

Diversity In Perspective

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Center For Diversity Initiatives
Tarleton State University

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Center For Diversity Initia- tives: A Community's Vision

Dr. Aziz Talbani,
Director

After assuming the position of Director of Center for Diversity Initiatives, I had several questions in my mind. How could the Center serve all Tarleton students in the 21 century? What should be the core philosophy and values of the Center? After self deliberation, research on similar institutions and discussions with the University community, two caveats of my task as the Director emerged; 1) I realized that all students, irrespective of their social, racial, ethnic backgrounds, gender or sexual orientation, need education in diversity. It is essential for their success and a higher quality of

life, and to extend the boundaries of their knowledge. Diverse groups of students have different needs; the core value of the Center is to reach out to all students, and especially to those who need the Center's services the most. 2) The Center needs to develop programs that are future oriented and student centered. This also means the Center needs to offer innovative educational and training programs and activities that meet the current and future needs of students, faculty and staff.

However, the most difficult part of shaping a post-modern center on diversity is how to sell new ideas to stakeholders?

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Diversity and Education

Marcy Tanter,
Assistant Professor of
English

The purpose of a university is to educate its students so they can become useful, productive members of the society

they will enter upon graduation. The make-up of a university community does not always reflect the society beyond its borders so the

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Samoan dancers demonstrate a proper war dance during the "Aloha celebration, hosted by Center for Diversity Initiatives. Back row (L-R) Richard DeLeon and Mack Ruszkiewicz. Front row: (L-R) James Segura and Tuisosopo Tanielo.

Aloha!

Tessa Blackwell,
Staff Writer

Through Samoan and Hawaiian dancers, Polynesian cuisine and more, the Center for Diversity Initiatives (CDI) brought the "aloha" spirit to Tarleton State University on Friday, October 7th.

The night was filled with music, dancing, and culture. After dancers performed, they

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Send your essays for publications to CDI@tarleton.edu or Box T-0490, Stephenville, Texas 76402.

Editorial Board

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Dr. Jim Cook
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Tessa Blackwell

Dr. Irma Harrington
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"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams."

-Jimmy Carter

Quiz:

How Knowledgeable Are You About Diversity?

Answer these five simple true/false questions to find out how much you really do know about multicultural diversity.

1. There is only one race, and that is the Human Race.
2. There is a difference between what is meant by sex and gender.
3. Germans are more authoritarian than other ethnic groups.

4. By the middle of the 21st Century, 50% of the U.S. Population will be made up of minority groups.
5. Asian Americans have the highest educational attainment of any ethnic group in the United States.
6. Latinos are the fastest growing minority group in the United States.
7. Over 76% of women, aged 25-44 are in the workforce.

8. The median income of African American families is less than two thirds that of white families.
9. Affirmative Action has insured that minority groups are no longer disproportionately unemployed and vulnerable to economic downturns.
10. More women receive college degrees than men.

This quiz was created and compiled by Dr. Irma Harrington.

Give yourself one point for every correctly answered question.

- | | | |
|-------|------|------|
| 1. T | 2. T | 3. F |
| 4. T | 5. T | 6. T |
| 7. T | 8. T | 9. F |
| 10. T | | |

9-10 points...

You are a diversity Guru, congratulations!

7-8 points...

Not bad, you are average.

6-7 points...

You almost failed the quiz, oops!

6 points and below...

You failed...it probably wouldn't hurt you to take a multiculturalism class.

Just A Few Experiences From... The Land Of Cotton

Lori J. Anderson, Ph.D.
Professor of Sociology
Head, Department of Social Work,
Sociology and Criminal Justice

The Supreme Court handed down a decision on Brown vs. the Board of Education of Topeka, Kansas, in 1954, the year of my birth, in fact, 50 years ago. At the time I was growing up in Toledo, Ohio, but soon moved to Brownsville, Tennessee, where I lived with my grandparents throughout my elementary, grade, and high school years—and even part of college. One of the most important people to influence me in this time was Lily Dale Young—my family's personal Mammy. As I relay the story to follow, please remember that I am a professional sociologist now, and one who champions all the causes for equality. I too, however, experienced socialization in the Land of Cotton. . .

