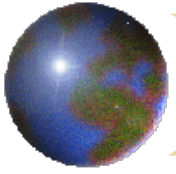


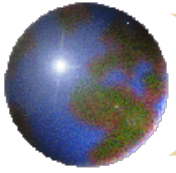
Becoming a Diversity Advocate at Your Institution

Doni Williams
International Student Advisor
University of Alaska Anchorage
Alaska State Representative and Conference Co- Chair,
NAFSA Region 1



The Stanton Story – The Country Club

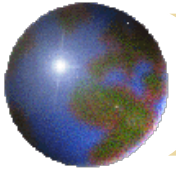
- ✿ New positions to address new need
 - ▣ Foreign Student and Admissions Coordinators
- ✿ What was in place...
 - ▣ African-American History Month
 - ▣ Unity Week
 - ▣ Diversity Committee



The Stanton story continued...

✚ What was needed?

- ✚ Effective means of addressing the needs of the increasing number of foreign-born students
- ✚ Staff/Faculty training in how to address the needs of foreign students
- ✚ Activities to engage students and faculty in learning about diversity, thus helping them to deal more effectively with the changing environment
- ✚ “Globalization” of the campus and the college

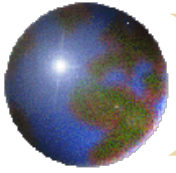


The Stanton story continued...

✚ The Challenges

- ✚ Resistance... "we've always done it this way"
- ✚ Money
- ✚ Buy-In from above
- ✚ Cooperation between departments
- ✚ Apathy
- ✚ Personality

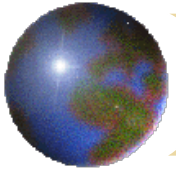




Inroads

- ✚ Relationships
- ✚ Requirements
- ✚ Ideas
- ✚ Volunteering
- ✚ Skills
- ✚ Low-tech, economical innovations

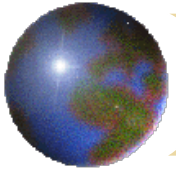




Umbrellas are nice...but not absolutely necessary. Sometimes it has to rain first.

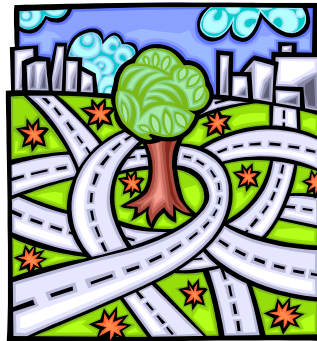


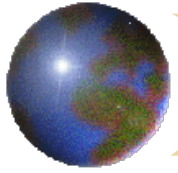
- ✪ It is important to have a mission statement about diversity, but a mission statement alone DOES NOTHING – it merely provides rationale for actions taken to enhance the value of diversity in a given organization.
- ✪ Your challenge will be to convince whomever in charge that a mission statement is NOT ENOUGH!
- ✪ Institutions don't make a difference...people do!



You have to start somewhere.

- ✚ There is no place, person, group of people, or activity too small to start with.
- ✚ If fact, you may be on your own when you begin.

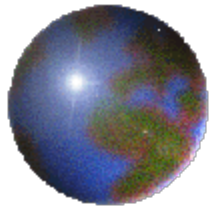




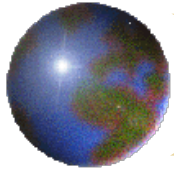
*Examine your motives before you
begin...Are you doing it for...*

- ✚ Glory?
- ✚ Prestige?
- ✚ Pity?
- ✚ Justice?
- ✚ Accomplishment?
- ✚ Obligation Fulfillment?
- ✚ World Peace?





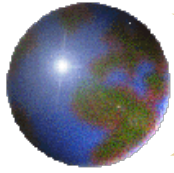
Strategies



Do your research!

✿ Why should they care?

- ✿ Find out why your organization should pay more attention to diversity issues.
- ✿ Has the population changed and become more diverse?
- ✿ Do they want to pursue new markets?
- ✿ What are similar organizations doing...is yours competitive?



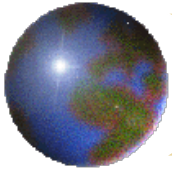
Do your research!



Examples

- i.e. The foreign-born population of the state of Delaware increased 38% from 2001 to 2004
- The foreign-born student population at Stanton increased 25% from Fall, 2005 to Fall, 2006

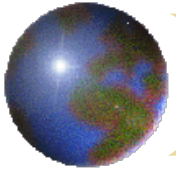
Statistics help higher-ups to see the relevance of your efforts.



