beliefs
- Geography
- Experiences

HOW DO PREJUDICES FORM?

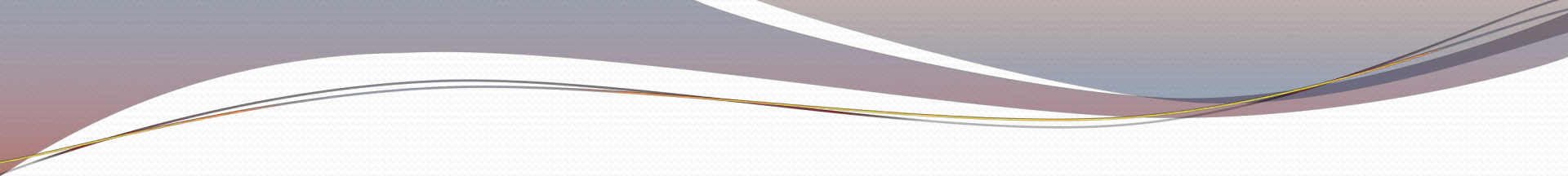
- Through Ignorance – lack of knowledge of “the other”, “them”
- When we make judgments about people, we PRE-JUDGE before getting to know them.
- When we form stereotypes- we assume everyone in the group is the same.

Navigating in an Increasingly More Diverse Environment

- Be Open/Non-Judgmental
- Be Willing To See All People As “Individuals”
- Don’t Make Someone A Spokesperson
- Don’t Assume
- Ask Questions In A Sincere Manner
- Make Your Feelings Known
- Remember That Mistakes Happen

Demographic shifts/trends:

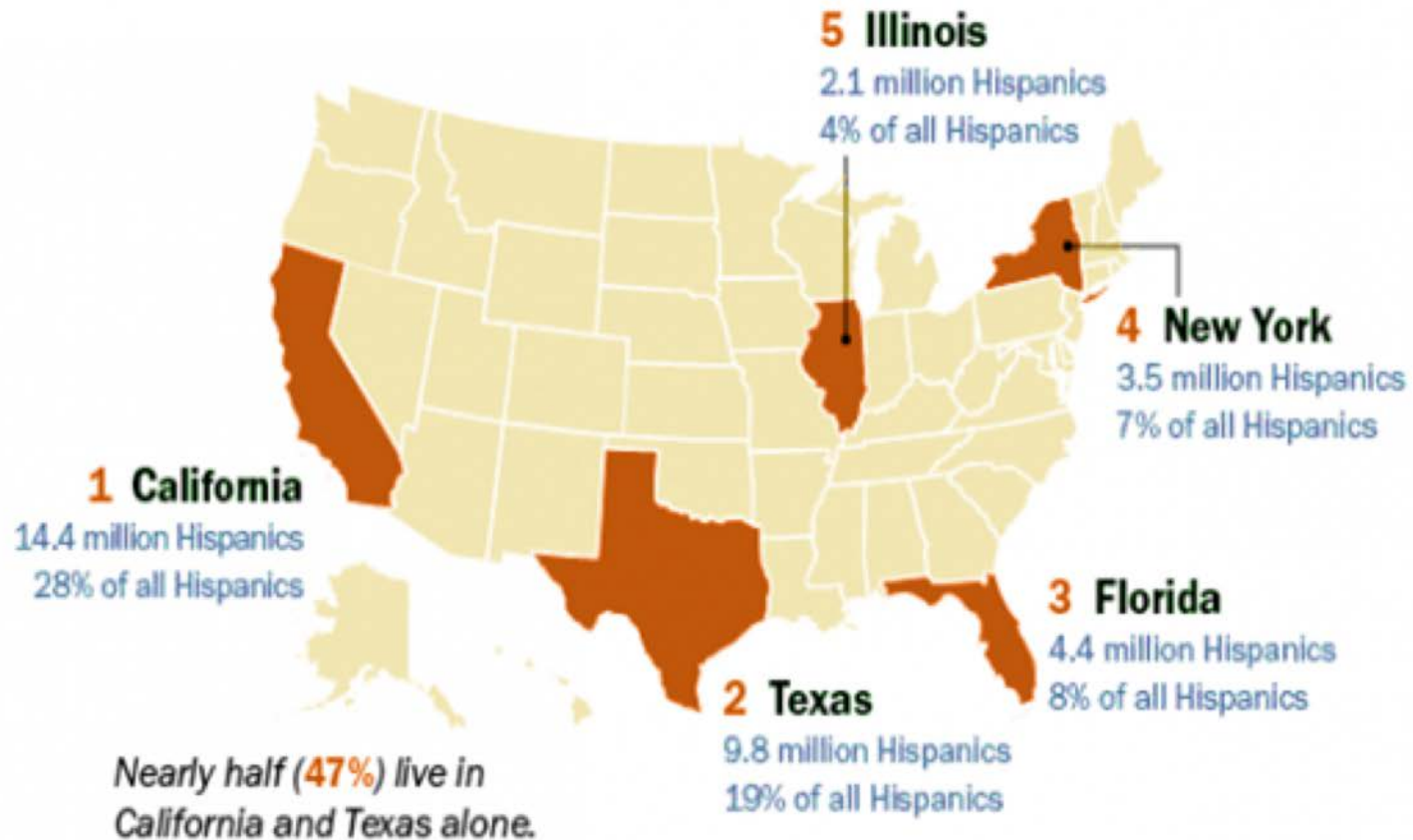
- 9.3 million Americans identify as mixed race (3% of population); % of babies born to mixed race parents rose from 1% in 1970 to 10% in 2013. This trend will continue with increases in population diversity
- Hispanics are the fastest growing demographic: 17% of population, 26% of children under 5 are Hispanic
- Hispanics have the lowest median age: 26
African American 34, Whites 43
- Millennials are the largest living generation in U.S:
79.8 million in 2016 ages 18-35
- 1,932,000 DACA eligible, out of those 1,580,000 are Latino