Just 5 years ago, I visited Brownsville to see my mother before she died in that same year. She had a "coca cola" party, inviting many of my old high school friends and their parents. As we politely sipped our coke and properly chewed our cookies from china plates, an old high school friend of mine said, as casually as you would say "Good afternoon" on a lovely day, "Lori, you just won't believe what has happened—blacks are in the Presbyterian Church." Once again I knew the feeling of life standing still—of no social change—"My God, I thought, times really haven't changed." I felt embarrassed that I was involved in such a conversation; yet, all too well I understand that to remove oneself from such prejudice and discrimination requires some sort of transformation. Mine had started with a wonderful relationship with Lily Dale Young that taught me people are people, and this continued

throughout my college years.

As a sociology major in college, I learned about ethnocentrism and cultural relativity—what a grand understanding came when I learned that we indeed see our culture as the right way, the best way, the only way. I too, once saw the Land of Cotton as "the way." When I was five years old, I asked Lily, who often babysat me, "Lily, what would happen if a colored person married a white person?"

She replied, "Banty (as she affectionately called me), hush yo' mouf, don't say sech." I literally felt the line in the sand—a line not to be broached by either side. I also recall the time I sat in Lily's lap and affectionately kissed her on the cheek, and thought, "her skin is really no different from mine." I loved Lily Dale Young, and for that reason I would always side with any group who desired equality for all. She had loved me and taken care of

me—something I would never forget.

Once I got to college I learned I was practicing cultural relativity—seeing each culture’s practices as relative to those peoples’ time and space. How wonderful not to judge—something sociologists learn in their professional growth. One Sunday morning in college at Martin, Tennessee, I saw Raymond, an 18 year old black boy who sat behind me in Philosophy class, walking down the same street I drove

down to church each Sunday. I offered him a ride, and we became fast friends. My mother, strictly socialized and affected by the Land of Cotton even more than I, chastised me “for how it might look,” and she questioned, “Did he ride in the front seat?” This was 1973—just 19 years following Brown vs. the Board of Education.

I wish I had time to relate more stories from these wonderful days of growing up in the Land of Cotton, but time does not permit.

From this experience, however, I gleaned culture indeed changes slowly, even with charismatic leadership and social movements. One person is no different from another, especially when love and care are involved. You see, I cared about Lilly and Raymond—irrespective of the color of their skin. How much of my cultural relativity came from loving Lilly versus loving Sociology—I cannot say, but I thank God that living in the Land of Cotton brought me to where I am today.

Bosque County Sesquicentennial

By: Diana Ani Stokely



The “Election Oak” is one of three sites where voters of Bosque County Texas were able to participate in the county’s first election held August 7, 1854. Of the officers elected that day are pictured (from left to right) Lowry H. Scrutchfield, County Judge; J.K. Helton, Justice of the Peace; and Jasper N. Mabray, County Clerk.

On August 7, 2004, a large crowd gathered in Clifton for the 150th year birthday celebration, including many members of the Norwegian Society of Texas. Congressman Chet

Edwards acknowledged the influence of Norwegian immigrants in settling Bosque County. Pastor John Homerstad, Bosque Chapter member, said, “I almost didn’t come to this, since my ancestors weren’t allowed to vote!” On that day, Norwegian settlers were denied the right to vote on the basis that they had lived in the county for less than one year. Artist Diana Ani Stokely portrayed the disenfranchised Norwegians, women, children, cowboys, and Mexicans, by placing them on the fringes of her painting.

Tarleton Showcases Hispanic Culture

By Rachel Bunyard

The Hispanic Heritage Festival was a huge success thanks to students, staff and faculty. Thank you Tarleton! On September 29th in the amphitheater of the Thompson Student Center, attendees enjoyed fajitas, Spanish rice, beans and build-your-own nachos. The event also featured piñatas, and Folklorico dancers.

Dancers consisted of members of St. Vincent Palotte Ballet Folklorico dancers from Abilene. The delicious food was provided by Aramark food service and Tarleton Dining Services and staff members and students brought homemade hot sauce for participants to sample. Residence hall members made the piñatas. About 307 people had signed up to participate in the event which was sponsored by both the Student Programming Association and the Center for Diversity Initiatives.



(Above) A Folklorico dancer displays her lovely traditional garb.



(Left) Thompson Center audience members enjoy a colorful performance by Folklorico dancers perform for an audience at the for the Hispanic Heritage Festival. The event hosted by the Student Programming Association and the Center for Diversity Initiatives celebrated Hispanic Heritage Month, September 15th - October 15th.