Start Small



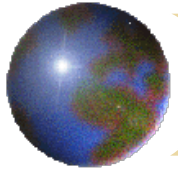
- ❖ Rome wasn't built in a day, nor is the value of diversity. You can dream big, but in a resistant organization, start small!
- ❖ Begin by targeting one need at a time and be ready to propose a solution when you identify the problem.



Make it relevant.



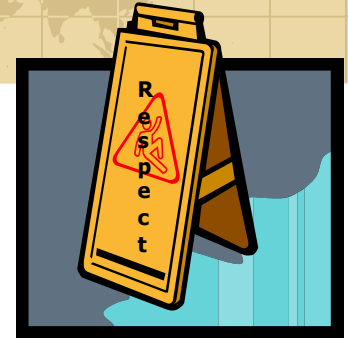
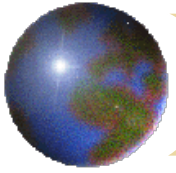
- ❖ Generic presentations about “diversity” are often enough to fill requirements but your resources are better spent elsewhere
- ❖ Use situations that your colleagues actually encounter, help them solve their problems
- ❖ Lend your expertise whenever you can – become the expert!



Cooperate

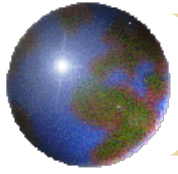


- ✚ Combine efforts and resources with different departments/divisions
- ✚ Use the resources within your organization and in your community
- ✚ Work with people at several different levels – don't create a diversity clique that others feel they can't join



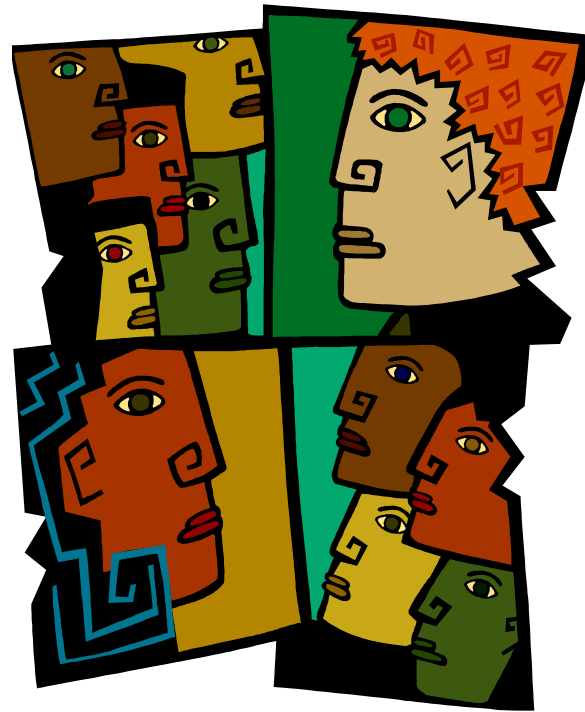
Create a safe environment...

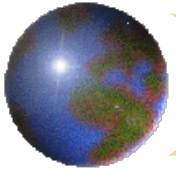
- ✪ Provide opportunities for people to express their ideas about diversity free from judgement and to learn from one another
 - ▣ Diversity Club
- ✪ Remember that everyone from Mother Theresa to Hitler has a right to their opinion



*If you want to be a successful
Ambassador of Diversity, it helps to be...*

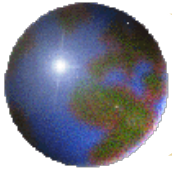
- ✿ Willing
- ✿ Tenacious
- ✿ Open
- ✿ Respectful
- ✿ Creative
- ✿ Cooperative
- ✿ Organized
- ✿ Joyful



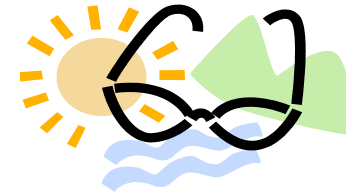


Pitfalls to Avoid

- ⊕ Becoming or seeing yourself as a “savior”
- ⊕ Poor Foreign Person Syndrome
- ⊕ Assuming the U.S. is superior in *anything*
- ⊕ Obsession with being politically correct
- ⊕ Becoming frustrated with what you see as apathy
- ⊕ Attempting to force anyone to do anything
- ⊕ Insulting those who do not see diversity as you do



Realities to Recognize



- ✪ You cannot achieve world peace or solve all the diversity-related issues of your organization by yourself, you can only hope to contribute to the effort
- ✪ Stereotypes can be helpful and necessary, they need not always be offensive
- ✪ Everyone you meet will not share your passion for diversity, nor will everyone be willing to contribute to your efforts
- ✪ Your accomplishments may seem thankless at times, and may not be recognized
- ✪ Some people just aren't interested and you may not be able to persuade them