



What's in a Word?

Using Vocabulary to Recognize
and Celebrate Diversity




Political Correctitude

From the opening of a speech by "Doonesbury" cartoonist
Gary Trudeau
at Yale University's Class Day:

"Dean Kagan, distinguished faculty, parents, friends, graduating seniors, Secret Service agents, class agents, people of class, people of color, colorful people, people of height, the vertically constrained, people of hair, the differently coiffed, the optically challenged, the temporarily sighted, the insightful, the out of sight, the out-of-towners, the Eurocentrics, the Afrocentrics, the Afrocentrics with Eurailpasses, the eccentrically inclined, the sexually disinclined, people of sex, sexy people, sexist pigs, animal companions, friends of the earth, friends of the boss, the temporarily employed, the differently employed, the differently optioned, people with options, people with stock options, the divestitures, the deconstructionists, the home constructionists, the home boys, the temporarily housed at home, and, God save us, the permanently housed at home."

-Courier, March 1993

A decorative green line starts from the top right, curves over the top, and ends at a small sphere with a grid pattern on the left side. The sphere is positioned at the top left of the yellow banner.

“One of the major goals of diversity awareness is to understand how each person fits into the lives and worlds of others.”

– Dave Ellis

“The opportunity to gain access...

- ✦ ...to the perspectives of peers and to learn from other students, rather than the instructor only, may be especially important for promoting the cognitive development of college freshmen.”
- Joe Cuseo

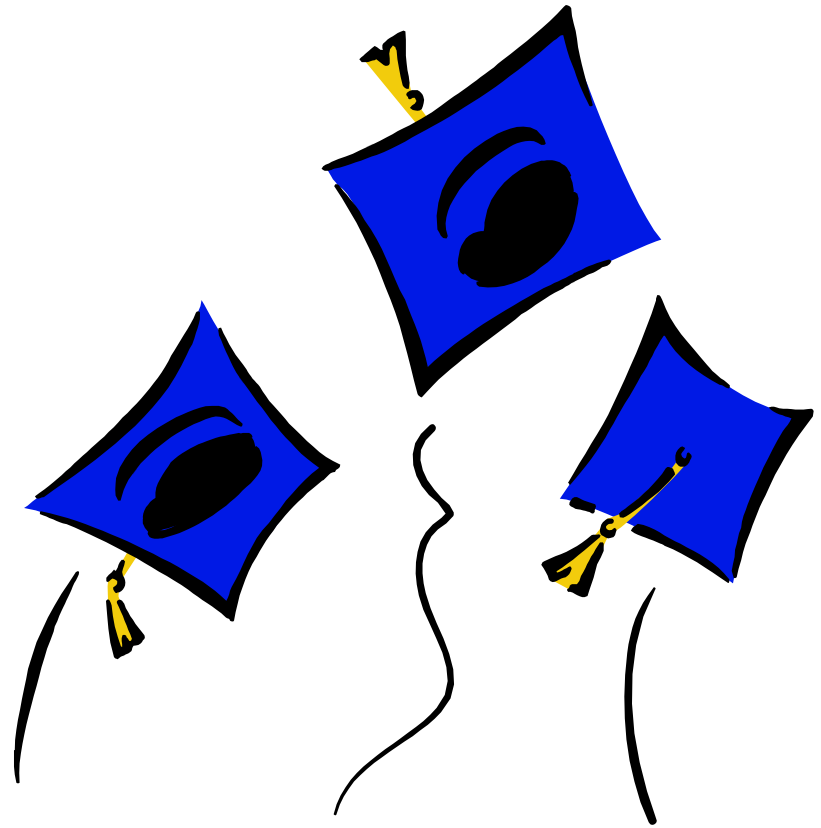


Communicating Across Cultures, *Becoming a Master Student, 11e, pp 284-287*

✦ Desire

✦ Knowledge

✦ Skill





✦ Desire to communicate

- If it's sincere, you can build bridges

✦ Know about other cultures

- Recognize style differences

✦ Develop skills

- Personal, interpersonal, institutional

✦ Be active

- Take responsibility for raising your cultural awareness

✦ Look for common ground

- Health, safety, economic security, education

✦ Assume differences in meaning

- Verify your understanding

- 
- ✂ Look for individuals, not group representatives
 - ✂ Get inside another culture
 - ✂ Celebrate your own culture
 - ✂ Find a translator, mediator, or model

- ✂ Develop support systems
- ✂ Ask for help
- ✂ Remember diversity when managing conflict
- ✂ Change the institution
- ✂ Reap the rewards




Quick activities to draw
attention to the role of
words in learning about
diversity...

