Student Diversity Leadership Conference
North Park University, Chicago

Women’s Leadership Council
This was a visual and hands on presentation where all were encouraged to interact and have fun. We played a card game called five tricks - it is similar to Euchre. Rules can be found here: http://personality-insights.com/hbcfiles/cardgame.pdf

The skill that was demonstrated in this game was cooperative learning. We were broken into groups of four and asked to learn the game, then we were told we couldn’t talk but still had to play. After a few hands, we switched groups and the second group had different rules than us so we had to figure out what the difference was and come to an agreement without talking.

The card game itself was representative of different cultures, privilege, feelings of anxiety and frustration. The game demonstrated that everyone reacts differently is stressful situations

It was meant to demonstrate that as Americans we’re close minded and we force our ideas and culture on others, we make newcomers follow our rules. We need to recognize that people are struggling and what is making them struggle to help them.

In interpersonal communication we often fail to accommodate others, its OK to renegotiate the rules in situations.

This exercise served as a great way of showing how to communicate and cooperate with others who may have different goals or values.
Walking In Expectation, Not Disappointment

If you want things to change, be willing to go through changes. Don’t be afraid of failure.

Try to find the good in people. Make them feel special, that they matter, to make things happen.

Be consistent in decisions you make to gain trust and create discipline.

You should walk in expectation not hope. The difference being that expectation is active, looking for something to happen. While, hoping is passive, just wishing.

It’s the difference between sowing and reaping. When you put good things out, you get good things back. Sowing thought reaps action; action, habit; habit, character; character, destiny.

Be the thermostat, not the thermometer. Set the temperature of the environment with a positive attitude, don’t go with the temperature of the environment.

When you expect good things, good things do happen. Bad things happen, but good can come from it.
This session discussed the question of how will we add value to a company with our experiences and diversity. The presenters stressed that everyone comes from a different place with a unique set of resources and background which is the definition of multiculturalism.

Because the global economy is changing, we’re no longer competing with only Americans, we’re up against everyone. Employers are looking for employees who are culturally competent because it saves them money. In 2012 companies paid out $44.2 million in benefits for cases involving Title VII discrimination.

How to build a multicultural advantage:

1. get involved on campus
2. look at past happenings to understand people’s “baggage”
3. be sensitive, even if you “fully” understand a culture, you do not know the individual

It’s more than who is at the table but who is not at the table.
Minority Females And Self Esteem

Self esteem is confident, a positive evaluation of oneself, self respect.

Things that affect self-esteem: depression, loss, abusive relationships, loss of family or social support.

Critical perfectionism where self worth was contingent on performance, is strongly related to low reports of self esteem.

Cross cultural considerations affecting self esteem: race/ethnicity, socioeconomic status, religion, images in the media.

High self esteem can act as a buffer to allow women to cope with potential stresses.

How to boost self esteem: be in the moment, acknowledge how you feel, short term goals, recognize strengths/limitations, committed action and willing to move forward, effective mentoring, positive self talk.

For College Students:
“Self-esteem varies everyday”

College students deal with stress, sense of belonging, and their body image

All of these can be reduced with a higher self-esteem

“I am” statements boost confidence.

Being able to “positive self talk” plays a key role in self esteem, and can improve how you see yourself.
Landmark studies show that giving, taking, and matching are three fundamental styles of interacting with others, and they exist in every culture on earth. In our networks and relationships, we are either aiming to claim, contribute, or exchange value.

Although we all do a mix of the three, research demonstrates that we each have a primary style, or a default tendency. According to my personal ratings, my primary style is matcher. This means that in my interactions with others, my core motivation is to maintain an equal balance of give and take.

As a matcher, odds are that you view fairness as a core value—you don’t want to be selfish, but you also don’t want to be so selfless that people can take advantage of you. Based on my scores, I’m less inclined toward the giver and taker styles. Givers aim to contribute as much as they can, without worrying about what they get in return. They spend many of their waking hours helping others, connecting people who can benefit from knowing each other, and offering mentoring and advice. Takers strive to get as much as they can, under the assumption that if they don’t look out for themselves, no one else will. To win, takers often focus on doing better than others and claiming credit.

In professional fields, studies show that 8% are givers and 92% are takers and matchers. The original study cites Harvard medical students and successful engineers in an engineering firm and both showed that over time the givers of either group eventually became the most successful after a slow start. However we act in all three roles during different times of our life and in different situations. Overall though, people who were identified most strongly as givers were better leaders and more successful

“Its a hard balance between a giver and a taker.”

www.giveandtake.com/Home/ChooseAssessment
Strengthening your Leadership

“Learn how they interact”

- Self Introspection - Increase consciousness of self through introspection
- Reflection - consider the connection between identity and forming allies
- Collaboration - identify allies and ways to impact changees

Video: Did you Know?

What is Leadership? A process of personal and interpersonal growth. You need to invest and “sow” into yourself. It’s not a process that you can cheat. To reap the benefits in the fall you must sow in the spring.

Leadership is the ability to influence people to make decisions

The Power of Alliance. It is important to create allies but creating allies takes courage. Allies that contain the same values of ideals make the best teams.

The idea of the emotional bank account was described to show how to earn allies. When you show an interest or concern you are making deposits. But if you have a bad day you are making withdraws. The amount of deposits and withdraws determines how many allies you have. The more deposits, the more allies.

It is important to build life-long strategic networks and alliances that will help leaders become more effective leading in a diverse multicultural society.
Diversity can be thought about like a salad. It is made up of many different things. Some salads include some things that other salads do not.

