

K.E.A.P. INITIATIVE

UNDERSTANDING INCLUSION AND DIVERSITY CERTIFICATE



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Inclusion & Diversity



Inclusion & Diversity Office
K.E.A.P. Diversity Resource Center
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RATIONALE

- K.E.A.P. Diversity Resource Center was operating on main campus for the first time in 2014-2015. Created by the students in order to create a campus community that will create an inclusive environment and support the success of underrepresented and diverse students.
- Focus Group of students of underrepresented, and underserved, 80% did not feel strongly of WSU being an inclusive community.
- Diversity collaborative model: collaborating with other dept. to improve on the delivery of these diversity/cultural competence workshops
- Validating student learning throughout the year

LEARNING OBJECTIVES

- To be able to differentiate the different dimension of diversity
- To be able to demonstrate knowledge of systematic nature, prejudice, discrimination, and oppression
- To be able to develop problem solving skills and analytical skills
- To be able to understand a pluralistic society given the changing demographics
- To be able to evaluate the foundation and trends within different cultural communities
- To be able to participate within the Inclusion and Diversity Office/KEAP Center events, workshops, & retreats



CERTIFICATE EXPECTATIONS

- Participation in workshops, events, and/or retreats
- Journal Reflections
- Explicit Bias Test
- Reading Assignments
- Discussion Series
- KEAP Capstone
- Earning Certificate and 30 Noncredit Hours on their WSU Transcript



AAC&U VALUE RUBRIC ASSESSMENT

- **KNOWLEDGE** – CULTURAL SELF AWARENESS AND CULTURAL WORLDVIEW FRAMEWORKS
- **SKILLS** – EMPHATHY AND VERBAL/NONVERBAL COMMUNICATION
- **ATTITUDES** – CURIOSITY AND OPENNESS
- **PASS OR FAIL** – 80% OF WORK COMPLETION



STUDENT 1

- SELF AWARENESS - “I wrote down 20% of the time I was aware of the oppression issues around me, and I wished I was 80% aware. I was kind of embarrass to admit that.. But it is very easy to live life without understanding that there are people who are unable to succeed because of barriers placed in society.”
- OPENNESS – ““Asian poverty has increased by 37% since the recession. I’ve would have never guessed that, because I don’t associate poverty with Asians.”
- CAPSTONE: AFRICAN AMERICAN MEN IN THE MEDIA

STUDENT 2

- ATTITUDE – “Understanding of what social justice means: “I never actually heard of social justice and what it actually is. Therefore I must represent a population of people who has never heard the term. “
- EMPHATHY – “The problem is that we get comfortable within our privilege, and we don’t think about ways to make things better for other people and groups who are being oppressed essentially by groups that we take our privilege in.”
- CAPSTONE: #HEARTS4HUMANITY



NEXT STEPS

- CONTINUED CERTIFICATE PROGRAM FOR NEXT YEAR
- VALIDATING CO-CURRICULAR ACTIVITIES
- CREATING A DIGITAL BADGE – TECHNOLOGY HUB SPACE