Careers and Diversity

Ms. Darla Doty, Director Career Center

Although the lackluster job market has economists and politicians scratching their heads and providing fuel for recent presidential debates, the overall economy is showing gradual improvement. We are still not close to the hot job market we experienced in the late 1990s and early 2000s, but the good news for college graduates seeking career opportunities is that the job market is improving and opening

up. "Employers are more optimistic about hiring than they have been in the past few years," stated Camille Luckenbaugh, research director for the National Association of Colleges and Employers, which tracks job market trends for new grads.

Job seekers need to realize that regardless of the state of the economy and job market, it is important to be proactive and open-minded. Finding a job is a job and should be taken very seriously. A great resource to assist you with your job

hunt can be found right here under your nose... your Career Services Center. We have a wonderful staff who loves to help students be successful in finding a part-time job, full-time job or internship. For a complete listing of our services and programs, go to the Career Services' website, www.tarleton.edu/~careers.

Another trend worth noting is the growth in minorities not only in the United States and Texas, but Tarleton as well. What a great opportunity we are given to

embrace diversity. In an effort to be more purposeful in serving the needs of our growing population of International students, the Career Services Center along with the office of International Academic programs and the Center of Diversity Initiatives will be sponsoring "Job Search for International Students" during International Students Week, November 15-19. Watch for more information about this program to be announced soon.

Vision

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How could they be motivated to engage in diversity related programs and activities? How do we convince them that diversity education and programs will benefit them enormously?

The Center for Diversity Initiatives has taken the first step by developing plans and initiating a series of innovative pro-

grams. Now, we are looking to faculty, students and staff to come forward and forge partnerships with us. The entire campus community has a stake in the Center. It is a great opportunity for everyone on the campus to have fun and learn. The campus community should also make intellectual contributions and tell us what they want to see happening at the Center. Diversity is the key to success.

Aloha

From page 1

taught dances to the people in the audience. Hawaii, the land of beautiful flowers, sparkling beaches, rich culture, delicious macadamia nuts, and home to the biggest mountain range in the United States has these few things to enjoy, and history is another.

The night started with a video showing the trials and triumphs of the Hawaiian natives. Originally, festivals were held in the middle of Oct. to honor chiefs when they returned from battles. During this time, which also marked the beginning of fall or Makahiki, wars and battles were forbidden.

The last queen of Hawaii was Lili'oukalani, who changed Hawaii forever. In 1893, four boats full of U.S. Marines arrived in Honolulu, then the capital of independent Hawaii. The Queen watched from her balcony as 162 troops took their positions. She surrendered at gunpoint the next day and reluctantly handed over

her throne to the United States. Over the following years, Americans moved in, bringing new diseases and wildlife, and imposing their cultural beliefs. Hawaii became a recognized state in 1959. Hawaiians went from being the majority to quickly becoming the minority.

The "Aloha" celebration was a unique event that showcased the Polynesian cultures at Tarleton. Samoans and Hawaiians are ethnic groups that oftentimes evade mention when thinking of the different cultural backgrounds of peoples living in Texas. The commemoration of the Polynesian culture last week was only one of many ways CDI plans to provide programs for students, faculty and staff that inform and encourage the education of cultural diversity.

After the video, the entertainment portion of the show began. Samoan dancers began with a war dance. They were followed by hula dancers. Between each dance the audience was invited to

Education

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university must ensure that students have as many experiences as possible that will help them prepare for whatever situations come their way. The only way to adequately prepare our students for what they will find in the "real world" is to present them with a multicultural curriculum from their first day of college.

Within its complex yet complete definition of multicultural education, the National Association for Multicultural Education states that: "It helps students develop a positive self-concept by providing knowledge about the histories, cultures, and contributions of diverse groups. It prepares all students to work actively toward structural equality in organizations and institutions by providing the knowledge, dispositions, and skills for the redistribution of power and income among diverse groups. Thus, school curriculum must directly address issues of racism, sexism, classism, linguistic, ablism, ageism, heterosexism, religious intolerance, and xenophobia."

The suggestion here is that giving students a full education that opens their minds

to diverse ways of living, thinking and being is the key to their future success and increases their self-esteem. The latter point is valid because a person who is comfortable meeting others from a cross-section of society will not be impaired by prejudices that might preclude successful communication and interaction with those people.

