



Workshop Topic: Perspective-Taking!

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The Activity

- Rule

Work as a team and place candy into categories, you can not use the manufacturer as a category!!



Debriefing Questions

1. What did you learn about your team in this activity?
2. What did you learn about yourself as a team player?
3. Did you select a Leader? How and why was that person selected?
4. How were team roles selected? In hindsight, was that successful?



Questions Cont'd

1. How did your team communicate? Was it successful? (Nonverbal)?
2. What tactics or processes did you use to complete the task?
3. What behaviors were particularly effective in accomplishing the team objective?
4. How did you start the activity? Did you give enough time to think about and discuss with the team how to accomplish it?
5. What did you learn today that you can use in the future?



Perspective-Taking

- Perspective-taking/shifting is the act of perceiving a situation or understanding a concept from an alternative point of view, such as that of another individual. A vast amount of scientific literature suggests that perspective-taking is crucial to human development and that it may lead to a variety of beneficial outcomes.

OFFICE OF MULTICULTURAL PROGRAMS IN AGRICULTURE

Engaging People Across Cultures



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Perspective -Taking

- We need to learn how to understand the perspectives of others. Others view us differently than we view ourselves, and our shared circumstances don't result in shared conclusions. However, our goals still have equal value. To understand this, we need to engage in perspective taking.



Shifting your Perspective

- Our brains are hardwired to egocentric anchoring and adjustment; in other words, they make us the hero and give others supporting roles. This is why we immediately refer to our own perspective as our base point.
- Taking another perspective to recognize someone else's point of view, experience, and beliefs is not a simple feat. It requires hard work and practice. The good news is that, if you put in that effort, it's a skill anyone can learn.



Benefits of Perspective Taking

1. Counteracts expressions of bias
2. Decreases implicit bias
3. Reduces the expression and accessibility of social stereotypes
4. Increases the positivity of group-based judgments
5. Decreases in-group favoritism
6. Increases team creativity
7. Stabilizes marriages
8. Improves conflict resolution
9. Creates successful leaders



Ways to Improve Your perspective

1. Choose humility. Nothing ruins perspective like ego. ...
2. Discipline your mindset. Your thoughts influence the way you view the world. ...
3. Impact versus Intent. ...
4. Elevate gratitude. ...
5. Admit you are wrong. ...
6. Find a weakness mentor. ...



Today's Leadership

- Inclusivity means being courageous, collaborative and adaptable
- Leaders *must* keep their fingers on the pulse of cultural awareness and discourse
- Be open to different perspectives and foster a rewarding atmosphere where faculty, staff and students are heard and valued.



Change!!

Change will never be irrelevant, nor will **Diversity**.



Final Thoughts

Science, like a painting, necessarily has a perspective. To the extent that we can understand and remove our biases and learn from multiple perspectives, we will then begin to understand the world.

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For more information, please check out our web page: <https://ag.purdue.edu/omp/Pages/default.aspx>



Understanding Yourself and our College through Diversity, Equity, Inclusion and Belonging

Mandela Fellows Program

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Office of Multicultural Programs



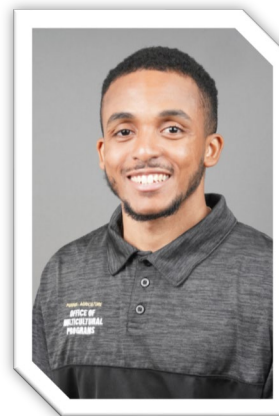
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SUPPORT



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Office of Multicultural Programs
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Personal, academic and professional

ADVISING



One of the largest ag career fairs in the

COUNTRY

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Vision Statement

We are a leading center of Inclusive Excellence, committed to assuring that everyone feels a deep sense of pride, passion, and belonging.

Mission Statement

To facilitate processes, policies, community engagement, and strategic initiatives in the College of Agriculture that promotes social justice, enhances cultural competency, and achieves the strategic goals of inclusive excellence.



CoA Strategic Plan

- Advance new models of best practices, attending to core values and culture for integrating diversity, equity, and inclusive excellence into the living culture of the College.



CoA Strategic Initiatives

- **Equip faculty, staff and students** with tools to recognize what it means and takes to have a diverse and inclusive environment.
- **Conduct new College employee welcome orientation** (faculty, staff, graduate students) through:
 - Initial diversity, equity and inclusion (DEIB) conversations.
 - Professional development with continued DEI conversations for expansion of DEI awareness.

