



Statewide Collaborative Diversity  
Conference

# Embracing “Your” Diversity



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**3M** Corporation

# VIDEO..... The new ŠKODA Fabia Attention Test

<https://www.youtube.com/watch?v=qpPYdMs97eE>

# What Is Diversity?

- ▣ **Diversity** is differences in racial and ethnic, socioeconomic, geographic, and academic/professional backgrounds. People with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience.

The Mix





# Diversity

*the thread that holds us together*

People often relate diversity to race and sometimes gender and more recently sexual orientation. I think this is a pretty narrow view of what diversity means. It can also be ways of thinking and your intellectual background and training.

*Carly Hodes '10, Communications Specialist and MBA Candidate*



# What Is Inclusion?

- ▶ **Inclusion** involves bringing together and harnessing diverse forces and resources in a way that is beneficial. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value and overall success.

Inclusion:  
“Making  
the Mix  
Work”



# Diversity in College Athletics

[http://s3.amazonaws.com/ncaa/web\\_video/diversity\\_inclusion/diversityInAthletics.html](http://s3.amazonaws.com/ncaa/web_video/diversity_inclusion/diversityInAthletics.html)

# What is the difference between diversity and inclusion?

- Diversity is simply a **representation of many different types of people** (gender, race, ability, religion, etc.)
- Diversity often **focuses on the differences**, and is referred to as "the mix."
- Inclusion is the **deliberate act of welcoming diversity and creating an environment** where all different kinds of people can thrive and succeed.
- Inclusion is the act of **"making the mix work."**
- Diversity is **what you have**. Inclusion is **what you do**.
  - Simply having a diverse group, team, workforce, classroom, etc., is not enough.
  - \*Everyone should feel safe and encouraged to fully participate and share and be on equal footing as everyone else.

# Why Does Diversity Matter at College Anyway?

- ▶ 1. Diversity **expands worldliness**. College might be the first time you have had the opportunity to have real interaction with people from diverse groups.
- ▶ 2. Diversity **enhances social development**. Interacting with people from a variety of groups widens your social circle by expanding the pool of people with whom you can associate and develop relationships.
- ▶ 3. Diversity **prepares students for future career success**. Successful performance in today's diverse workforce requires sensitivity to human differences and the ability to relate to people from different cultural backgrounds.
- ▶ 4. Diversity **prepares students for work in a global society**. No matter what profession you enter, you'll find yourself working with employers, employees, coworkers, customers and clients from diverse backgrounds—worldwide.

Source: Aaron Thompson, professor of sociology at Eastern Kentucky University and coauthor (with Joe Cuseo)

[Diversity and the College Experience](#)



# Why Does Diversity Matter at College Anyway?

- ▶ 5. Interactions with people different from ourselves **increase our knowledge base**. Research consistently shows that we learn more from people who are different from us than we do from people who are similar to us.
- ▶ 6. Diversity **promotes creative thinking**. Diversity expands your capacity for viewing issues or problems from multiple perspectives, angles, and vantage points.
- ▶ 7. Diversity **enhances self-awareness**. Learning from people whose backgrounds and experiences differ from your own sharpens your self-knowledge and self-insight by allowing you to compare and contrast your life experiences with others whose life experiences differ sharply from your own.
- ▶ 8. Diversity **enriches the multiple perspectives** developed by a liberal arts education.

# College Diversity Snapshot

- ▶ Top five diverse colleges-US (National)
- ▶ Universities and Colleges, and diversity
- ▶ Diversity in college athletics



# 2016 Top Five Diverse Colleges –US (Nationally)

5

## Hawaii Pacific University

Honolulu Township, HI

▲ Hide details

Factor	Value
International Students (%)	2 %
Student Diversity - Most Represented Ethnicity	34 %
Student Surveys on Diversity	4.3 out of 5 57 respondents
Out-of-State Students (%)	44 %
Faculty Diversity - Most Represented Ethnicity	67 %
Faculty Gender Ratio (M-F)	1.1 : 1
Income Diversity - Most Represented Income Bracket	25 %
Student Gender Ratio (M-F)	0.8 : 1