Which would you rather say?


- ✦ "I need a(n) _____ in my assignment."
- ✦ Accommodation?
- ✦ Adaptation?
- ✦ Special treatment?
- ✦ Adjustment
- ✦ Alternative





● What type of learners say these things? Do we understand them all?

I hear that.	I can picture that.	I've got a feel for it.
That rings a bell.	It appears that...	One the one hand...
To tell the truth...	It's not very clear.	I grasp your point.
Now you're talking!	We see eye to eye.	That's cold/hot! (to indicate how "hip" something is.
(Quotes other people) He said...	You don't have to paint me a picture.	I feel your pain.



Write down the first words
that come to your mind
when you see these terms..

- ✂ Musician
- ✂ Homeless people
- ✂ Football players
- ✂ Computer programmers
- ✂ Retired person
- ✂ Adult learner

Exchange your responses
with a friend.



- ✦ Did you discover stereotypes or other examples of bias?
- ✦ What counts as evidence of bias?

Test Yourself for Hidden Bias

- ✦ Psychologists at Harvard, the University of Virginia and the University of Washington created “Project Implicit” to develop Hidden Bias tests – called Implicit Association tests, or IATs in the academic world, to measure unconscious bias.
- ✦ <https://implicit.harvard.edu/implicit/>
- ✦ <http://www.tolerance.org/>

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UPDATE:

Native Mascots & Nicknames



May 19 -- In the wake of the NCAA's recent ruling deeming Native American mascots "hostile or abusive," some colleges and universities continue to resist change. [Go](#)

CYBERBULLYING:

One Family's Story



TALK TO KIDS ABOUT...

Stereotypes



May 31 -- Tolerance.org parenting columnist Dana Williams shares how two recent incidents taught her son a meaningful lesson about stereotypes. [Go](#)

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Hate Group Numbers Up in 2005

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Tolerance Watch

- ▶ In the news
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- ▶ Find the truth behind hate music

Do Something

- ▶ Respond to bigoted comments
- ▶ 10 Ways to Fight Hate
- ▶ 10 Ways to Fight Hate on Campus
- ▶ 101 Tools for Tolerance
- ▶ Respond to hate at school
- ▶ Mix it up at lunch
- ▶ Make every victim count
- ▶ Find a social justice group
- ▶ Order our materials
- ▶ Get our newsletter

Dig Deeper

- ▶ Explore your hidden biases
- ▶ Deconstruct biased language
- ▶ Explore hidden history
- ▶ Visit the Civil Rights Memorial



Top 10 Most Looked-Up Words of 2005?



Top 10 Most Looked-Up Words of 2005

From the Christian Science Monitor, December 20, 2005.
<http://www.csmonitor.com/2005/1220/p02s01-ussc.html>

✂ Integrity

✂ Refugee

✂ Contempt

✂ Filibuster

✂ Insipid

✂ Tsunami

✂ Pandemic

✂ Conclave


✂ Levee

✂ Inept



Refugee or Evacuee?

✦ "The word "refugee" made it to No. 2 after Hurricane Katrina necessitated the evacuation of thousand of Gulf Coast residents. The ensuing debate, over whether "refugee" was the proper term for displaced residents or whether it as in fact pejorative, summoned thousands of Americans to their dictionaries to decide for themselves."



"It is not what you say to people that counts; it is what you have them *do*. If most teachers have not yet grasped this idea, it is not for lack of evidence."

- Neil Postman & Charles Weingartner

Application

Origins Word Game

(suggested by Sudie Hoffman for www.teachingtolerance.org 2004)

- ✎ Form into groups of 5-6 .
- ✎ For each word or phrase, determine the common usage and its origin. Try to come up with something even if you have no idea what it means.
- ✎ The members of the group that gets the most answers correct in the time given will get a prize.

Application

Master Students: Alike or Different?

- ✦ Choose three Master Students to read about.
- ✦ List biographical details first; the variety will be apparent.
- ✦ Create lists of characteristics describing what makes each person successful. The similarities will be apparent.
 - These individuals can be from the *Becoming a Master Student* text or you can ask students to generate a list of successful people they admire from a variety of arenas.



Application: Important Events/Important People

- ✦ Have students create a list of the 10 most important events (in a year, a decade, a century, throughout time).
- ✦ Have them also create a list of the 10 most important people.
- ✦ Then have them compare their lists to consider the issues surrounding diversity and values.

Application:

What if you wanted to incorporate an exploration of words and diversity into your student success course?

- ✦ What are some activities you would do?
- ✦ What questions would you ask?
- ✦ What guest speakers would you invite?

