Building a Culture of Diversity

UT and YOU

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Assistant Vice President for Equity and Diversity
Chair, President’s Council on Diversity
Office of Equity and Diversity

The goal of the OED is to create an organizational culture that is welcoming to all individuals regardless of their age, color, ethnicity, gender, religion, disabilities, socio-economic status, sexual orientation, gender identity, and national origin.

This culture will result in an environment that allows individuals to have the opportunity in all aspects of their academic and professional endeavors.
Office of Equity and Diversity

- Create and manage the UT Minority Business Development Center and advisory committee
- Develop and maintain the UT Diversity Web Page
- Create Culture Ambassadors focusing on creating a positive campus environment
- Support the President’s Lecture Series on Diversity
- Lead and sponsor the UT Culture Climate Survey
- Develop and manage the Diversity Plan process
- Work closely with the President’s Council on Diversity
The mission of The University of Toledo is to improve the human condition; to advance knowledge through excellence in learning, discovery and engagement; and to serve as a diverse, student-centered public metropolitan research university.
UT Core Values

Compassion, Professionalism and Respect
Discovery, Learning and Communication
Diversity, Integrity and Teamwork: Create an environment that values and fosters diversity; earn the trust and commitment of colleagues and the communities served; provide a collaborative and supportive work environment, based upon stewardship and advocacy, that adheres to the highest ethical standard;
Engagement, Outreach and Service
Excellence, Focus and Innovation
Wellness, Healing and Safety
Diversity Terminology

Terminology*

- Race
  “Refers to a group of people who share some distinctive physical traits, such as skin color or facial characteristics.”

- Culture
  “Defined as a distinctive pattern of beliefs and values learned by a group of people that share the same social heritage and traditions”

- Ethnic Group (Ethnicity)
  “A group of people who share the same culture”

* Thompson & Cuseo (2009)
Diversity Terminology

Terminology*

- *Culture* refers to what an *ethnic group* shares in common.
- *Ethnic group* refers to a group of *people who share the same culture*.

* Thompson & Cuseo (2009)
**Diversity Terminology**

Terminology*

- **Human Diversity**
  “Refers to the variety of differences that exist among individuals and groups of people who comprise humanity”

- **Individuality**
  “Each person is unique and different from all others in any group that he/she belongs”

* Thompson & Cuseo (2009)
“We strive toward creating a welcoming environment abundant with opportunities for all people while being respectful of their beliefs, backgrounds, needs and viewpoints.”

Human diversity is variety in group presence and interactions. It includes, but is not limited to, age, color, ethnicity, gender, religion, disabilities, socio-economic status, sexual orientation, gender identity, and national origin.
Diversity Experience Benefits

- Expansion of learning through exposure
- Appreciation and maintenance of one’s own culture
- Ability to network and learn from others
- Ability to effectively handle barriers
- Knowing how to balance being part of groups and maintaining individuality
UT Statistics

Students 2009/2010*

Male 49%
Female 51%

American Indian or Alaskan Native 0.2%
Asian or Pacific Islander 2.6%
African American 14%
Hispanic 3.0%
Multiracial 0.9%
International 5.3%
Other 5.5%
White 68.4%

* UT Institutional Research (June 2010)
## UT Statistics

### Faculty/Staff 2009/2010*

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<th>Category</th>
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<tr>
<td>White</td>
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</tbody>
</table>

* UT Institutional Research (June 2010)
Overcoming Barriers

Diversity Appreciation Cycle*

Awareness
Understanding personal beliefs and attitudes toward diverse groups

Acknowledgment
Knowing how beliefs and attitudes may affect members of diverse groups

Acceptance
Being sensitive to and giving empathy toward members from diverse groups

Action
Actively reaching out and interacting with diverse people

* Thompson & Cuseo, pg. 25
UT Resources and Support

UT Diversity Home Page

http://www.utoledo.edu/diversity/

Provides links to:

- 14 centers and offices
- Diversity Calendar
- College diversity plans
- Community resources
- Diversity testimonials
The Office of Institutional Diversity is an integral institutional mechanism that insures that everyone has access to all services, accommodations and that personnel decisions comply with the UT non-discrimination policies.
For a complaint regarding discrimination or harassment, call 419-530-2508

Contact
Kevin West, JD
Interim Associate Provost of Faculty Affairs and Interim and Senior Director of Institutional Diversity
(419) 530-4053

Call the anonymous reporting line – ethicspoint at 1-888-416-1308 or web link www.ethicspoint.com
Sources


Sources

Referenced UT Offices

Accessibility
Career Services
Enrollment Services
Equity and Diversity
Institutional Diversity
Institutional Research
International Student Services