So while diversity is a widely thought about thing is it not something that is very comfortable. Usually the more similar everyone is the more comfortable people are. When people start to mix more often it becomes very uncomfortable and people tend to avoid those situations.

However, we know that people have differences. Our general way of expressing this is by complaining. Our differences from one another are the most valuable things that we have, we must make these matter.
When Helping Hurts Diversity

How to get to diversity
1. unawareness 2. awareness 3. understand - common ground (not overemphasize) 4. research/curiosity - gain trust - answer q’s - build relationships 5. action/affinity - proceed w/ what will help - help to make places better

affinity - change behavior to fit in but you are one of us and can explain us to others

the melting pot makes everyone the same

exposure to other cultures needs to happen in baby steps. Too much may be overwhelming.
Race Matters... Or Does It?

Race: power of an illusion
Humankind: male & female
Language: matters to be able to define history, so you don’t have to defend it
I cannot fix what I do not know
“there is only one human race”
Are you equipped for the position?

There’s people in this world that are counting on you that you haven’t even met yet. Are you equipped to fit that position? One of the ways you can make yourself ready to help others is to practice every day meeting people to help identify those who might be struggling as well as to make yourself visible for people to come to you as a beacon of help.

If the goal is to leave our institution, Michigan Tech, better than we found it, can we afford to only connect with people who we individually identify with? We need to create visions to build inclusive communities and student organizations like the Women’s Leadership Council must be a part of this.

How do you build an inclusive community? What does it look like? One example of an inclusive community is soup v. salad. In soup there are many different ingredients that all get boiled down to the same taste. In salad the many different parts, the lettuce, the tomato, the onions, the carrots can all be recognized for the individual talents and perspectives while coexisting and creating a great dish together.

We exist to go out to people. They should not feel like they have to find their way to us. We want to be an open and inclusive community of women and men who all belong and matter.

Blueprint for an inclusive community: What does it look like? What does it sound like? What should it feel like? The answers to this will show individual student orgs and the campus as a whole how to make Michigan Tech an inclusive community that makes all feel loved and to broaden the intersection between people.
Geared toward understanding the experiences of Black males in schools and society by analyzing hip hop culture. When listening to most hip hop music, it’s possible to classify a lot of it as inappropriate, explicit, and disturbing. However, this type of music tells a story and it’s often one that explains the complexity of the artist’s life. Whether the artist made his way up from nothing, in a terrible neighborhood, or had an average upbringing, each had their own struggles to overcome.

There’s an Analytical Framework applicable to most hip hop music which consists of:

1. Critical postmodern cultural art form and aesthetic practice
   - Belief that society is structured to benefit some at the expense of others.
   - Enlightenment (no subjectivity)
   - Critique on social structures and power dynamics that reproduce marginalization (paradox)
   - Interrogate societal norm and values
2. Social commentary and Social Critique
   - Looking at the detrimental impact on their lives of social structure
3. Nihilism
4. Existential and Spiritual Angst
5. Storytelling

Critical Race Theory - Diversity
Racism - Ingrained in society

Explanation of Analytical Framework:
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2. Social commentary and Social Critique
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   - As said before, each song tells a story, to show the upbringing or struggles of the artist’s past, and how they were able to overcome them
3. Nihilism

Psychological depression, social despair, personal worthlessness

Black males often respond to their contemporary moment that reflect:

- Unhealthy obsession with material consumption
- Misogyny
- Hypermasculinity
- Drug use/sales
- Violence

4. Existential and Spiritual Angst (Identity)

Who am I?
Why is this happening to me? (meaning)
Why am I here? (being)
What am I suppose to do? (purpose)

The existential question: Liberation from/Liberation to?

5. Storytelling

Vivid/articulate stories about the challenges and complexities of being Black in America

Great examples that show this framework:

JZ - Where I’m From
Kanye West - You Can’t Tell Me Nothing, Right?
J. Cole - Rich Niggaz

This session showed that taking the time to listen and realize what the artist is trying to tell you opens your mind to the kind of life and struggles that the artists, as young Black males, had to overcome to get to where they are now.
What are you looking at?

A demonstration where at the beginning the group was asked to write down assumptions of the presenters. All comments were then read out loud by the person whom they were written about. The presenters then gave “Where I am from” speeches to state who they really are. This proved that some assumptions were wrong, others were correct.

We were instructed to make our own Where I am From documents. With such statements as “I am from family reunions every summer.” Then we were to turn to someone not from our school and share our stories.

This exercise made you think about who you really were, and then share that with another person. You got to hear someone else describe their life to you and find that you may have some similarities.

The group was shown that what lies beneath the skin is what defines the person you see.
In this session, we started off defining reciprocity; reciprocity is exchanging with others for mutual benefit. We learned the difference between givers, takers, and matchers. A giver is a person that is always trying to network and collaborate. They love to share knowledge and resources and are always willing to help. Too often though, do these givers get taken advantage of. A taker is the opposite. They are greedy and want to do everything alone. A taker is often very successful right away because they come off as extremely ambitious, but in actuality, they haven’t done much work on their own and they often burn bridges and jump from company to company, or organization to organization, frequently. A matcher is a person with qualities in both the giver and taker columns. Most people identify as a matcher.

We ended the session by watching a short video clip about a professor on the east coast that has done studies on givers and takers. Although the takers were successful more quickly, the givers were much more successful in the long run. They stick with companies for many years, and if no one sees their greatness right away, when it is recognized, they are rewarded and placed ever higher in a company than a taker would have.