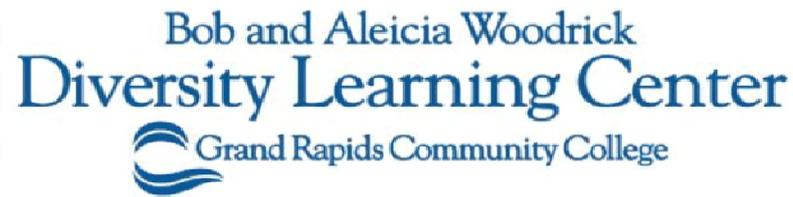


Bob and Aleicia Woodrick
Diversity Learning Center



Grand Rapids Community College

Christina Arnold and Tamber Moore



The purpose of the Diversity Learning Center is to ensure an inclusive and flexible learning environment in support of personal growth and respect for individual differences.

Our philosophy is:

- Learning is continuous
- We have commonality of purpose
- We believe that diversity is the condition of being different or having differences
- We believe inclusion treasures diversity and builds community
- We are one race, and in the “Oneness of Humankind”. We are the same race, only different editions
- We believe that healing is possible



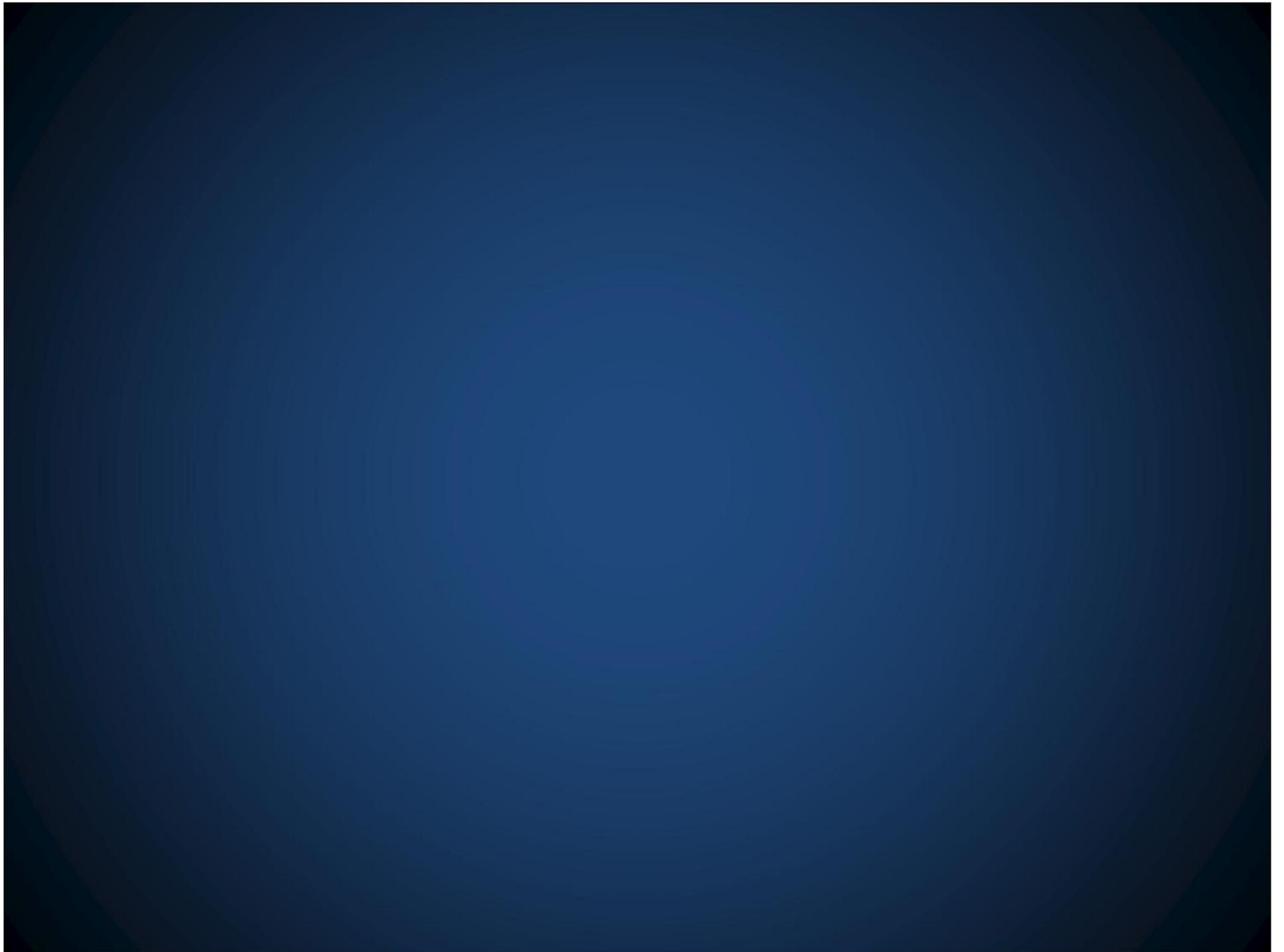
**Grand Rapids Community College Ends:
 DIVERSITY**

This College will continue to be a force that advances an understanding of diversity for all people.

