Diversity Council Minutes  
August 11 2006

Absent: Lee Barrentine, David Jones, Sherry Martin, Cornelia Miller, Maurice Moore.

The meeting opened with members taking a Diversity IQ Quiz, the questions and correct answers for which are listed below. A round-table discussion followed with open and full participation from all members present. There were a few surprises to committee members. It was discovered that among committee members, the core dimensions that seemed to significantly influence their responses were race, gender, and age.

1. The Federal Family and Medical Leave Act expands the definition of a parent-relationship to include:
   
   a. Gay and lesbian partners
   b. **Anyone who took the place of a parent**
   c. Biological parents only
   d. Aunts and uncles who live nearby

   Some thought that the answer might have been *a. Gay and lesbian partners*; however, the correct answer is inclusive of that group.

2. Corporate managers from diverse Asian-American backgrounds have consistently reported that:
   
   a. They have benefited from positive assumptions about their work ethic and skills by being given opportunities for advancement.
   b. They have been discriminated against in all areas of organizational advancement.
   c. **They have been stereotyped as being good at technical tasks but weak in people management.**
   d. They have been promoted to positions of managerial responsibility, but have been excluded from areas of technical expertise.

   There was some variety of responses to this question perhaps due to the relatively small number of Asian-Americans living in this area.

3. A large majority of the African-American community prefers the term:
   
   a. Black
   b. African-American
   c. Negro
   d. **Person of color**
There was no clear consensus regarding the correct answer, although several committee members shared their impression that in recent years African-Americans favored response (b).

4. More than 60 percent of workplaces nationwide experience tension as a result of employee age disparities.
   a. True
   More than 60 percent of workplaces nationwide experience tension as a result of employee age disparities, according to a recent survey by Lee Hecht Harris. The study showed that more than 70 percent of older workers are indifferent toward the working abilities of their younger counterparts.
   b. False
   Committee members shared that this does not seem to be a major problem in our own work setting since the majority of administrators, faculty, and staff members are well-established adults.

5. According to the U.S. Census Bureau the number of ___________ -owned business has grown at least 3 times the rate of all other businesses. This group currently owns approximately 31 percent of businesses nationwide.
   a. Latino
   The number of Latino-owned businesses has grown at three times the rate of all other businesses, according to the U.S. Census Bureau. Latinos now own approximately 31 percent of businesses nationwide.
   b. Asian
   c. Japanese
   d. Black

   This answer is logical considering the fact that Latinos/Hispanics have recently surpassed African-Americans/Persons of Color as the largest minority population group in the U.S.

6. The 3 largest ethnic groups in the United States in order of size are:
   a. Latino, African-American, Asian-American
   Latinos remain the largest ethnic group in the United States, increasing their numbers by 1 million from 2004–2005 alone. Blacks are the second largest, with a nearly 2 percent increase in the same year. Asians round out the top three, having raised their numbers by 3 percent, according to a recent news release from the U.S. Census Bureau.
   b. Jewish, Asian-American, African-American
   d. Asian-American, African-American, Latino
There was some discussion regarding the preferred term for designating individuals from countries in which Spanish is the predominant language. A wide variety of terms are currently in use. [See attached clarification based on current findings.]

7. During the beginning of the twentieth century, most immigrants to the USA came from:
   a. Ireland
   b. England
   c. Germany

8. The largest Christian denomination is:
   a. Episcopalian
   b. Methodist
   c. Baptist
   d. Roman Catholic

There was some discussion about this question. No clear consensus existed among members of the committee. It was suggested that there are segments of the population who do not consider Roman Catholics in the category of Christian denominations.

9. More than 40 percent of America’s students are people of color; what percent of America’s teachers are people of color?
   a. 11 percent
      Only 6 percent of U.S. teachers are black, which is the lowest number since 1971, according to the National Education Association. Only 5 percent are Latino, Asian or of other ethnicities. According to the National Education Association, forty percent of all public schools have no teachers of color on staff, and fewer than half of teachers participate in diversity-related professional development.
   b. 15 percent
   c. 25 percent
   d. 30 percent

The lack of African-American teachers, specifically of African-American male teachers is a serious problem for African-American youth who lack the role models to motivate them to pursue higher education and/or careers in education. The demographics and economic situation in our largely rural area has affected the availability of qualified teachers of color who are unlikely to move to this area due to the lack of services and opportunities.

10. Bonus: How many points are on the crown of the Statue of Liberty, and what is their significance?

There are 25 windows in the crown, which symbolizes gemstones found on the earth and the heaven’s rays shining over the world. The seven rays of the Statue’s crown
represent the seven seas and continents of the world. The tablet which the Statue holds in her left hand reads (in Roman numerals) “July 4th, 1776.”

Chapter 4 in Loden’s book will be the topic of discussion for our next meeting. Dr. McBride challenged committee member to carefully consider the second question on page 35:

*What two or three steps must be taken to move your organization farther up this [diversity] continuum?*

The ACS Human Resources Management Association is sponsoring the 5th Annual Diversity Conference on September 20th & 21st in Birmingham and Dr. McBride encouraged all committee members to attend if possible.

Although research suggests that “establishing trust” is foundational when dealing with native peoples, comments by committee members indicate that this is not an issue in the College’s relationships with the Poarch community. (Some discussion followed about the college providing educational services to Poarch. Dean Hall, who works closely with that initiative, indicated that their needs are being met.) The suggestion was made that we have Mal McGhee do a presentation on the history of the Poarch Band of Creek Indians and how they were able to become a federally recognized tribe.

The next meeting will be held Thursday, August 31st at 11:00 a.m. in the Multimedia Resource Center.