Diversity Research in the Field of Higher Education

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Overview

- Introduction

- Motivations for this workshop

- Essentials about Diversity and Higher Ed.
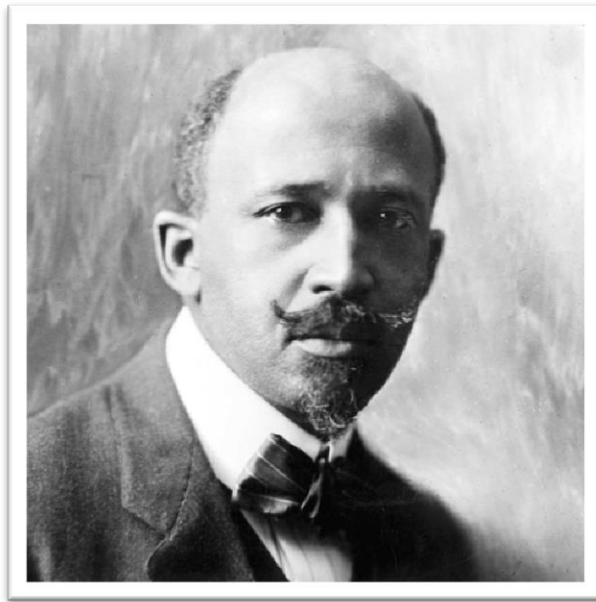
- Current Events

- Researching Diversity in Higher Ed.

Onward….Upward!

- Virginia Native
- First Generation
- Alumni: VCU/Nebraska/UNLV

- Persistence: "Nothing in the world can take the place of persistence…persistence and determination alone are omnipotent"

  - -Calvin Coolidge

Jeff's Inspirational Figure Quote

- "The worker must work for the glory of his handiwork, not simply for pay; the thinker must think for truth, not for fame."

O's bio

Little beginnings!

- Native of Lagos, Nigeria
- First Generation
- Alumni: OAU, Ife/IDS Sussex

- "You are never too old to set a new goal or to dream a new dream"
  - C. S. Lewis

O's inspiration quote

- "…a constant reminder of the incredible global impact that can be made when an amazing [everyday] person is partnered and supported by those who care for and can truly support her."

Mo Adefeso-Olateju

Interesting Quote

"This is America, where a white Catholic male Republican judge was murdered on his way to greet a Democratic Jewish woman member of Congress, who was his friend. Her life was saved initially by a 20-year old Mexican-American gay college student, and eventually by a Korean-American combat surgeon, all eulogized by our African American President."
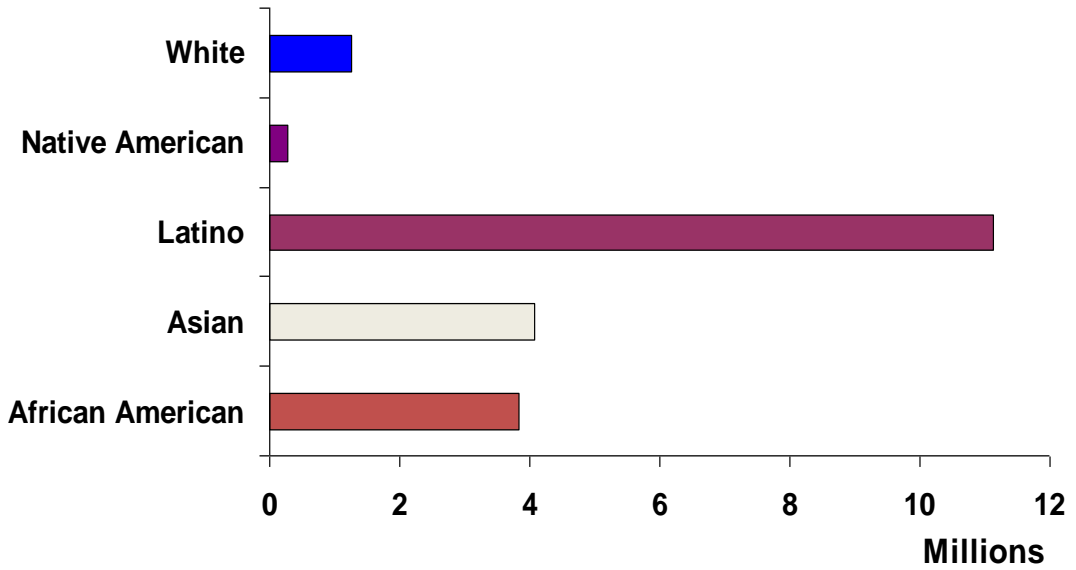
-Mark Shields, PBS