NAME also makes the case that "Recognizing that equality and equity are not the same thing, multicultural education attempts to offer all students an equitable educational opportunity, while at the same time, encouraging students to critique society in the interest of social justice."

It can be controversial to encourage students "to critique society" but a multicultural education gives them the tools not only to critique but also to investigate and advocate change. A truly multicultural education helps students identify and understand social injustice, which are the crucial first steps towards making a difference. If we are to prepare our students for the unknowns they will face after they leave the university permanently, we must make sure that they have the skills to meet those challenges head on and succeed.

NAME web site: www.nameorg.org

learn the movements and their meanings. There was also a best hula competition. The evening ended with a cultural food sampling. Tanielo Tuiasosopo, one of the Samoan dancers, started this portion of the show, cracking open two coconuts using a machete.

Formerly the Office of Multicultural Services, CDI has a new name and new director this year, Dr. Aziz Talbani. According to Talbani, the vision of CDI is to provide "programs that are purposeful and have long-term professional benefits for all students."

Unity in Diversity

Mowlana Jalaluddin Rumi
(d. December 17, 1273 Turkey)

look at love
how it tangles
with the one fallen in love

look at spirit
how it fuses with earth
giving it new life

why are you so busy
with this or that or good or bad
pay attention to how things blend

why talk about all
the known and the unknown
see how the unknown merges into the
known

why think separately
of this life and the next
when one is born from the last

look at your heart and tongue
one feels but deaf and dumb
the other speaks in words and signs

look at water and fire
earth and wind
enemies and friends all at once

the wolf and the lamb
the lion and the deer
far away yet together

look at the unity of this
spring and winter
manifested in the equinox

you too must mingle my friends
since the earth and the sky
are mingled just for you and me

be like sugarcane
sweet yet silent
don't get mixed up with bitter words

my beloved grows
right out of my own heart
how much more union can there be

Programs and Events Coming Up...

January 2005

19th Dr. Martin Luther King Jr. Birthday. Theme: Washington Mall : Freedom square, TSC (foyer or amphitheater)
11 a.m.-1 p.m.

20th Tsunami Devastation: Symposium on the global impact of this natural disaster.
Humanities room 116
3:00-4:30 p.m.

24th Free Dance lessons! TSC Ballrooms
3:00 p.m.-4:30 p.m.
Powwow: Celebrating Diversity: TSC Ball rooms 7:00-9:00 p.m.

27th Soul Food Cook off at Oscar P
7:00-10:00 p.m.

February 2005

Black History Month

2nd Symposium: Black Leadership: Past, Present and the Future

7th Writing Workshop Session I, 12-1

10th African dance group TSC Ballroom 5:30 p.m.- 7:00 p.m.

14th Writing Workshop Session II, 12-1

17th, CDI High Tea Self Defense: Wisdom Gym 3:30 p.m. - 5:00 p.m.

17th JAZZ Ensemble Concert (Cross Listed) Theater
7:30 p.m.

23rd SPA Banquet (Cross Listed)

24th CDI High Tea Breast Cancer

March 2005

Women's History Month

2nd Slumber Party (Girls Only) 9-11 p.m.

3rd High Tea

4th International Movie - on and by Women

7th Women's Leadership Training Workshop TBA

8th Spring Break Safety-TSC Lobby-CDI with Student Health Center
10AM-3PM

10th CDI Music Female Folk Dancers TBA

12th to 20th Spring Break

24th Dr. Sandra Harding, Professor UCLA, Women and Knowledge
(Time to be announced)

25th Symposium Dr. Sandra Harding

April 2005

6th Diversity in the Cross-Timber Area: Celebrating European Cultures

7th High Tea

13th Diversity Training for Faculty and Staff

TBA Disability awareness day - with Recreational Sports

20th Leadership Training TBA

21st High Tea

Continuous Events

Biweekly; High Tea 3:30-5:00

Learning Circles: Round Table debates

Voices!: Public speaking, story-telling, poetry

Research Fellows: Presenting on-going research

Whirling Dervishes

The "dance" of the Whirling Dervishes is called Sema. Sema is a part of the inspiration of Mowlana as well as part of the Turkish custom, history, beliefs and culture.



Have something you would like to see published? Do you want to share some of your history or culture?

Send your essays for publication to
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Stephenville, Texas 76402.

Statistics on Minorities at Tarleton State University

