


The Three As of Diversity: Awareness, Attitude, Action

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KASFAA STATE CONFERENCE
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Objective # 1: to raise **awareness** on what constitutes diversity

- ▶ **What is diversity?**
 - The condition of being diverse. Diverse: differing from one another; composed of distinct or unlike elements
- ▶ **Primary dimensions cannot be changed:**
 - Ethnicity
 - Race
 - Family history
 - Age
 - Certain inherent abilities

Objective # 1: to raise **awareness** on what constitutes diversity (contd.)

- ▶ **Secondary dimensions can be changed:**
 - Values/beliefs
 - Goals
 - Socio-economic status
 - Education
 - Employment
 - Religion
 - Geographic location
 - Marital status

Objective# 2: to determine one's personal **attitudes** to diversity

Attitudes to diversity grow from feelings/emotions which can include:

- helplessness
- fear
- anger
- pity
- resentment
- joy
- gratitude
- hope
- openness
- generosity (sharing)

Attitudes/reactions to diversity are usually based on mindset.

- ▶ **What is mindset?**
 - A mental attitude or inclination; a fixed state of mind.
 - Is it nature (innate)?
 - Is it nurture (acquired)?

Objective #3: to acquire resources for **action** in dealing with diversity

- ▶ **Institutional Resources can include:**
 - campus disability services
 - international student services
 - academic departments/offices
- ▶ **Societal Resources**
 - city/county/state services
 - refugee/asylum services
 - special schools (dyslexia, autism, differently-abled individuals)
- ▶ **Family/Friendship Resources**

Questions?

Comments?

Suggestions?