

**BEYOND BORDERS:
IDENTIFYING YOUR ROLE AS A
DIVERSITY ADVOCATE WITHIN
DISABILITY SERVICES**

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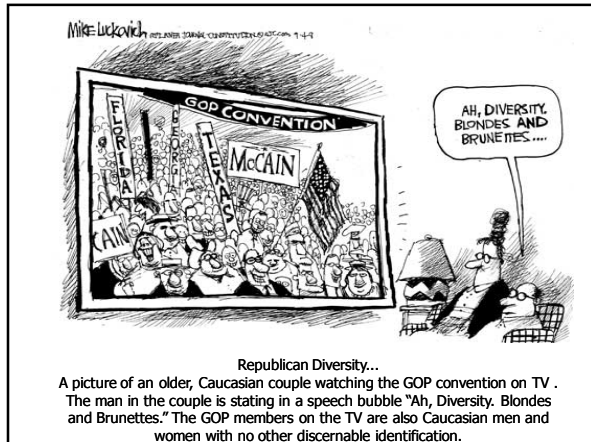
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Program Goals

- Discuss the role the self-discloser may take when addressing the disability-diversity intersection;
- Identify the connection between diversity initiatives and the AHEAD values and professional standards;
- Share personal perspectives of the presenters that elicit conversation from participants that identify how environments that foster understanding amongst different groups of people reduces the risk for discrimination; and
- Identify opportunities locally and globally for increasing student and community awareness of disability and diversity.

Participants as Learners Will:

- Identify their own perceptions that may impact cooperation with diversity initiatives;
- Clarify actions that they may take to diminish misperceptions; and
- Prioritize actions that they may take to expand diversity initiatives to address multiple tenets of diversity.



Civil Rights and Disability

- How to keep the focus on diversity without losing equality?
- Civil Rights Model:
 - Characterization of people as a discrete oppressed minority group whose disadvantage is based on discrimination.
 - Discrimination has included prejudice, stigma, oppression, pressure to emulate and assimilate.
 - Civil Rights Movement was based on fairness.

Getting to Where We Want to Be

- From...
 - Oppression and Discrimination
 - Social Stigma and Marginalization
- To...
 - Self-Awareness and Self-Advocacy
 - Awareness and Inclusion
 - Pride

Where Are You Now?

- Outreach to other departments, educating of the ways in which they can help students with disabilities, too.
- Where does your office fall in the institutional "tree"?
- Collaboration with HR to hire people with disabilities?
- Campus-wide disability advisory groups?
- Campus-wide diversity advisory groups?
- DSS/ODS sponsored extra-curricular activities?
- Collaboration with non-disability related groups?

Where Are You Now (continued...)

- Is DSS/ODS part of multicultural programming or office?
- What role does DSS/ODS Director have in breaking stereotypes? What about upper Administration?
- What terminology is used? Why?
- Is Universal Design used as a means of showing awareness of and appreciation for diversity?
- Does dissemination of accommodation notices prevent or support discrimination?

Diversity within Higher Education

"If students are to become global citizens – thinkers who can comprehend and act on the myriad issues that our world faces – they must interact with people who challenge their views."

Bernard, 2006



Who Can Advocate for Diversity?

- Preconceived notion by some that only those who “look” like what they are advocating for can advocate on behalf of others.
- Is this institutionalized on your campus?
 - For example, are the following individuals involved?:
 - Equity Issue Officer
 - Director of International Programs
 - Director of Disability Services
 - Director of Multicultural Centers
 - Dean of Students
 - Director of Human Resources

Diversity in Higher Education

- Some questions for you to consider:
 - Is diversity addressed through assessment or in learning outcomes?
 - Is diversity included in strategic plans or mission statements?
 - Is diversifying the curriculum addressed on your campus?
 - Is diversity included in the charges of campus wide committees?

Identifying Individual Perceptions: Group Activity

- Share how you define the disability-diversity connection;
- Discuss personal/professional relationship to the disability-diversity connection;
- Share how you or others are advocating for the disability-diversity connection at your institution;
- Brainstorm how group members can move forward in advocating for the disability-diversity connection; and
- Share back to large group at least one way to move forward with advocating.

Don't Know Where to Start?

- 1) Does your institution have a diversity initiative?
- 2) Are there tenets that are presently ignored or not focused on within the existing diversity initiatives that you are aware of?
- 3) How does your own perception of diversity impact your role with any existing diversity initiative at your institution?
- 4) Identify action steps that you could take to increase campus awareness.

Where Do We Go From Here?

- Action steps?
- AHEAD Diversity SIG
- Thank you!
- Any questions or follow up from today's presentation, please contact at:

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