

Diversity



Statement of Ethical Principles

Texas Tech University
Ethics Center
2011



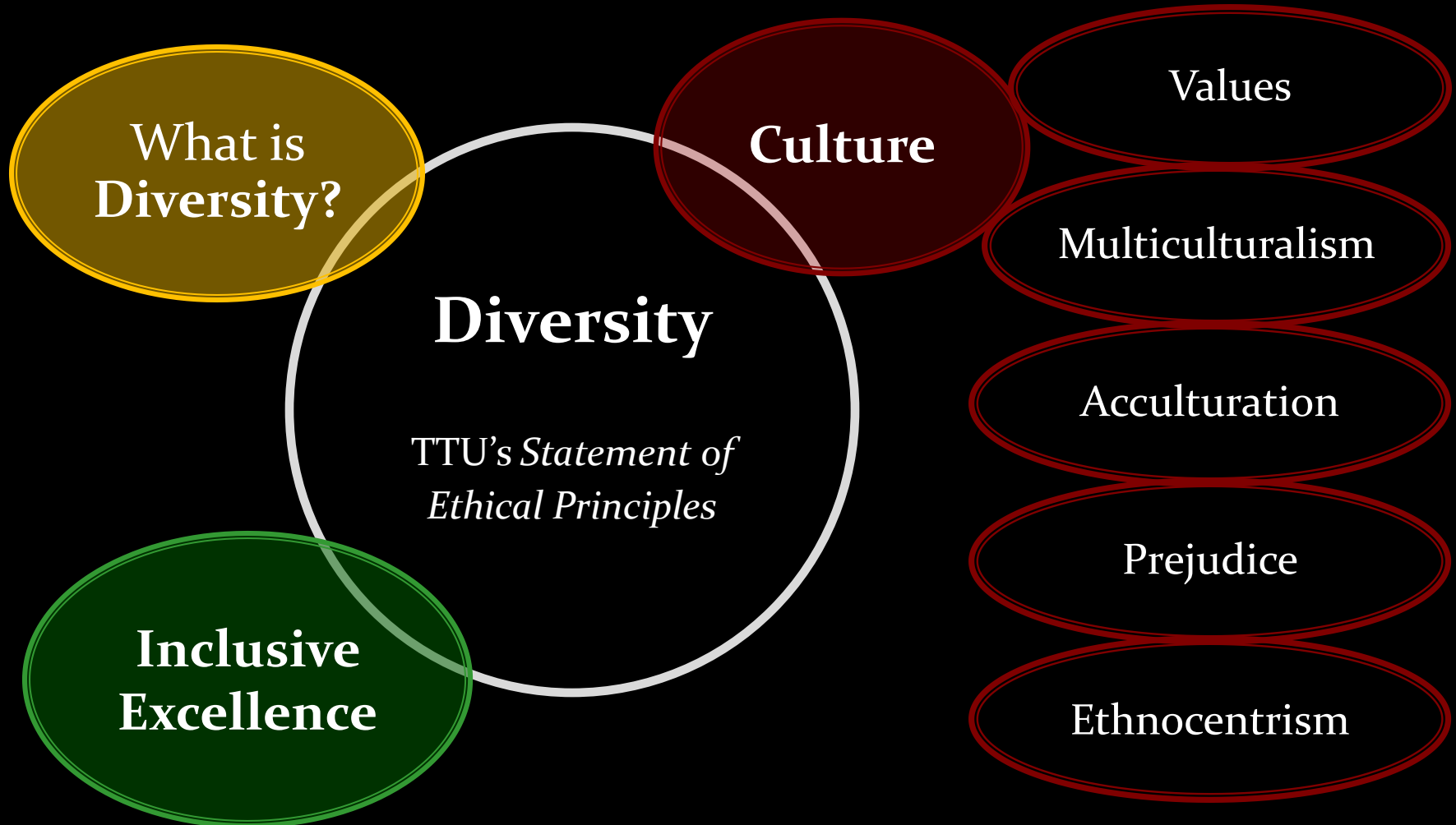
Diversity



“Texas Tech University is committed to the inherent dignity of all individuals and the celebration of **diversity**. We foster an environment of mutual respect, appreciation, and tolerance for differing values, beliefs, and backgrounds. We encourage the application of ethical practices and policies that ensure that all are welcome on the campus and are extended all of the privileges of academic life. We value its cultural and intellectual **diversity** because it enriches our lives and the community as a whole, promoting access, equity, and excellence.”

Texas Tech University
Statement of Ethical Principles

Diversity



Diversity



Diversity is

“the condition of having or being composed of differing elements . . . *especially*: the inclusion of different types of people (as people of different races or cultures) in a group or organization.”

(<http://www.merriam-webster.com/dictionary/diversity>)

Diversity



“While diversity has traditionally referred to categories like **race** and **gender**, companies and diversity experts are increasingly considering a wide range of factors from **age** and **sexual preference** to **disabilities** and even **weight**.”