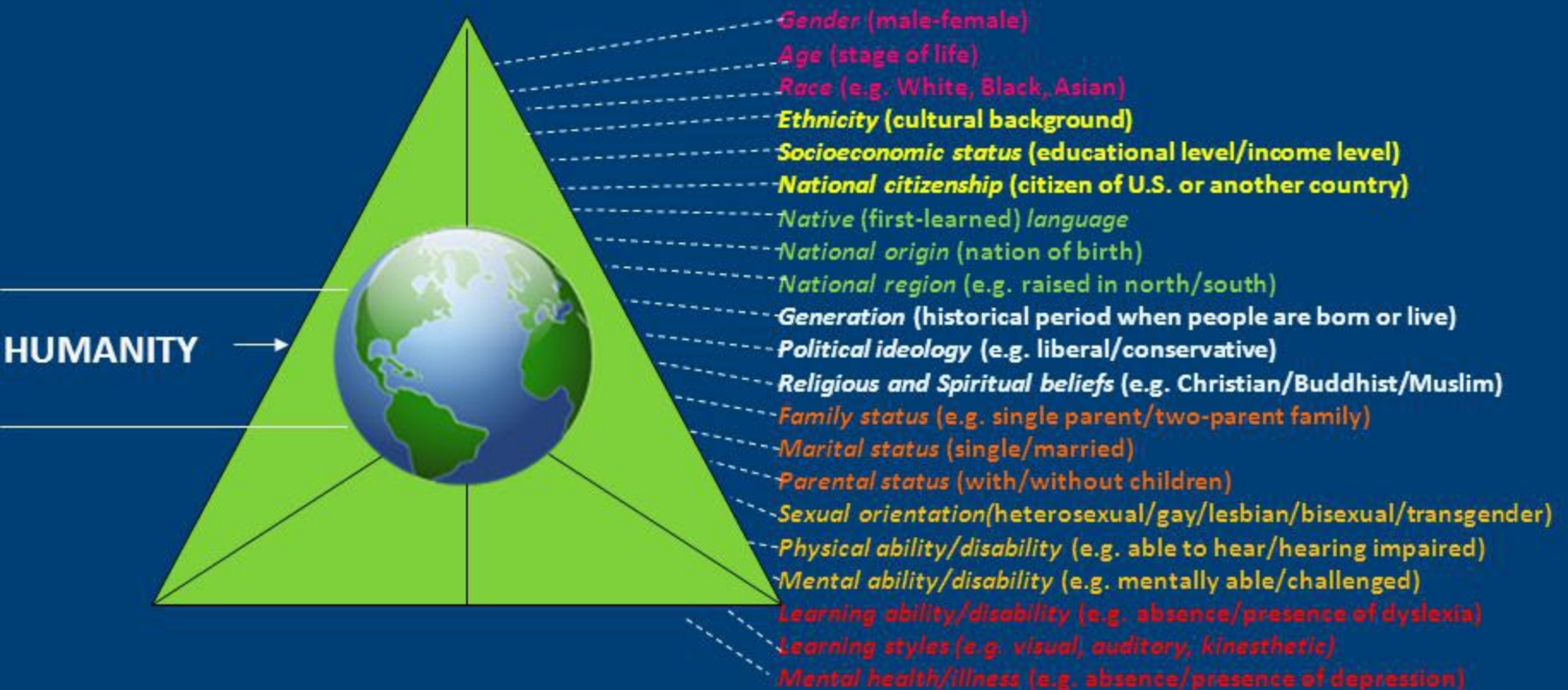


Defining Diversity, Equity and Inclusion

- Diversity is individual differences (e.g., personality, learning styles, and life experiences) and any group/social differences (e.g., race/ethnicity, class, gender sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

DIVERSITY SPECTRUM

SPECTRUM OF DIVERSITY



This list represents some of the major dimensions of human diversity, it does not represent a complete list of all possible forms of human diversity. Also, disagreement exists about certain dimensions of diversity (e.g. whether certain groups should be considered races or ethnic groups.)



Equity

The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.



