

# Challenging Your Concept of Diversity


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What is your definition of diversity?



Why do you value diversity?



The background is a dark blue-grey color. On the left side, there is a faint, light-colored compass rose with a needle pointing towards the top-left. The compass rose has letters 'N', 'E', 'S', and 'W' indicating directions. To the right of the compass rose, there are faint, light-colored topographic map lines, which are irregular, jagged shapes representing terrain contours. The text is centered in the upper half of the image.

What do you do to ensure  
you recruit a diverse  
student population?

The background is a dark blue-grey color. On the left side, there is a faint, light-colored compass rose with a needle pointing towards the top-left. The compass rose has markings for North (N), South (S), East (E), and West (W). To the right of the compass rose, there is a faint outline of a map of the United States, showing the states. The text is centered on the page.

How many Republicans did you  
recruit?

How many Democrats did you  
recruit?

How many Libertarians did you  
recruit?

Realize that diversity is  
more than just recruiting  
African Americans & women

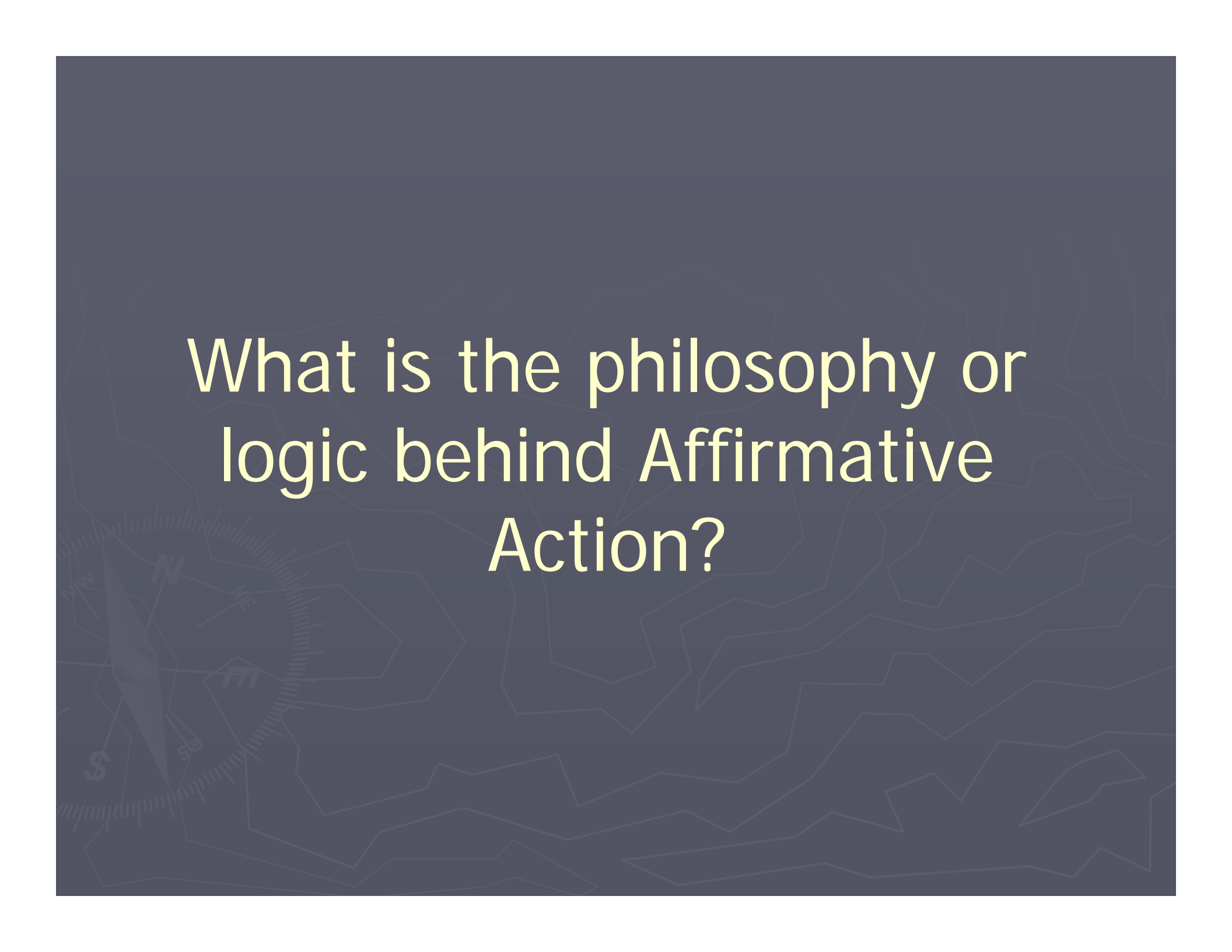


# Who believes in Affirmative Action?



The background is a dark blue-grey color with a subtle, light-colored pattern of topographic map lines. In the lower-left corner, there is a faint, semi-transparent illustration of a compass rose with a needle pointing towards the top-left. The text is centered in the upper half of the image.

What is the definition of  
Affirmative Action?

The background is a dark blue-grey color with a subtle, light-colored pattern of topographic map lines and a compass rose. The compass rose is located in the lower-left quadrant and shows cardinal directions (N, S, E, W) and intermediate directions (NE, SE, SW, NW).

What is the philosophy or  
logic behind Affirmative  
Action?

Which of these two is statistically less likely to get into college?



# Weight Discrimination

College Specific:

Overweight women are less likely to be accepted to college than average weight peers

# Weight Discrimination

Verbal Abuse  
Harassment  
Discrimination



# Weight Discrimination

Less pay for same work  
Less likely to be promoted

# Weight Discrimination

“Has someone’s weight ever influenced your decision to hire him or her?”

