

Diversity 101

Presented by:
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UNIVERSITY of HOUSTON
CENTER FOR DIVERSITY & INCLUSION

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CDI Office
Student Center South | Suite B12
Lending Library
Computers
Meeting/Hangout/Study Space

Student Leadership Opportunities

REACH Diversity Peer Educators
Achievement Initiative for Marginalized Males
Student Employee Opportunities

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Diversity

The psychological, physical, and social differences that occur among any and all individuals: including but not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information and learning styles.

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Social Identity Awareness

The Big 8

Ability	Age
Gender	Nationality/Citizenship Status
Race	Religion
Sexual Orientation	Socioeconomic Status

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Social Identity Awareness (con't)

The Big 8
Ability
Age
Gender
Race/Ethnicity
Nationality/Citizenship
Religion
Sexual Orientation
Socioeconomic Status/Class

What identity do you think about most?	What identity do you think about least?
What identity was most emphasized growing up?	What identity do you feel people see when they first meet you?
What identity do you feel people know the least about you?	

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Diversity Has Layers

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Why is diversity important?

- UH is the one of most ethnically/racially diverse research university in the United States.
- Growing diversity in the country - **we are the world's most multicultural nation** (ancestry and culture).
 - By 2030 - 1 in 5 Americans will be over 65 years old.
 - By 2044 - more than half of all Americans will belong to a "minority" group (any other group than non-Hispanic White alone).
 - By 2060 - 1 in 5 of the nation's population will be foreign born.
- Diversity contributes to an increase in creativity, productivity, innovation and the **ability to reach a large audience. Diverse groups outperform "high ability" homogeneous groups.**
- Economic Benefits
- Recruiting from a more diverse force = more qualified workforce.
- **It's everywhere around us and impacts us!**

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Inclusion

The act of creating involvement, environments, and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate with equal access to opportunities and resources embrace differences and offers respect in words and actions for all people.



Equity

The guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.



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UH Diversity and Inclusion Statement

The University of Houston embraces diversity and recognizes our responsibility to foster an open, welcoming environment where students, faculty and staff of all backgrounds can collaboratively learn, work and serve. We value the academic, social, and broader community benefits that arise from a diverse campus and are committed to equity, inclusion and accountability. Diversity enriches our university community and is a driving force instrumental to our institutional success and fulfillment of the university's mission. We commit to engaging in an ongoing dialogue to thoughtfully respond to the changing realities of our increasingly interconnected world. We will continually strive to work together to address the challenges of the future in a way that removes barriers to success and promotes a culture of inclusivity, compassion and mutual respect. The competencies gained through diverse experiences across campus prepare all of our students, staff and faculty to thrive personally and professionally in a global society.

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Your turn!

Create your own diversity statement highlighting how you plan to learn about the different cultural identities on campus.



Helpful Phrases:

- I am committed to...
- I value...
- I will do this by...
- I will attend/plan/utilize the resources of...
- I will use my strengths of... to...
- I will grow in my learning about...

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<h3>Personal Practices</h3>	Be open and honest. <i>Authenticity and reciprocity are vital; also respect boundaries.</i>	Actively participate <i>in cultural experiences different than your own (in a respectful way).</i>	
	When someone offers criticism around oppressive behavior, rather than challenging the person or invalidating their experience Treat it as a gift	If you see something, say something. <i>Challenge biases when you notice them, within yourself and within others.</i>	Avoid making assumptions. Ask questions. Practice Active Listen.
	Continued Education	Challenge with care	Practice the platinum rule. <i>"Treat others how THEY want to be treated."</i>

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<h3>Organizational Practices</h3>	Commit <i>time to learn about each other, to share stories about our lives, our history, our culture and our experiences</i>	Create <i>opportunities for people to develop skills to communicate about and engage around difference</i>
	If you see something, say something.	Lead with <i>An equity mindset</i>
	Hold yourself and others accountable	Remember <i>these are complex issues and they need adequate time and space</i>

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Take home messages

- There are various aspects of diversity that need to be considered
- Check your biases and shortcomings
- Always consider whose voice is not being heard
- Diverse talents will make your team more successful
- When diversity has room to thrive your business/organization/product will serve more people
- Single stories makes recognition of common humanity difficult
- Relationship building and further education can increase your capacity to be more culturally competent

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"We all should know that Diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

Maya Angelou

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THANK YOU!



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