

Discovering Our Diversity:

Making Space for What Makes Us Unique

Land Acknowledgement

The land on which we gather is the traditional territory of the O-non-dowa-gah, (*pronounced: Oh-n'own-dough-wahgah*) or "the people of the Great Hill." In English, they are known as Seneca people, "the keeper of the western door." Together, with the Mohawk, Cayuga, Onondaga, Oneida, and Tuscarora, the Seneca make up the sovereign Haudenosaunee (ho-dee-no-SHO-nee) Confederacy.

Gratitude



Diversity.
Equity.
Inclusion.

My Path

20 years in Higher Ed

15 years at RIT

College of Liberal Arts

Multicultural Center for Academic Success

“In helping others, you help yourself”

- Kamba Proverb

Jonathan Ntheketha

- First Generation American of Kenyan Descent
- Middle Child
- University Educated
- Husband and Partner
- Father
- Mentor and Teacher
- Actor, Artist, Storyteller
- Foodie and BBQ aficionado

My Passion



Typical Divisions, or Perspectives We Can Learn From?

- Heritage
- Citizenship
- Geographic History
- Socioeconomic Status
- Orientation
- Gender Identity



My Personal Diversity Inventory

My Personal Diversity Inventory (My PDI)

Who: Who are you?

What: What makes you who you are? Parentage?
Rearing? Qualities? Abilities? Areas of
Excellence?

My Personal Diversity Inventory (My PDI)

Where: Where did you become you? Was it one place? Many? Which locations are a part of your personal story?

When: Which eras are a part of your story? What are the important occurrences, realities, sentiments, relics, memorabilia of that time?

My Personal Diversity Inventory (My PDI)

Why: What is the value of your presence in this space, in this story?

How: What is the unique way in which you exist to bring all these elements together?

Intersectionality

Intersectionality

Demarginalizing the Intersection of Race and Sex:

*A Black Feminist Critique of Antidiscrimination Doctrine,
Feminist Theory and Antiracist Politics*

Kimberle Crenshaw

Intersectionality

Diversity's Venn Diagram isn't two dimensional, it's three dimensional and made up of varying elements in different quantities.

Where they all intersect is the individual. How that individual exists in relation to others is diversity.

Let Your Life Speak

Kathleen “K-Rev” Buckley

Let Your Life Speak

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*Let Your Life Speak: Listening for the voice of
Vocation*

by Parker J. Palmer

My Arrival to RIT

The Story of the Almost Missed Interview

Several Ways To Make Space

Several Ways To Make Space

Be Present

Clear clutter, turn off notifications, make the time THEIR time

Eliminate the Default

Use pronouns in your signature

Ask how to pronounce a name (and practice)

Give students permission to correct you if you misgender or mispronounce their name

Several Ways To Make Space

When you ask how someone is doing, give time to actually connect with their response

Don't make assumptions on another's reality

Challenges

Challenges

Seek Perspective

“Find yourself lost in the service of others”

- Gandhi

(by way of Jay Shetty on the Ed Mylett podcast)

Consider Others' Viewpoints

Challenges

Assume There is ALWAYS Something to Learn

Ask Students What Music They're Currently Listening To

Take Yourself Out of The Center

Questions/Reflections



Forward... Always





Epilogue

Gratitude