

**Break Out  
Session:**



# UNDERSTANDING

# MULTICULTURALISM

# GERALD SCOTT

- Nondiscrimination/Title IX Coordinator
- At Metro Tech 8 years
- Dr. Dennis Portis III, Community Impact Award
- Founder, Executive Director, STAAR Foundation

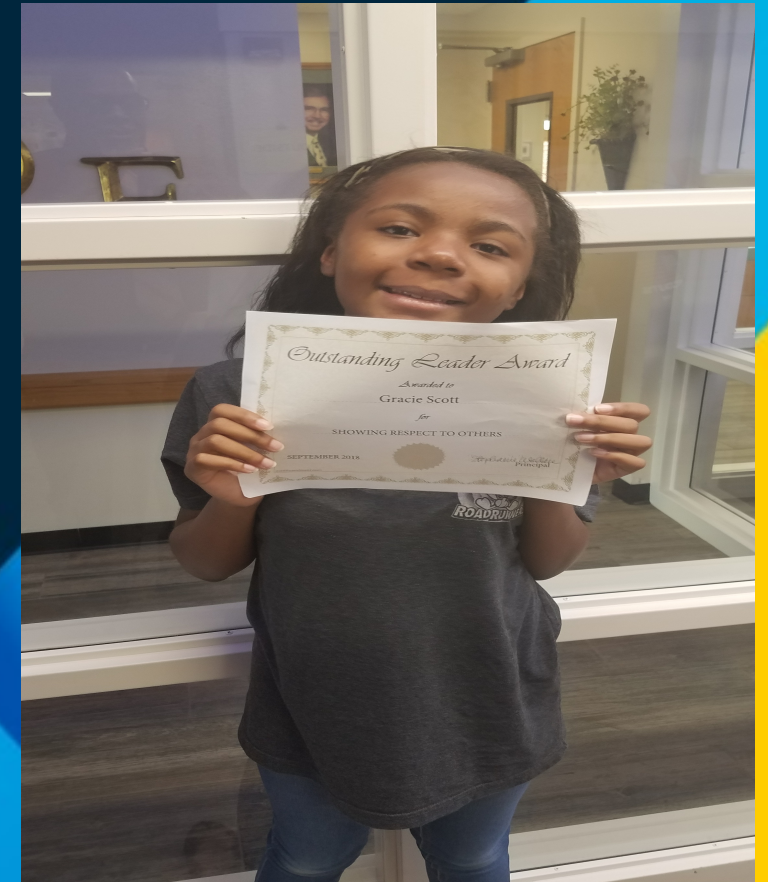








# NEXT GENERATION – INCLUSIVE LEADERS





**THIS BREAKOUT WILL  
UNPACK MULTICULTURALISM...**





# WHAT YOU CAN EXPECT IN THIS BREAKOUT...

- Define “What is multiculturalism?”
- Re-think Melting Pot influence re: culture
- Explore multiculturalism myths
- Benefits of Multiculturalism
- Multiculturalism is good for Students



# WHAT IS MULTICULTURALISM?



**Multiculturalism,**  
Refers to many  
different  
independent  
subcultures living  
in society  
together as ONE  
larger dominate  
culture...





## **"Multi-culturalism"**

Encourages us to share ideas and viewpoints.

Being multicultural leads to new opportunities and innovative collaboration.

In America,

**"Multi-culturalism,"** "has its roots since the civil rights movement of the 1960.

Civil Rights leadership provides us with multiculturalism education and opportunities. .



# CIVIL RIGHTS LEADER REV. NORBERT KABELITZ...





# 1980'S CRESTED BUTTE TO PRESENT...





# MELTING POT

Long-term Effects

# AMERICA: MELTING POT?

- The U.S. is often depicted as a “**melting pot**,” having many diverse cultures and ethnicities, come together to form the rich fabric of our Nation.





# AMERICA THE MELTING POT...



**America Melting Pot**



# MELTING POT ERA BY 1920'S...

- In the 1900's The Melting Pot era represented **"aspiration."**
- We aspired, that many individuals from many nations, could melt down into a new race of men.
- Actually, this mindset, both criticizes and reduces diversity.
- For many immigrants, this mindset meant giving up your ethnic identity, traditions, in order to be accepted in America.



# LIVING IN PROXIMITY...

- Question: Does Living in proximity mean I am multicultural?
- Does living in proximity indicate, that I am close....present, in the moment with that person's culture?





