EMBRACING YOUR DIVERSITY

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Counselor’s CAN! In the Little Apple!
2016 School Counseling Camp
Kansas State University
Objectives

1. Identify what diversity looks like
2. Create a space for safe sharing and questioning
3. Cultivate your passion for diversity to take back to your teams, buildings, etc.
Could this be a faculty meeting at your school?!
Distinguished Scholars

ONEthnicFair

“We have become not a melting pot but a beautiful mosaic.”

Jimmy Carter
Olathe North
2,223 Students

F/R Lunch – 42%
IEPs – approximately 350
Languages Spoke – 28

Ethnic Breakdown

- American Indian: 1%
- Asian: 4%
- Black/African American: 4%
- Hispanic: 11%
- White: 24%
- Two or more: 56%
What is your Diversity Story?

What is the diversity of your building?

How does the snapshot of your building’s diversity reflect your community’s diversity?

What would this look like as a classroom or small group activity?
Fixed vs Growth Mindset

Carol Dweck

I used to...

Think

Feel

Act

But now I...

Think

Feel

Act

The results of my changes are... How will this change me moving forward?
It is unrealistic to expect one person to know the intricacies of every diverse population. Who are your stakeholders and fellow cheerleaders for diversity?

You will offend someone at some point. How are we open to learning and change? This is a dynamic, life-long process!

Each person has a right to their own opinion. Avoid judgements.

Listen. We all have a unique world-view. What is each person’s lens of diversity?
  – “Tell me more…”
  – “I wonder if…”

We must be allow ourselves to be vulnerable when talking about diversity. This results in open and honest communication. (yes, this is hard!)
“What it means to be authentic:
- to be more concerned with truth than opinions
- to be sincere and not pretend
- to be free from hypocrisy: "walk your talk"
- to know who you are and to be that person
- to not fear others seeing your vulnerabilities
- being confident to walk away from situations where you can't be yourself
- being awake to your own feelings
- being free from others' opinions of you
- accepting and loving yourself”

— Sue Fitzmaurice
What are you currently doing?

• Keep a working document of what you do to educate, promote, and embrace diversity. What are your ideas? Wish list of resources or programs?

• Where are students finding their place?
  • A.V.I.D.
  • Gay Straight Alliance
  • Hispanic Leadership Club
  • Black Student Union
  • 21st Century Academies
  • Athletics/Intramurals (snow soccer, basketball)
  • Board game Club
  • Morning Yugioh Groups
  • Military Groups
  • Book Club
  • Foreign Language Clubs
  • Service Clubs
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<th>Team-based</th>
<th>Individual</th>
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<tr>
<td>Black Leadership Conf. w/ Sgt. McKinney</td>
<td>Ziarra – natural leader, ESU, quotes</td>
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<td>Counselor-Teacher team up for soldiers</td>
<td>April – views on LBGT</td>
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<td>Counselor-Advisor team for HCL Advice Panel</td>
<td>Cade/Cara</td>
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<td>GSA-ONHS response to Westboro B.C.</td>
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<td>D.S. Cultural Fair</td>
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<td>Hispanic College Night</td>
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Eggs
Create a building specific Wordle or a general one showing the different kinds of diversity
TOP TEN Ways to Build a Culturally Responsive Classroom

1. Take the time to get to KNOW YOUR STUDENTS (seek to understand beyond the surface.)

2. Learn each student’s name and know how to pronounce each student’s name correctly.

3. Implement a “zero tolerance” policy for anything that is disrespectful, hurtful, or intolerant – be consistent in enforcing the policy.

4. Model the behaviors and attitudes you want your students to develop – remember what you do is just as important, if not more, as what you say.

5. Provide multiple opportunities for students to learn about each other and gain an appreciation for the diversity they bring to one another.

6. Expect that every one of your students can and will learn.

7. Make sure that every activity you do is meaningful.

8. Use accurate and fair images in contrast to stereotypes – use resources that honor students’ culture and life experiences.

9. Avoid singling students out and asking them to be the voice or representative for any aspects of culture and/or identity.

10. When you make a mistake, because you will, reflect and grow from it. When appropriate, apologize and share your reflections.

Blue Valley School District: http://tinyurl.com/zzxqh3
Resources

• Teaching Tolerance – A Project of the Southern Poverty Law Center http://www.tolerance.org/

• American School Counseling Association www.schoolcounselor.org

• REACH Center for Multicultural Education www.reachctr.org https://www.facebook.com/ReachCenterForMulticulturalEducation

• Association for Supervision and Curriculum Development http://www.ascd.org/Default.aspx (Educational Leadership)

Resources
Ted Talks
Derek Sivers: Weird, or just different?
1. Does racism exist in our schools?
2. What does racism sound like? What does it look like?
3. Are we serious when we talk about a society in which people are no longer judged by the color of their skin?
4. Do we believe we all children can learn?
5. What do we communicate to the parents of our minority students about our expectations for their children?
6. How are we battling student opinion that academic proficiency is inherently white?
7. Are we okay with mostly white authors on our bookshelves? Why or why not?
8. What are we doing about the disproportionate number of administrative referrals we make on minority students?
9. How do we ensure that all students are expected to excel in the classroom, on test scores, etc.?
10. Do all students have access to the same resources for school involvement and academic achievement? If so, how do we ensure that happens? If not, how could we work toward leveling the playing field?
11. How would you feel if your son or daughter began dating someone of a different race or religion? What if they were best friends?
12. “Don’t expect much from Jackie, she lives on Park Street.” How would you react if a coworker said this to you? Would it make a difference if the student “fit” the criteria for diverse subgroup (race, religion, citizenship, etc.)?