

Diversity Curriculum

Purpose of the Diversity Curriculum

The purpose of the Diversity Curriculum is to

- provide leadership for developing and implementing NCTA initiatives which increase student understanding of and appreciation for diversity in the United States and worldwide.
- fulfill Goal 4 of the NCTA Diversity Plan: “Infuse multiculturalism, pluralism, and global awareness into the educational curriculum.”

Objectives

The goals of the Diversity Curriculum are to help students

- articulate their own cultural perspectives and explain how their experiences have shaped their cultural perspectives (Cultural Self-Awareness)
- demonstrate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices (Knowledge of Cultural Worldview Frameworks)
- interpret diverse perspectives and intercultural experiences from the perspectives of more than one worldview (Empathy)
- initiate interactions with culturally different others and suspend judgement in valuing interactions with culturally different others (Openness)
- develop an appreciation for the value of diversity in American society (Appreciation)

Adapted from the Association of American Colleges and Universities Intercultural Knowledge and Competence VALUE Rubric

Outcome

Upon completion of the Diversity Curriculum all students will be able to

- demonstrate “a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts” (Bennett, J.J. 2008. *Transformative training: Designing programs for culture learning*. In *Contemporary leadership and intercultural competence: Understanding and utilizing cultural diversity to build successful organizations*, ed. M. A. Moodian, 95-110. Thousand Oaks, CA: Sage)

Assessment of Diversity Curriculum Outcomes

The Diversity Curriculum constitutes 20% of students’ final grades in the required Learning Communities course. Each student is expected to attend *at least five* approved diversity activities or events the semester in which they are enrolled. Although attendance at these events is recorded by General Education faculty, assessment of the Diversity Curriculum outcome (cited above) is the prerogative of each student’s Learning Communities instructor.

To publicize approved activities and events, the General Education Division maintains an on-going “Diversity Calendar of Events.” This calendar is posted around campus, in the community, and on the web:

<http://ncta.unl.edu/diversity-events>

Approval Process for Diversity Activities and Events

The NCTA Diversity Committee determines which activities and events may be added to the Diversity Curriculum. The process is as follows:

- An event sponsor indicates a desire to have his or her event approved for Diversity Curriculum status when filling out the campus Event Form.
- A copy of the campus Event Form is sent to the Diversity Committee Chair.
- The Diversity Committee Chair has *ten days* to notify the event sponsor whether the event has been approved
 - The Diversity Committee Chair reserves the right to request additional information. Failure to provide follow-up information may result in rejection.
- If the event is approved, the Diversity Committee Chair sends notice to the General Education Division Chair, who adds the event to the Diversity Calendar of Events.
- If the event is not approved, the event sponsor may appeal the decision to the Diversity Committee.

While any NCTA division, department, or college-sponsored organization may request Diversity Curriculum status for activities and events, the following divisions and departments are required to coordinate a minimum number of approved activities or events each year:

- General Education Division (Two per semester)
- Diversity Committee (Two per semester)
- Student Services (One per semester)
- Residence Life (One per semester)
- Agribusiness Management Division (One per semester)
- Animal Science/Ag Education Division (One per year)
- Agronomy/Horticulture/Ag Equipment Division (One per year)
- Veterinary Technology Division (One per year)

Student Service-Learning Positions

The General Education Division or the Diversity Committee may hire a student service-learning worker to help coordinate the Diversity Curriculum. Responsibilities may include but are not limited to

- researching events and activities
- coordinating events and activities
- moderating events and activities
- facilitating the approval process
- taking attendance at events and activities
- advertising events and activities
- photographing events and activities and writing captions for accompanying photos