**IF NOT A MELTING POT, HOW CAN  
WE BEST DESCRIBE AMERICA?**



# AMERICA IS A “SALAD”





# MULTICULTURALISM & SALAD BOWL

- America is best described as a salad bowl.
- As with a salad, when we blend “different” ingredients into one pot, the salad IS NOT “**one identity.**”
- **Multiculturalism**, is like a salad, in this description, we integrate different people groups into one bowl, while at the same time, each group maintains it's own separate identity.

# MELTING POT VS. PLURALISM

- **Melting Pot** = A place where a variety of peoples, cultures, assimilate into a cohesive WHOLE.
- **Pluralism** = Is a situation in which people of different social classes, races, live together in society BUT continue to have their different traditions and interests.



# THEORIES OF CULTURE



Melting Pot  
Assimilation



Salad Bowl  
Pluralism

# BETTER VIEW OF MULTICULTURALISM...

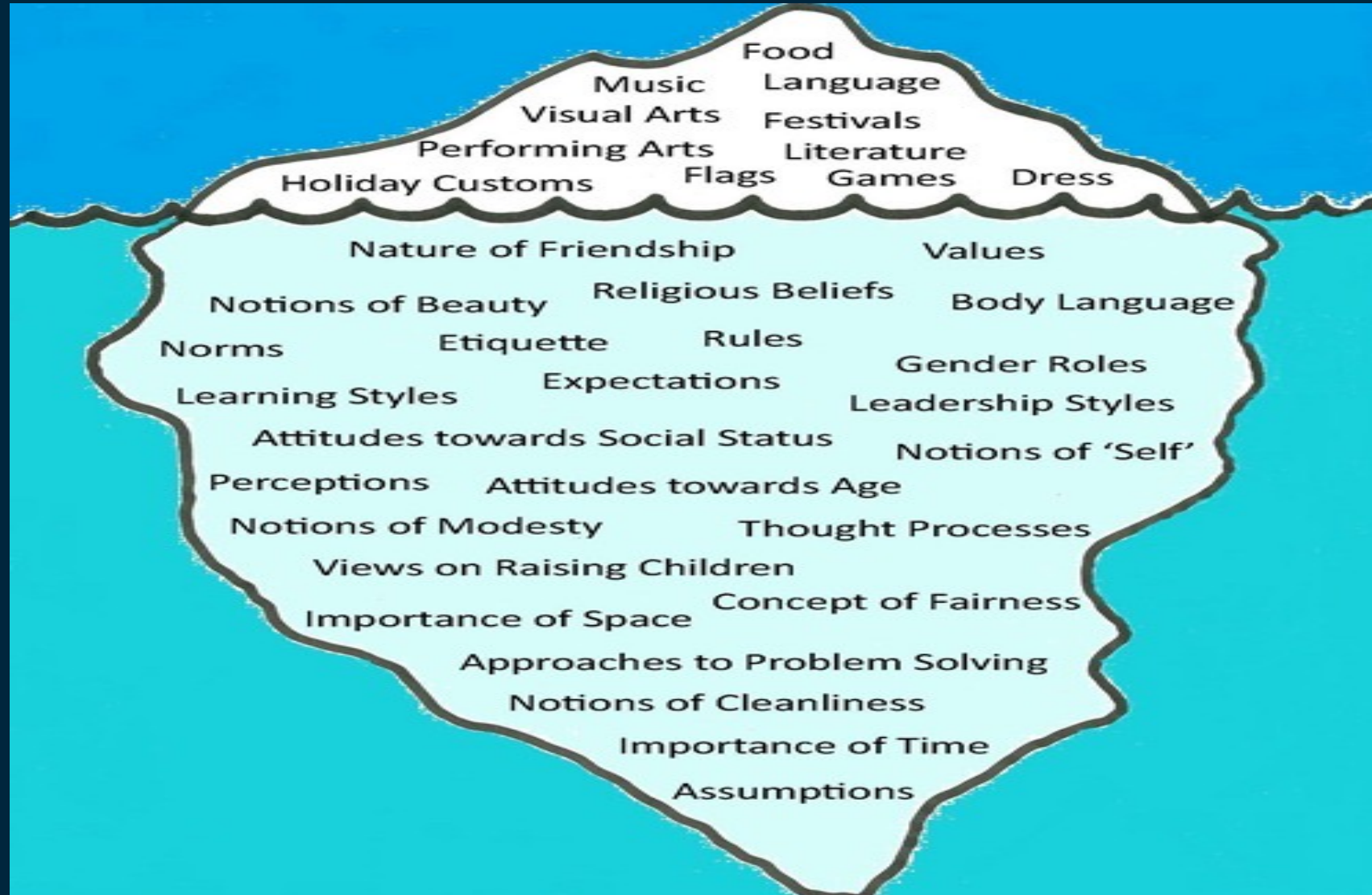
- In the “**melting pot**” theory of multiculturalism, various immigrant groups will tend to “melt together” abandon their individual cultures and eventually assimilate into one predominate society.
- With the “**salad bowl theory**” of multiculturalism, society is described, defined, as a heterogeneous society, in which people coexist, but retain at least some of the unique characteristics of their traditional culture.