Changing Demographics

- If current population trends continue, minority group members will be 47% of U.S. population in 2050 compared to 24% in 1990

Source: U.S. Census Bureau Projection

There is Rapid Growth Among Groups Who Already Are Under-Represented

**Projected Increase in the Population of 25-64 Year-Olds, 2000 to 2020**

Social Realities

- Changing demographics
  - Minority/Majority
    - Population
    - School Districts
    - College Campuses
- Melting Pot?
- Need for Discussion – Differences/Similarities
  - Tolerance – Understanding
- http://www.youtube.com/watch?v=epuTZigxUY8

Lunch Date Clip Questions

- What did I see in the video?

- How did it make me feel?

- What were my impressions of the key characters?

- What did you observe about the reactions of others in the group?

Cycle of Oppression
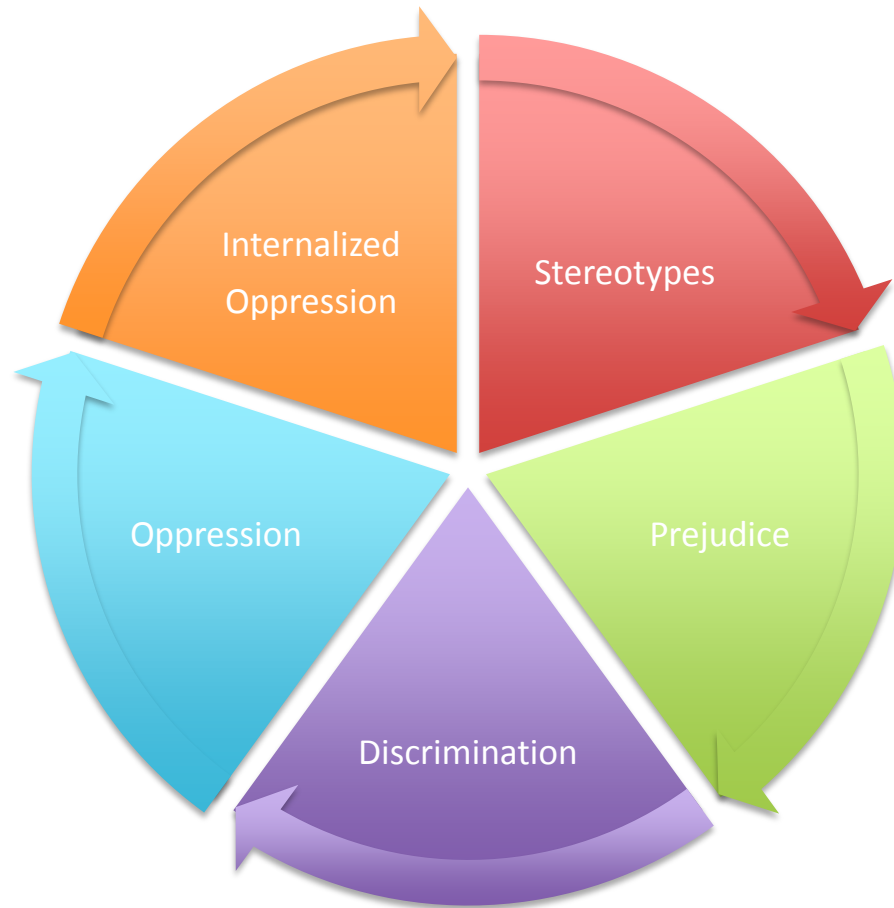
Cultural Discussion

- Dominant culture
  - European
  - Male
  - Protestant
- Immigration
  - 80% from Latin America & Asian countries (Szelenyi & Chang, 2002)
- Our own norms and values
  - Potential biases
- Implications for Interactions:
  - Social/Work
- Cultural Competence

