

Diversity Initiatives

Outreach and Engagement

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Why do we have diversity initiatives?

Morrell Acts of 1862 and 1880

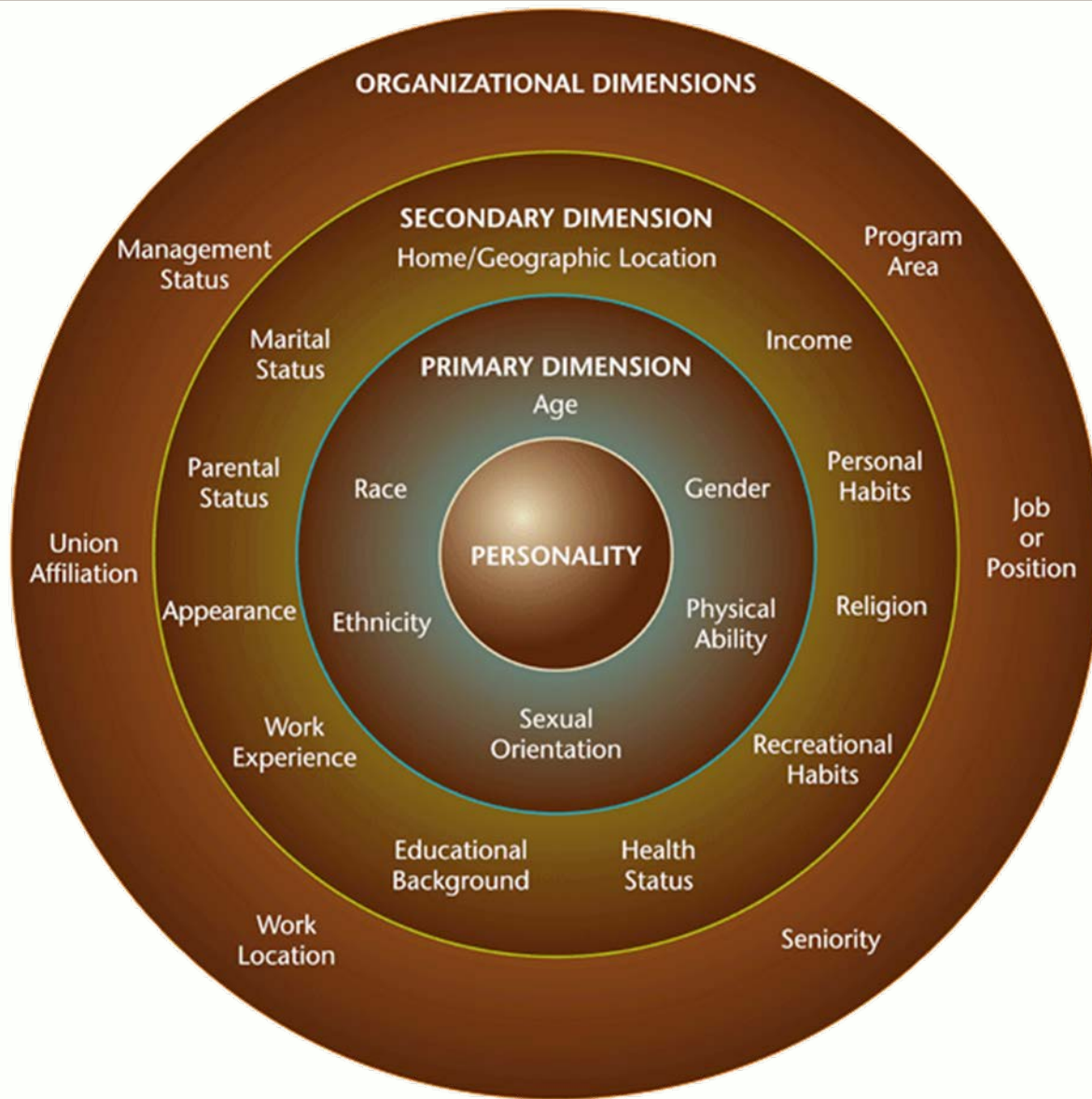
- **Access to the resources of higher education by historically underserved communities**

Outreach & Engagement 2013

- **Access to the resources of higher education by historically underserved communities**

Our Purpose today

- **Broaden our thinking about diversity**
- **Recognize the impact of our personal and organizational cultures**
- **Invite you to join the effort to welcome and include**



The Diversity Wheel

Approaches to Diversity

- **Social Justice**
- **Intercultural Communication**
- **Organizational Development**

As individuals and as an organization, how well do we welcome and include those who are different from the majority of us?

What is cognitive bias?







AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest-deep flood water after **looting** a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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3:47 AM ET

Two residents wade through chest-deep water after **finding** bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

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Preference for the familiar



Unconscious Cognitive Bias



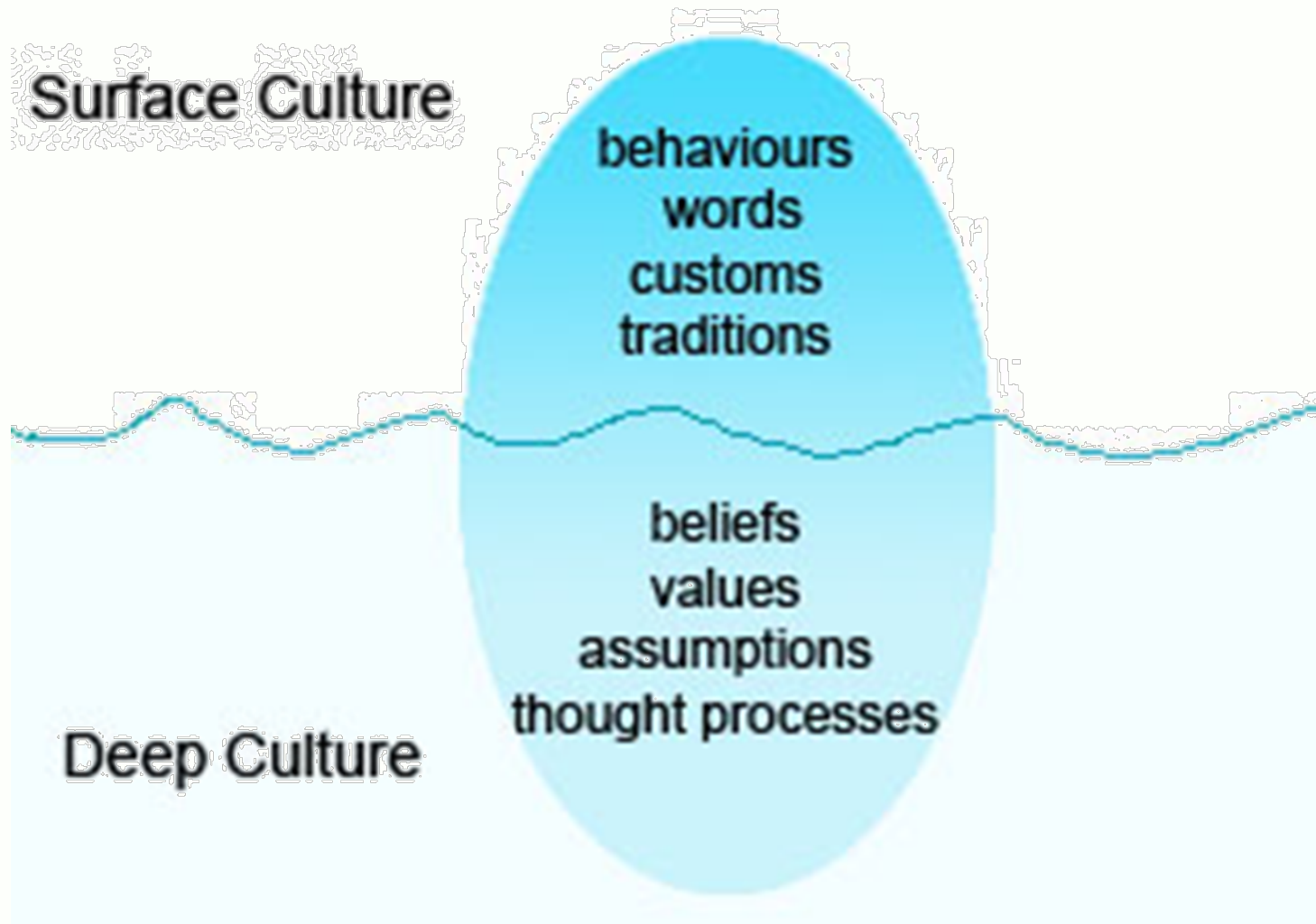
Assumptions and Prejudice

What is familiar?

What is Culture?

**“We don’t know
who discovered
water, but it
probably was
not a fish.”**

~ Marshall McLuhan



The Cultural Iceberg

**“Say what you
mean and mean
what you say.”**

~ Northern European American Expression

**“Silence produces
peace, and peace
produces safety.”**

~ Swahili proverb

How would you describe...

- the culture of your office?**
- the culture of our organization?**

How does our organizational culture (our values, beliefs, assumptions, etc) influence...

- Who we hire?
- Who we retain?
- Which communities serve?

Example: 4-H Tech Wizards

- Bilingual
- Family-supported
- Afterschool
- Small-group
- Mentoring program

Target Audience: vulnerable and marginalized youth who tend to be underrepresented in STEM fields

How can you get involved?

**OSU Center for Latino Studies
and Engagement**

CL@SE

Resources: OSU Cultural Centers

- **Pride Center**
- **Women's Center**
- **Asian and Pacific Cultural Center**
- **Native American Long House**
- **Lonnie B. Harris Black Cultural Center**
- **Cesar Chavez Cultural Center**
- **International Student Center**

How can you get involved?

Recruitment

- Search Advocacy Training
- Promise Internship Program

Retention

- Navigating Difference

Leadership Development

- Diversity Catalyst Team

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