# MULTI-CULTURALISM: DEEP DIVE

- **A**) Is MORE than different cultures living together.
- **B**) It means being present, acknowledging the differences of cultures.
- **C**) Understanding that it's NOT OK, for diverse cultures, to be forced to assimilate into the dominant culture.
- **D**) “Multiculturalism,” means, yes, it's good to be curious but it is best, to dive below the surface and care about other cultures.

# LEAN IN TO MULTICULTURALISM...





# **THERE'S ALWAYS INVITATION TO LEAN INTO MULTICULTURALISM EXPERIENCES...**

- To examine blindspots.
- Lean in to difficult conversations (without shaming, blaming)
- To engage in sacred listening.

# TWO COMMUNITY DIALOGUE

- In January 2020, dialogue sessions took place. Focus was on Jewish and black communities.
- The series of sessions was entitled: "Two Community Dialogue for the Jewish and African-American/Black Communities."
- Series sponsors was Jewish Federation of Greater OKC, Langston University, and Ralph Ellison Foundation.
- **Michael Korenblit**, founder of the Respect Diversity Foundation.





# OKC GREATER ASIAN CHAMBER FIRST NIGHT IN ASIA GALA



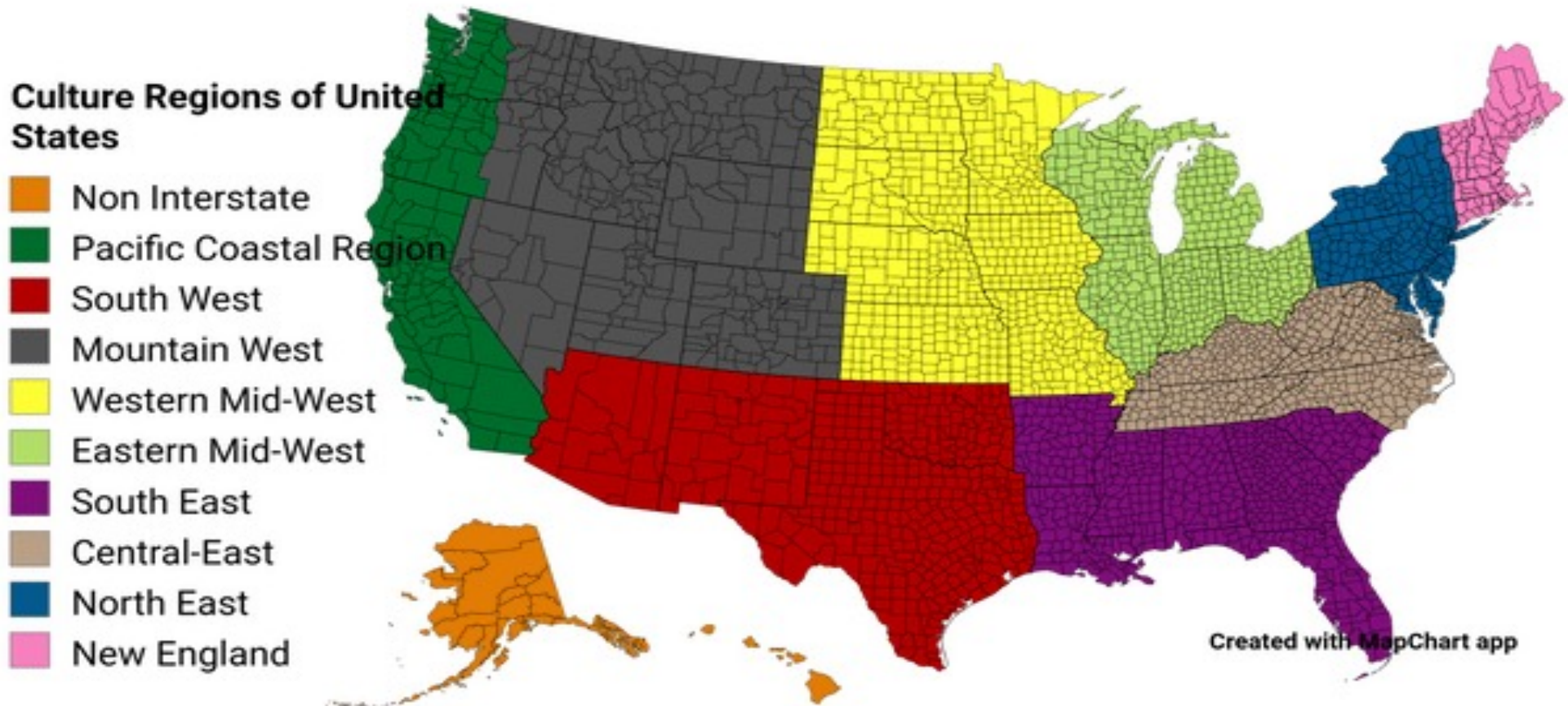
# CHANGE INVOLVES COURAGE...