Confronting the Stereotype

Growing Concern That's Eroding Black Families

Posted: Dec 10, 2014 7:00 PM CST
Updated: Dec 10, 2014 7:00 PM CST

By Darcy Thomas, Anchor/Reporter CONNECT

During a **youth summit Tuesday in Midtown Memphis**, Mayor A C Wharton expressed a growing concern.

"In the year 2012, out of 157 homicides in Memphis 115 were young men of color," the mayor said.

RECOMMENDED VIDEOS

Charges Dropped Against Suspects Due To Defective Warrant

Confronting the Stereotype cont'd

- Black men have been portrayed as:

  "dysfunctional and homogenous group characterized by hyper-sexuality, violence, incarceration, drug abuse, and poor academic performance" (Gordon, 1999)

- In the workplace, Black professionals face:

  – Hostility

  – Marginalization

  – Isolation

  - Williams & Williams (2006)

Stats/ Black College Graduation/Incarceration Rates

Table 2. 6-Year Public Graduation Rates by Ethnicity and Gender.

Federal Ethnic Groupings	Men (%)	Women (%)
American Indian	31.4	37.6
Asian	58.9	67.0
Black, African American	32.5	43.4
Hispanic, non-Black	38.4	46.5
White	52.6	58.9
Race unknown	48.5	54.6
Nonresident alien	50.2	55.6

Source: Six-year graduation rates (2008) (2000–2001 freshmen).

Table 3. College Age 20–24 Years Incarceration Rates per 100,000 by Race and Gender: Mid-Year 2007.

| Group	Total	Whites	Blacks	Hispanics
Males	3,352	1,675	10,698	4,168
Females	304	226	612	357

Source: Sabol and Couture (2008).

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16

Higher Education Learning Environment

- Higher Ed. Promotes good citizenship
- Identified as a compelling interest for diversity
- Stewards of human/social capital
- Various forms of diversity
- Mirror of societal current events

Students Behaving Badly
-University of Oklahoma
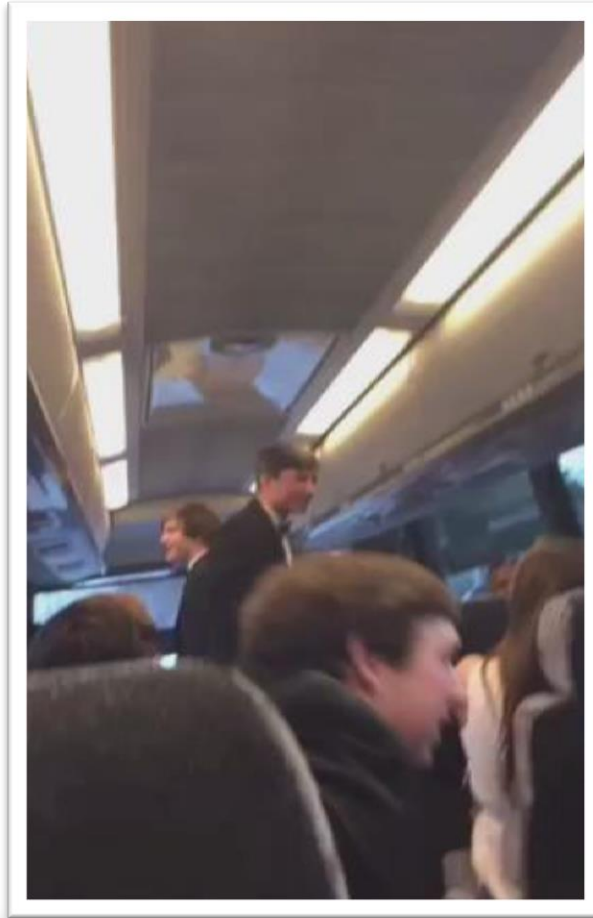
In the video, you can hear the Sigma Alpha Epsilon fraternity cheering "there will never be a nig*** in SAE."
The chant goes on to say, "you can hang them from a tree, but they'll never sign with me."
-Source: KFOR.com