Yes	%
Maybe subconsciously	%
No	%

# Weight Discrimination

“Has someone’s weight ever influenced your decision to hire him or her?”

Yes	25%
Maybe subconsciously	35%
No	40%

# Weight Discrimination

Discrimination in Healthcare



# Physical Disabilities

Does “reasonable accommodation” equal welcoming?

# Physical Disabilities

Is something a problem if nobody asks or complains?

# Physical Disabilities

What are pro-active measures for a university?



# Short Term Disabilities and Illnesses

Responding to Illness or Injuries

Confidentiality

Accommodation

FMLA

# Depression

12 million people nationally

Stigma

Issues for the workplace

# Emerging Issue

How colleges and universities deal with suicide attempts.



# Dwarfism

Preferred Terminology:

Little Person

Dwarfism



# Dwarfism

Below 4'10" tall

Midget is offensive

Genetic



# Dwarfism

Issues:

Health Issues

Surgery

Accommodations



# Transgender

“I was a man when I graduated but I am a woman now...can my transcript reflect that?”

# Transgender Definitions

Transgender

Transsexuals

Cross Dressers

Drag Queens/Drag Kings

Hermaphrodite

Intersex

Gender Dysphoria

Transitioning

# Transgender Frequency

- Between 1 in 250 and 1 in 500
- Approximately equal distribution of MTF and FTM
- More MTF actually go through surgery
- Intersex is even more frequent
  - 1 in 500 have surgery to correct appearance of genitals
  - 1 in 100 are born somehow different
  - 1 in 1000 have some combination other than XY chromosomes

# Transgender Issues for Colleges and Universities

- Name Changes
- Gender change on records
- Transgender friendly restrooms
- Single gender schools
- Athletic Eligibility
- Financial Aid Issues
- Dorm issues
- Language, Customer Service & forms

# HATE MUSLIMS? SO DO WE!!!

Your typical Muslim has . . .

lasers in eyes .....

venom from mouth .....

hated for women .....

suicide vest .....

hidden AK-47 .....

peg-leg for smuggling children and heroin .....



To find out more, come to

## ISLAMO-FASCISM

## AWARENESS WEEK!!!

Oct. 14-22

For more information, contact the

**GWU Young America's Foundation**  
go to [www.terrorismawareness.org](http://www.terrorismawareness.org)

Brought to you by Students for Conservative-Fascism Awareness  
PS-Seriously, do a google video search for "The Power of Nightmares"

THE GEORGE  
WASHINGTON  
UNIVERSITY

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From  
George  
Washington  
University

# Discrimination against Middle Easterners

Arab: Generally refers to countries who speak Arabic language

Muslim or Islam: Religion common (but not exclusive) in Middle East

Assumption that all Muslims are terrorists or somehow un-American.

# Discrimination against Middle Easterners

## Arab countries in the Middle East:

Bahrain      Egypt      Iraq      Jordan      Kuwait  
Lebanon      Oman      Palestine      Qatar      Saudi Arabia  
Syria      United Arab Emirates      Yemen

## Arab Countries not in the Middle East:

Algeria      Tunisia      Morocco      Libya

## Non-Arab countries in the Middle East:

Iran      Israel      Turkey

# Discrimination against Middle Easterners

Types of Discrimination:

Physical Assaults

Verbal Assaults

Racial Intimidation

Vandalism of businesses and mosques

Racial Profiling

Imprisonment without trials

# Religious Discrimination

Jewish

Islam/Muslim



# Religious Discrimination

Christians

Catholics



# Religious Discrimination

Atheists

Agnostics



# Religious Discrimination

Scientists

Earth Based Religions

Wicca/Witchcraft

Other Religions

# Racial Discrimination

- Appearance
- Linguistics
- Whose role is it to fix the issue?

# Native Americans

Lowest paid per capita income  
than any group in the US

On average are paid 66% of  
whites

Legalized gambling perpetuates  
stereotypes and social issues

# Native Americans Mascot Issue



# Native Americans Mascot Issue

## Ohio

Largest user of "Indian" token  
mascots in nation

Braves – 17

Chiefs – 6

Indians – 122

Redskins – 21

Warrior - 51

Other – 1

Total - 218

# Gay and Lesbian Issues

- Non discrimination policies
- Non discrimination vs. welcoming
- Hidden minority

# Gay and Lesbian Issues

- Domestic partner benefits
- Scholarships
- Student Programming
- Growing Academic Field
- Gay and Lesbian parents

# Other Diversity Issues



# Other Diversity Issues

Veterans and Enlisted

Potentially Expectant Mothers

Age

Region (Appalachia)

# Politics and Ideas

- Many non-discrimination policies include protections for “political views”
- Do we really follow this?
- What are the limits?

# Politics and Ideas

- Do “hate speech” regulations violate freedom of speech?
- Are “hate crime” laws discriminatory?

# Affirmative Action

- UC Berkley Bake Sale
- "We will be considering race, gender, ethnicity, national/geographic origin and other relevant factors to ensure the equitable distribution of baked goods to our diverse student body,"

# Affirmative Action

- UC Berkley Bake Sale

- Cupcakes:

• White students	\$2.00
• Asian students	\$1.50
• Latino students	\$1.00
• Black Students	\$0.75
• Native American students	\$0.25
• Discount for all women	-\$0.25

# Politics and Ideas

- If Affirmative Action works, what other groups we have talked about should benefit as well?
- Why or why not?

# Politics and Ideas

- Is “protecting our borders” racism?



# Politics and Ideas

- Is the minimum wage combined with NOT “protecting our borders” racism?

# Lessons Learned

- If you desire diversity because it is the right thing to do, it seems more acceptable but also overwhelming.
- Pick your issue.
- Reach out and learn more.