COMMUNITY OUTREACH

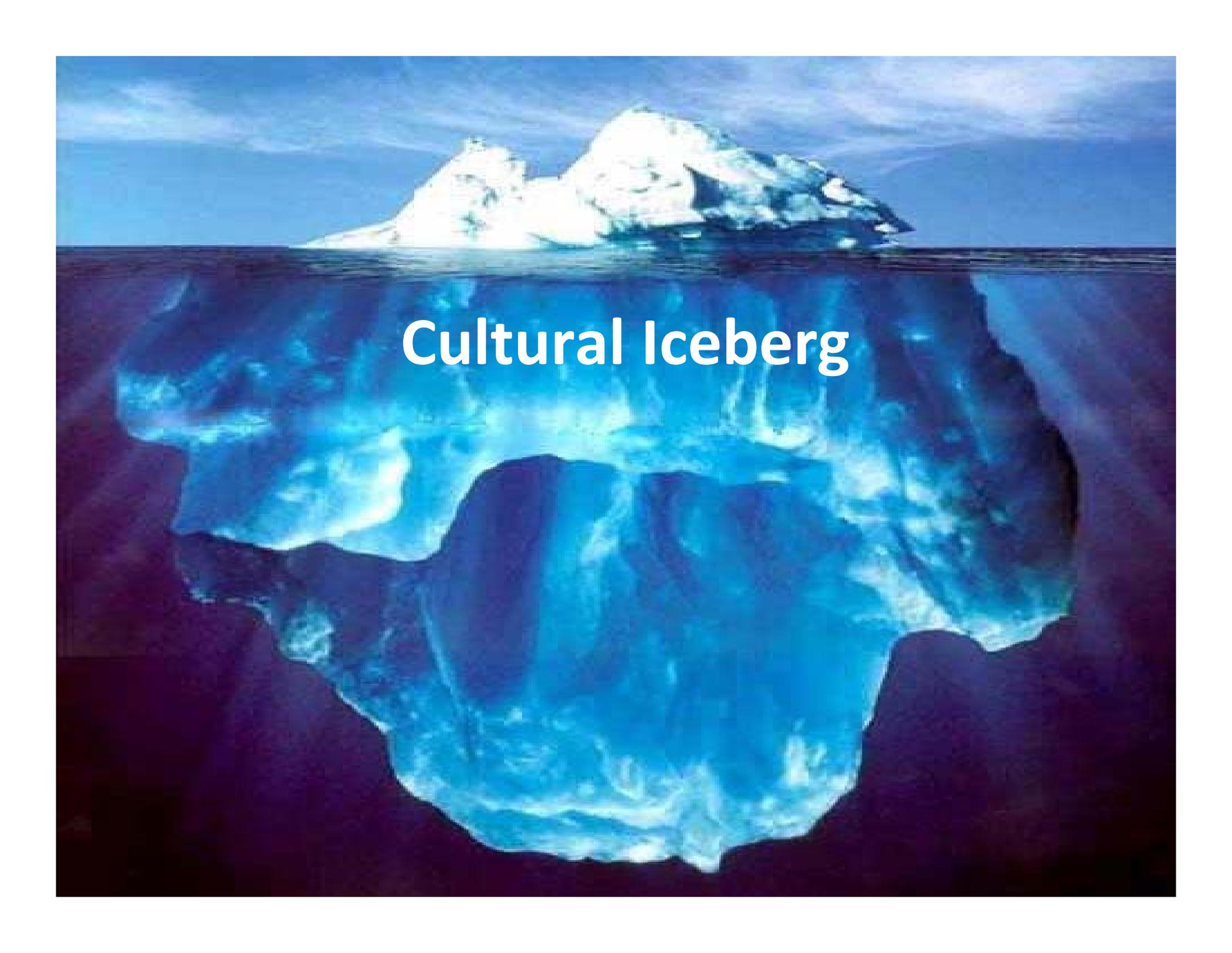
The College will be involved in the community through outreach, partnerships, and resources.