Institutional Choices/Consequences

-Wright State University (OH)

Current Events in Higher Education

- **University of California at Berkeley:** In February this year Milo Yiannopoulos was scheduled to speak at UC Berkeley. The event was cancelled because of protests which turned violent. In April, an event at which Ann Coulter was expected to make an appearance was cancelled and rescheduled. In September this year, a 'Free-Speech Week' organised by a student group was cancelled the day before it was scheduled to hold

- **University of Virginia, Charlottesville:** In August this year what began as a rally against renaming Lee Park in Charlottesville and the removal of the Robert E. Lee statue ended with the death of several persons. Students from UVA were amongst the counter-protestors

- **Virginia Commonwealth University, Richmond:** On Saturday, September 16, an out of town group organised a rally to support preserving Richmond's Confederate monuments. Some of these monuments are close to the VCU Monroe Park campus. A number of students were arrested in the protests

- **College of William and Mary, Williamsburg:** An event in September of 2017, sponsored by William and Mary's student-run programming organization Alma Mater Productions (AMP), entitled "Students and the First Amendment" was disrupted when protestors refused to allow the invited speaker Claire Guthrie Gastañaga, executive director of the ACLU of Virginia, to be heard.

- **Georgia Gwinnett College, Lawrenceville:** A student is suing the college over claims that its policies and practices prevented him from religious proselytizing on campus in July 2016. The litigation is still pending

- **University of Florida, Gainesville:** The governor of Florida declared a state of emergency in Alachua County where the university is located ahead of a planned speech by Richard Spencer (president of the National Policy Institute) on the campus on Thursday, October 19, 2017. The event went ahead with heavy police presence on campus.

Researching Higher Education for Diversity

- Institutional data/datasets: enrollment, retention, graduation

- Empirical research: campus climate, quantitative/qualitative inquiries

- What does the literature already say: makes the case for what present state is and what needs further researching

- Diversity is a "hot-button" issue, therefore, it is important to understand its complexities

Evolving Social Dynamics

- Need for Increased College Access & completion
- Shape tomorrow's future workforce/citizens
- Expanded outlook, broadened perspective

Stewards of Human Capital: Colleges

- Inevitable demographic trends

- Need for colleges to be proactive on diversity

- Persistent educational inequality

External/Internal Factors

- Need for Inclusive Campus

- Responsive to Constituent Needs

  "most first – year college students will likely be students of color" (Picca & Feagin, 2007)

Defining Diversity

The study of how
people are different
from one another

Diversity Models

- Affirmative Action/equity Model

- Multicultural Model

- Academic Diversity Model

-Source: Williams and Clowney (2007)

Addressing Diversity in Higher Ed.

- In order to adequately address diversity within higher education institutions, the **leader** of that institution, the president, must possess the "**courage, commitment, and determination** of the chief executive officer who practices self-accountability and holds other unit leaders to the same level of **accountability**" (Michael, 2006,p. 23).

- College **presidents** are **instrumental** for **advancing** the **diversity** agenda because they possess **authority** and can hold people accountable within the institution (Birnbaum, 1992).

Cultural Competence

- **Cultural Competence:** A set of congruent behaviors, attitudes, and policies that come together in a system (Cross, T.L., 1988)
  - **Cultural Awareness**
    - Understanding
  - **Knowledge Acquisition**
  - **Skill Development**
  - **Inductive Learning**
- Confront their own racism and biases in order to effectively work with others

Cultural Competence cont'd

- **To be culturally competent means to honor and respect the cultural collective values and to temper individual values within the larger context (Lum, D. 2005)**

poseful Diversity Efforts

THANK YOU
FOR YOUR TIME!

QUESTIONS

AND

THOUGHTS