(Kevin Whitelaw, “Defining Diversity: Beyond Race And Gender.”)

Diversity



“The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of . . . **socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.**

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.”

(Diversity Initiatives, U of Oregon (1999).

<http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html>)

Culture



“Culture consists of the behavior patterns, symbols, institutions, values, and other human-made components of society.”

“Culture is an essential concept in ethnic studies because an ethnic group is a type of cultural group.”

(A.V. Sanchez)

Values



Values are “elements within a culture to which individuals and groups attach a high worth.

“Values influence a group’s feelings toward life, aesthetics, religion, behavior, and attitudes toward other groups.

“Values are learned from the groups in which an individual is socialized. We are not born with a set of values and do not derive them independently.”

(A.V. Sanchez)

School Culture



A school culture is the context of the learning environment created by students and faculty and the general atmosphere of the school.

“It is the way we do things around here.”

Roland Barth (2001)

Multiculturalism



- Multiculturalism (**Cultural Diversity**) is “the cultural variety and cultural differences that exist in the world, a society, or an institution” (dictionary.com)
- This idea is the basis of the theory of the **melting pot**.
- The TTU community includes many ethnic cultures, and we celebrate them.
- Our differences are not going to vanish; nor do we seek to erase them.

Multiculturalism



At Texas Tech University:

Texas Tech's **multiculturalism** helps students achieve higher levels of knowledge so that they can better understand race and culture to develop the skills needed to make personal and public decisions.

(A.V. Sanchez)

Multiculturalism



Most minority groups in American society have acquired characteristics of the mainstream culture.

The mainstream culture has also absorbed components of ethnic minority cultures, such as music, dance, and language.

All cultures are being transformed as they interact.

(A.V. Sanchez)

Acculturation



Acculturation is

“a merging of cultures as a result of prolonged contact”

(Merriam-Webster Dictionary)

Acculturation occurs when two ethnic or social groups exchange cultural elements.

(A.V. Sanchez)

Acculturation



Acculturation occurs

- ✓ When a Chinese American person celebrates **Cinco de Mayo**, and a Hispanic American person attends the **Lunar New Year Festival**, that is acculturation.
- ✓ Cultures benefit from learning about each other.

Prejudice



Prejudice is a negative attitude toward a person or group of people.

Prejudice includes a set of unfavorable or hostile views of ethnic or cultural groups. These views are not based on fact.

Prejudiced people respond to members of different ethnic or cultural groups based on preconceptions.

(A.V. Sanchez)

Prejudice



These preconceptions lead them to disregard evidence that does not support their biases.

Prejudiced people do not see people of other ethnic or cultural groups as individuals.

They only acknowledge people who confirm their negative attitudes.

(A.V. Sanchez)

Ethnocentrism



The *ethnocentric fallacy* is the belief that one's cultural group is superior to other s'.

Ethnocentric people are overly proud of their own culture; they are unaware of their own ignorance.

TTU is proud of its students and faculty. We also understand that there are many other colleges and universities, and it is difficult to compare their students and faculty to ours.

Inclusive Excellence



The Association of American Colleges and Universities (AAC&U) launched **Making Excellence Inclusive (MEI)** as a new signature initiative in 2002.

AAC&U endeavors to develop “equity-minded practitioners,” who are willing to engage in the necessary, and sometimes difficult, conversations and decision-making that can lead to transformational change for student learning and achievement.

(AAC&U, “Making Excellence Inclusive.”)

Inclusive Excellence



MEI core principles

Inclusion: The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

(AAC&U, “Making Excellence Inclusive.”)

Inclusive Excellence



MEI core principles (cont.)

Equity: The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.

Equity-mindedness: A demonstrated awareness of and willingness to address equity issues among institutional leaders and staff (Center for Urban Education, University of Southern California).

(AAC&U, “Making Excellence Inclusive.”)

Inclusive Excellence



Inclusive excellence aims to infuse diversity into an institution's recruitment, admissions and hiring processes, classroom curriculum, and administrative structures and practices.

Inclusive Excellence



At TTU

- ✓ The **Division of Institutional Diversity, Equity, and Community Engagement** is committed to advancing and connecting inclusive excellence initiatives to the academic mission of the university through coordinated efforts within the division, strategic partnerships across campus and with external communities
- ✓ The **Cross-Cultural Academic Advancement Center** connects students, faculty and staff to programs and resources across the university to promote access, respect, inclusiveness and community regardless of personal culture.

(The TTU Office of Institutional Diversity, Equity, and Community Engagement, *Inclusive Excellence Report*, 2010.)

Inclusive Excellence



At TTU ~

- ✓ The **President's Excellence Diversity and Equity Award** recognizes Tech faculty, staff, and students in their efforts to make TTU a welcoming campus through their commitment to service, mutual respect, academic and intellectual freedom, and diversity.
- ✓ In 2008, the non-profit educational organization **Minority Access Incorporated** recognized TTU for its commitment to diversity at its 9th Annual Role Models Conference.

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Questions? Comments?

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