“Change does not happen from a space of comfort.”





# 10 MAJOR CULTURE REGIONS OF U.S.



**TIME FOR AN ACTIVITY.....**





# WHAT REGION OF THE COUNTRY DO I COME FROM?





# BENEFITS OF MULTICULTURALISM...

- A broader picture of reality.
- Allows us to make connections with people from many different cultures.
- Provides opportunity to learn from other cultural experiences.
- Multiculturalism develops **mindfulness**.

# WHEN WE SAY MINDFULNESS...

- **Awareness** = in the moment
- **Attitude** = non-judgmental
- **Intentional** = choose to cultivate

# MULTICULTURALISM MYTHS

- Now let's talk about  
**“multiculturalism myths.”**



# MYTH # 1

- If I am not multicultural, meaning I choose to support being “**monocultural**”, (a culture dominated by a single element) is this bad?
- In some cultures like Japan, South Korea, and North Korea, “monoculture” is about preserving the country’s national culture ( e.g. social norms, shared understanding, culture, greetings, cohesion.)
- Is this bad? No. Monoculturalism holds a society together. (e.g. norms, traditions, history, dress.) Not bad...limiting.

## MYTH #2

- If I lean in to other cultures, will this “weaken” my involvement in the causes connected with my cultural group/ origin?







SHOWN LEFT TO RIGHT ARE ANTHONY B. Hill, advisor-Erick Freeman, Anthony Sledge,

Linda Freeman, Financial Aids and Gerald Scott, Chapter Polemarch.

## Kappas Present Check To Central State University

The Epsilon Gamma Chapter of Kappa Alpha Psi Fraternity Inc., with the cooperation from the National Headquarters of the fraternity, presented a \$1,000 dollar check made payable to Central State University to Rhonda Freeman, Director of Financial Aid, to establish the Kappa Alpha Psi Student Revolving Loan Fund.

The check was presented to Mrs. Freeman by chapter officers Gerald Scott, Erick Freeman, Anthony Sledge and Anthony B. Hill, Chapter Advisor Freeman said she thought the KAPSRLF was a wonderful idea and should benefit several students. She also said, "my records indicate that no other campus organization has ever did anything like this before."

The campus chapter donated \$500 dollars and matching grant of \$500 dollars was donated by the National Headquarters located in

Philadelphia,

Pennsylvania.

The KAPSRLF is administered through and by the rules and regulations of Central State University. The loan is available to all full-time students currently enrolled at CSU and who have a need for emergency funds. The minimum loan is \$100 dollars and the maximum loan should not exceed \$300 dollars. Applications for loans from this fund should be made and approved at the Financial Aid Office.

Gerald Scott (Polemarch) of the Epsilon Gamma Chapter said "the members of the fraternity are very proud of this accomplishment, and by doing so became the first chapter in the Middle-Western Province (which consists of a five state region) to start the KAPSRLF on its campus." Scott also said that very few people are aware of the short term loan and that it is now in and available to persons who qualify.



# MULTI-CULTURALISM - PROJECTIONS....

- Lydia Michael, a branding expert for a company out of Detroit says: In 2044, the US Census Bureau projects, **50%** of population is going to be **multicultural**.
- We should not only think only about what this means as a consumer...
- We should also think, what does this statistic mean for America's "**students**" as multicultural leaders.

# MULTI-CULTURAL EDUCATION IS IMPORTANT FOR OUR STUDENTS WHY?

- 1. Gives students safe place to learn and dialogue.
- 2. Dialogue allows me to acknowledge and respect.
- 3. Helps students become culturally intelligent vs. avoidance of other cultures.
- 4. Helps students understand the power of empathy.



# CONCLUSION.....

