

## The Three As of Diversity: Awareness, Attitude, Action

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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?