Educational Programs	Recognition & Scholarships	Women's Initiatives And Partnerships	Build Community Partnerships	Institutes/ Customized Diversity Development
Diversity Conference Diversity Lecture Series Dr. Martin Luther King Jr. Day and Evening Celebrations GRCC SafeZone Training Cross-Cultural Communication Workshops Mentors in Violence Prevention Training Stress Management Workshops Training for Staff and Students Uncomfortable Conversations in the Classroom	GIANTS Award Banquet Milo Brown Scholarship Knights of Peter Claver Diversity Advocate Student Scholarship Latino Youth Conference Dr. Martin Luther King Jr. Day Celebration Salute to Women	American Council on Education for Women Leaders in Higher Education Athena Awards Girl Scouts of Michigan Trails Mary Free Bed Guild Mentors in Violence Prevention Training Nokomis Grant Support: Ain't I A Woman Tres Vidas Diversity Lecture Series Does Hip Hop Hate Women National Forum Planned Parenthood Salute to Women West Michigan Women's Studies Council Women's Resource Center	Chamber of Commerce (MAP) City of Grand Rapids Grand Rapids Public Schools Kent Intermediate School District Presidents' Implementation Committee Spectrum Health Steelcase United Way	2-day Institutes for Healing Racism Creating Inclusive Educational Environments Cross-Cultural Communication Skills Culturally Competent Strategic Planning and Organizational Development Global Leadership Youth Programs Diversity Awareness Workshops Organizational Diversity and Cultural Competency Assessments Teaching 21 st Century Learners



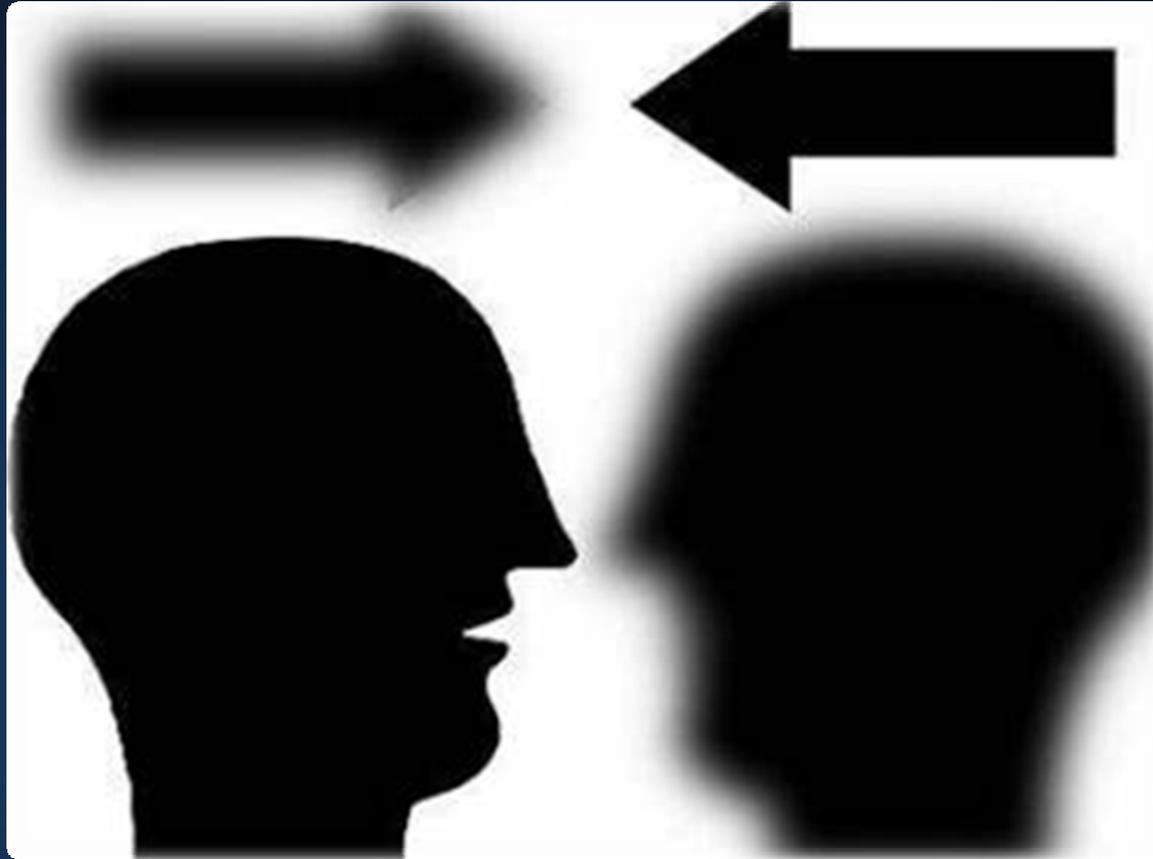
Defining Diversity

The Diversity Learning Center will embrace and promote diversity of race, color, religion, sexual orientation, gender, political persuasion, age, national origin, weight, height, marital status, disability or status as a Vietnam Era veteran in any of its education programs and activities, including admissions and employment.