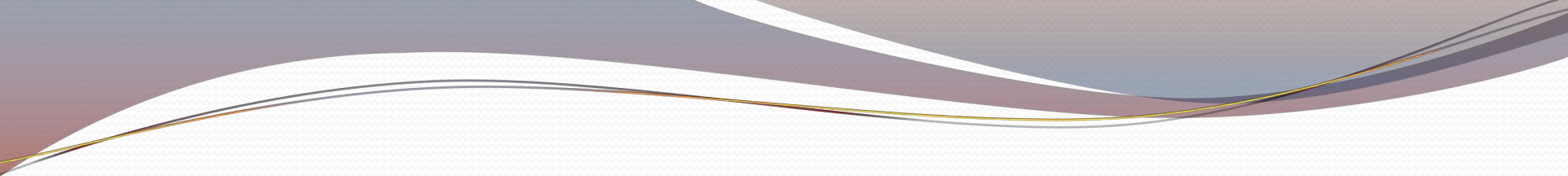


2/3 of Hispanics live in just 5
states.....

Can you name them?

Two-thirds of Hispanics live in just five states...

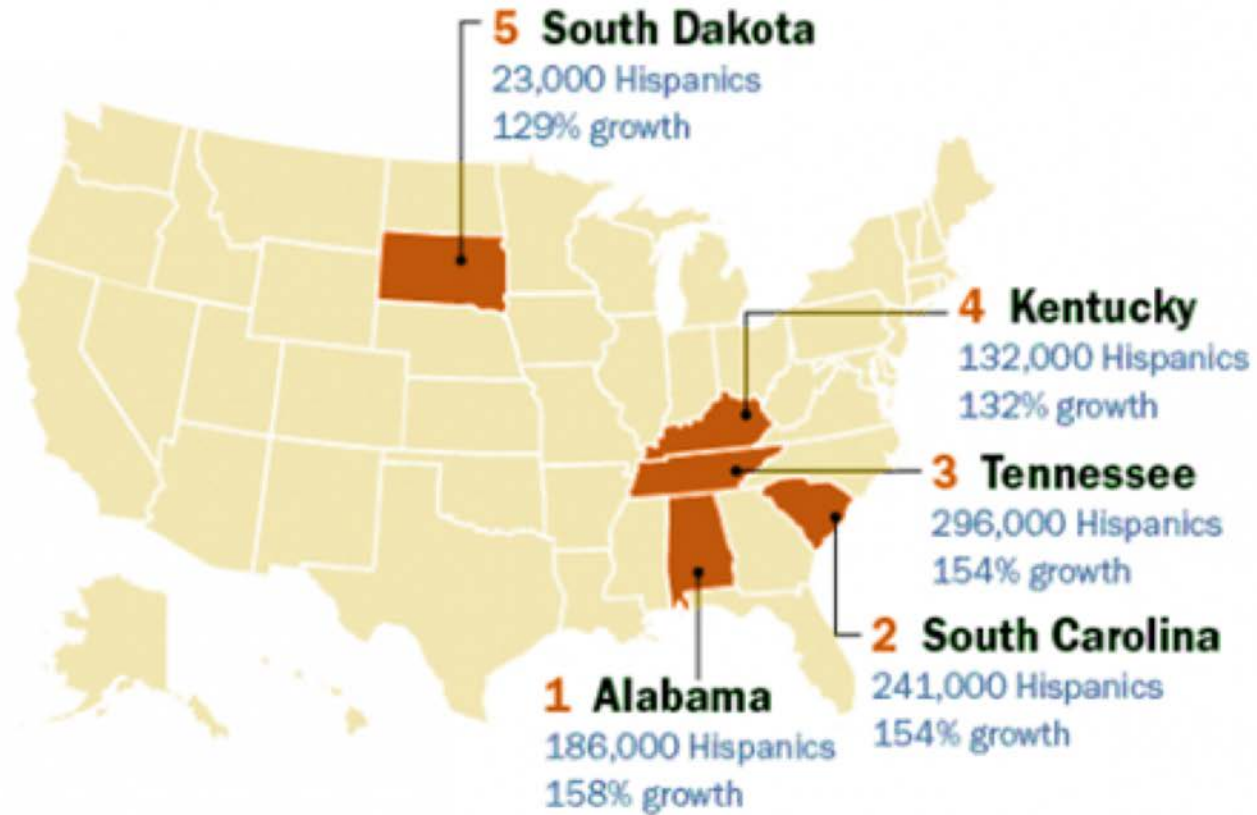




5 other states have the fastest
growing rates.....

Can you name them?

...but **five** other states have seen the fastest growth since 2000.



Where Do We Go From Here?

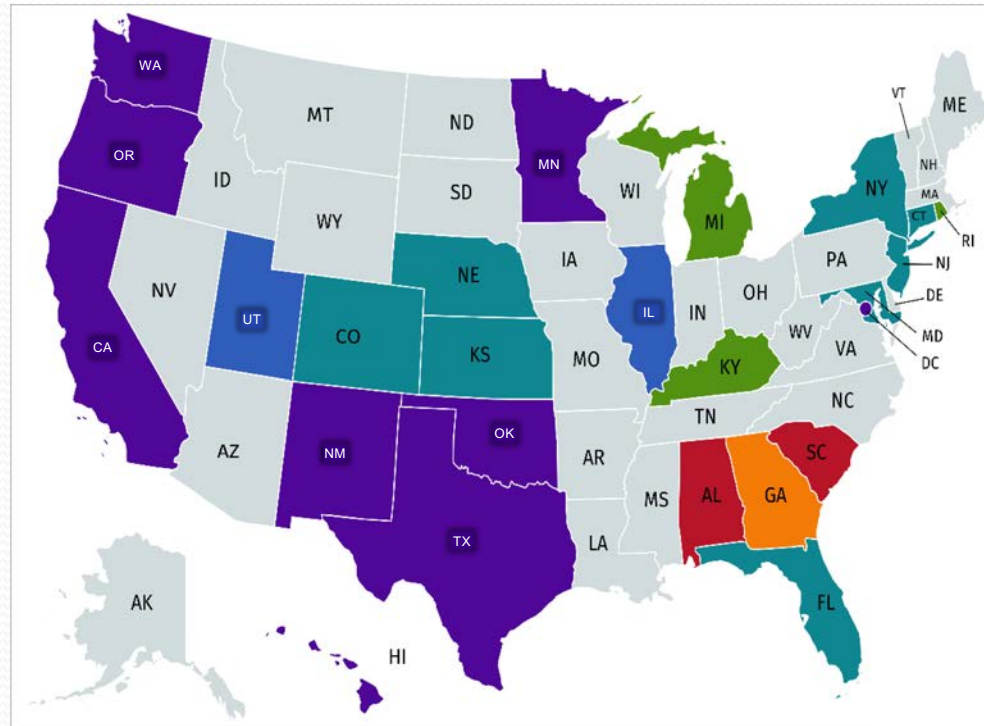
Asking the difficult questions....

- **What kind of institution do you want to be?**
Inclusion vs Equity
- **Are you willing to take a calculated risk?**
putting out fires vs. being prepared
- **Do you see diversity as a positive?**
losing our resources vs. growing them
- **Continue to educate yourself**

References & Web Sources

- <http://www.migrationpolicy.org>
- <http://www.centerforpubliceducation.org>
- <http://www.pewhispanic.org>
- <http://www.pewresearch.org>
- <http://www.pewsocialtrends.org>

MAP OF CURRENT STATE LAWS AND POLICIES ON ACCESS TO HIGHER EDUCATION FOR IMMIGRANTS | APRIL 2017



- States with tuition equity laws and policies and some state financial aid
- States with tuition equity laws
- States where some college systems deny enrollment
- States with tuition equity laws and scholarships
- States with tuition equity policies at major institutions
- States that ban enrollment to undocumented students
- States with no state-wide policies or laws