# 2016 Top Five Diverse Colleges –US (Nationally)

4

## Soka University of America

Aliso Viejo, CA

▲ Hide details

Factor	Value
International Students (%)	40 %
Student Diversity - Most Represented Ethnicity	38 %
Student Surveys on Diversity	4.2 out of 5 10 respondents
Out-of-State Students (%)	26 %
Faculty Diversity - Most Represented Ethnicity	67 %
Faculty Gender Ratio (M-F)	1.2 : 1
Income Diversity - Most Represented Income Bracket	31 %
Student Gender Ratio (M-F)	0.6 : 1



Source: <https://colleges.niche.com/rankings/most-diverse-colleges/>

# 2016 Top Five Diverse Colleges –US Nationally

3

## Massachusetts Institute of Technology

Cambridge, MA

▲ Hide details

Factor	Value
International Students (%)	10 %
Student Diversity - Most Represented Ethnicity	42 %
Student Surveys on Diversity	4.5 out of 5 46 respondents
Out-of-State Students (%)	83 %
Faculty Diversity - Most Represented Ethnicity	79 %
Faculty Gender Ratio (M-F)	2.4 : 1
Income Diversity - Most Represented Income Bracket	39 %
Student Gender Ratio (M-F)	1.2 : 1



# 2016 Top Five Diverse Colleges –US Nationally

2

## Amherst College

Amherst Town, MA

▲ Hide details

Factor	Value
International Students (%)	11 %
Student Diversity - Most Represented Ethnicity	50 %
Student Surveys on Diversity	4.2 out of 5 22 respondents
Out-of-State Students (%)	77 %
Faculty Diversity - Most Represented Ethnicity	77 %
Faculty Gender Ratio (M-F)	1.0 : 1
Income Diversity - Most Represented Income Bracket	33 %
Student Gender Ratio (M-F)	1.0 : 1



# 2016 Top Five Diverse Colleges –US Nationally

1

## Pomona College

Claremont, CA

▲ Hide details

Factor	Value
International Students (%)	18 %
Student Diversity - Most Represented Ethnicity	53 %
Student Surveys on Diversity	4.3 out of 5 25 respondents
Out-of-State Students (%)	56 %
Faculty Diversity - Most Represented Ethnicity	65 %
Faculty Gender Ratio (M-F)	1.2 : 1
Income Diversity - Most Represented Income Bracket	22 %
Student Gender Ratio (M-F)	0.9 : 1



# Diversity and Inclusion in College

<http://www.ncaa.org/about/resources/inclusion>



# NCAA Inclusion Forum - Video

[NCAA Inclusion Forum](#)

How Can *You* Embrace *Your* Diversity as a College Student?

## 5 MINUTE GROUP DISCUSSION



# How To Embrace Your Diversity?

- ▶ **1. Everyone's Narrative** - Consider your own life, and everything that has shaped your beliefs. Realize that each of the 7 billion people on this planet has their own narrative. Not one is the same.
- ▶ **2. Where are you coming from?** - When you find yourself thinking poorly of someone, stop and consider what influences have created your negative views of that individual.
- ▶ **3. Befriend all people** - If you know that you tend to avoid befriending certain types of people, go out of your way to find friends of all kinds.
- ▶ **4. Empathy** - When you encounter anyone, try to imagine, understand, and sympathize with that person's story, with everything that has made them who they are.
- ▶ **5. Actively accept** - meditate upon embracing other people, with all of the diversity that comes with them. Don't allow yourself to define a person based upon *one* stereotype about *one* aspect of their complex identity.
- ▶ **6. Show compassion** - Perform random acts of kindness for all types of people. It can be as simple as a friendly smile or holding open a door.

# VIDEO.....

## Respect & inclusion at Deloitte

<https://www.youtube.com/watch?v=7G00UHnCudw>

# Questions