A large iceberg is shown floating in the ocean. The top part of the iceberg is visible above the water line, while the much larger submerged part is visible below. The text "Cultural Iceberg" is overlaid in white on the submerged portion of the iceberg. The sky is blue with some clouds, and the water is a deep blue.

Cultural Iceberg



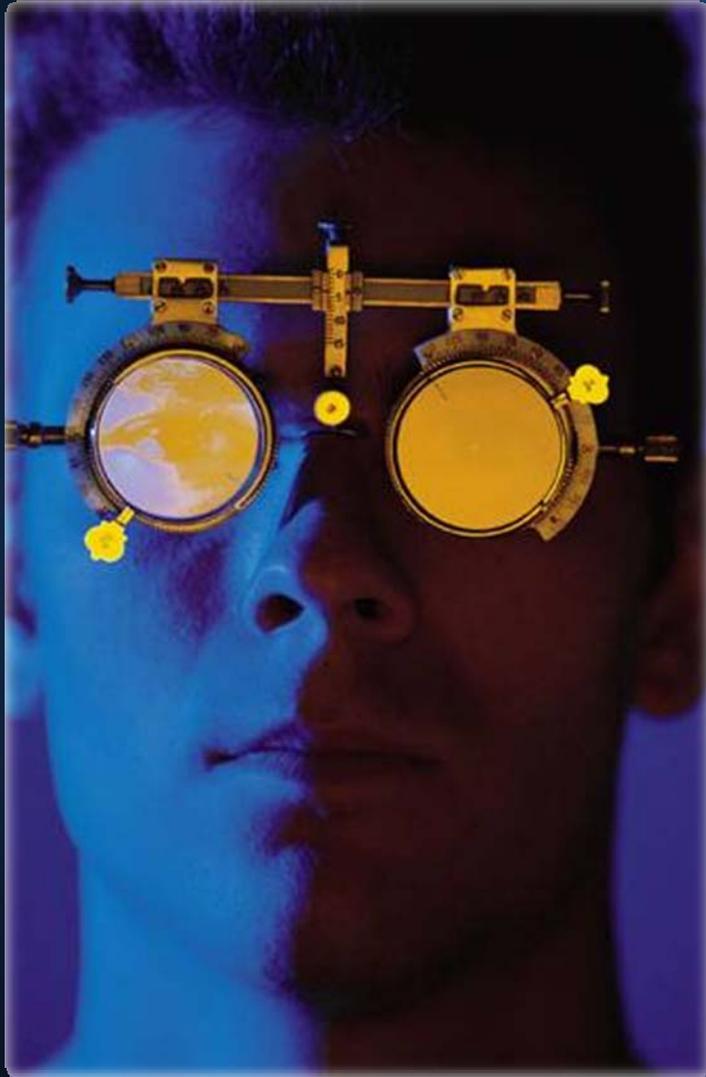


By the time a message gets from a sender to a receiver there are multiple places where transmission errors can take place.

<http://www.youtube.com/watch?v=Ahe6ucqay4>

AWARENESS TEST

Unintentional Blindness



Most people perceive themselves as “nice” people, believing they are tolerant and accepting of others- others who are different than themselves. Is it possible for “nice” people and organizations to be intolerant and exclusive of others when they don’t want to be?

Research and experience reveal that we all have biases that we are often unaware of, or think little about. Do our biases guide our daily decision-making and behaviors? Are decisions about others often based on erroneous or incomplete information?

How can we turn “unintentional blindness” into “mindful inclusion?”

Benefits of Inclusion

Develop understanding and respect of the beliefs, values and ethics of others

Expand cross cultural communication skills

Increase quality of life for residents

Decrease conflict in the workplace

Create better, smarter and more creative teams

Become the county of choice for attracting and retaining the best talent- progressive and relevant

Individual Tips

Practice the “platinum rule”

Treat others the way they need to be treated as well as the way they should be treated.

Critically Examine

Make sure you have all the information about a topic before you make decisions.

Validation

It is important to validate others' experiences.

If someone claims that you are discriminating against them: First consider whether you have demonstrated different behaviors with this person than others.

Be more Curious and Less Certain

Understand that we sometimes don't know what we don't know.

- “That’s so interesting...”
- “Wow that’s so different from what I’ve experienced”

Organizational Tips

Recognize that inclusion is a developmental journey and not an arrival

Commit to building skills over a period of time

Know that both individuals and organizations are at various levels of awareness, knowledge and skills

Be ready to be flexible

Be honest about the current state of your organization (strengths as well as challenges)

Think systemically

QUESTIONS

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