- Making Excellence Inclusive: A Framework for Embedding Diversity and Inclusion into Colleges and Universities'
Academic Excellence Mission



Inclusion

- The *active, intentional, and ongoing* engagement with diversity in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social cultural, geographical) with which individuals might connect---in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact with systems and institutions



Connecting Diversity and Educational Quality

- Establish diversity and inclusion as hallmarks of academic excellence and institutional effectiveness,
- Operationalize inclusion in all spheres and at all levels of the organization,
- Create a reinvigorated, 21st century educational process that has diversity, equity, inclusion and belonging at the center.

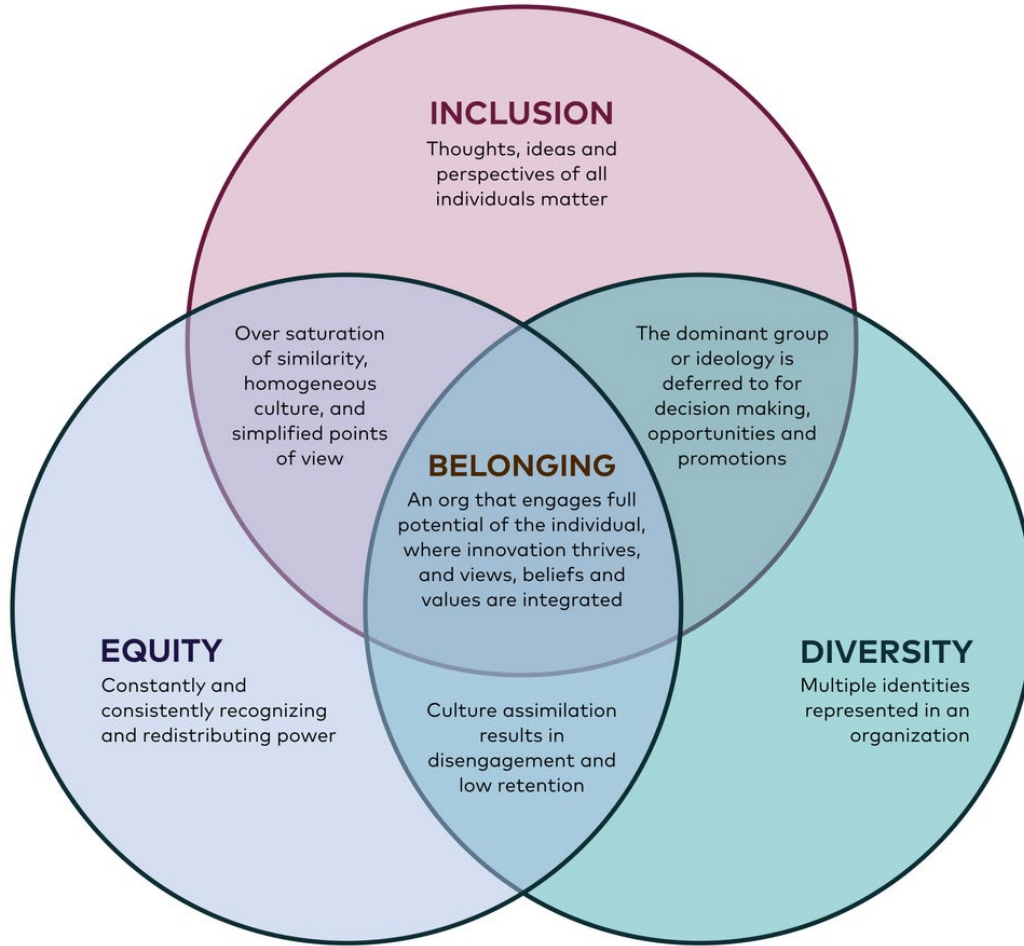


Our Focus

We are moving our diversity efforts beyond numbers of students or numbers of programs as end goals. Diversity and inclusion together should become a multilayered process through which we achieve excellence in learning, research and teaching; student development; local and global community engagement; workforce development and more.



- Making Excellence Inclusive: A Framework for Embedding Diversity and Inclusion into Colleges and Universities' Academic Excellence Mission



Inclusive Excellence



Inclusive Excellence

- Making excellence inclusive is an active process through which we will achieve excellence in learning, teaching, student development, organizational functioning and engagement in local and global communities
- Requires us to uncover inequities in student success, identify effective educational practices and build such practices organically for sustained change.



Discussion

- Do you see inequities in your own country? If so, as leaders what role can you play in helping to uncover inequities especially in regards to the communities in which you live and/or work?
- As leaders, what are some of the barriers and challenges that you face or have faced?



Equality versus Equity

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

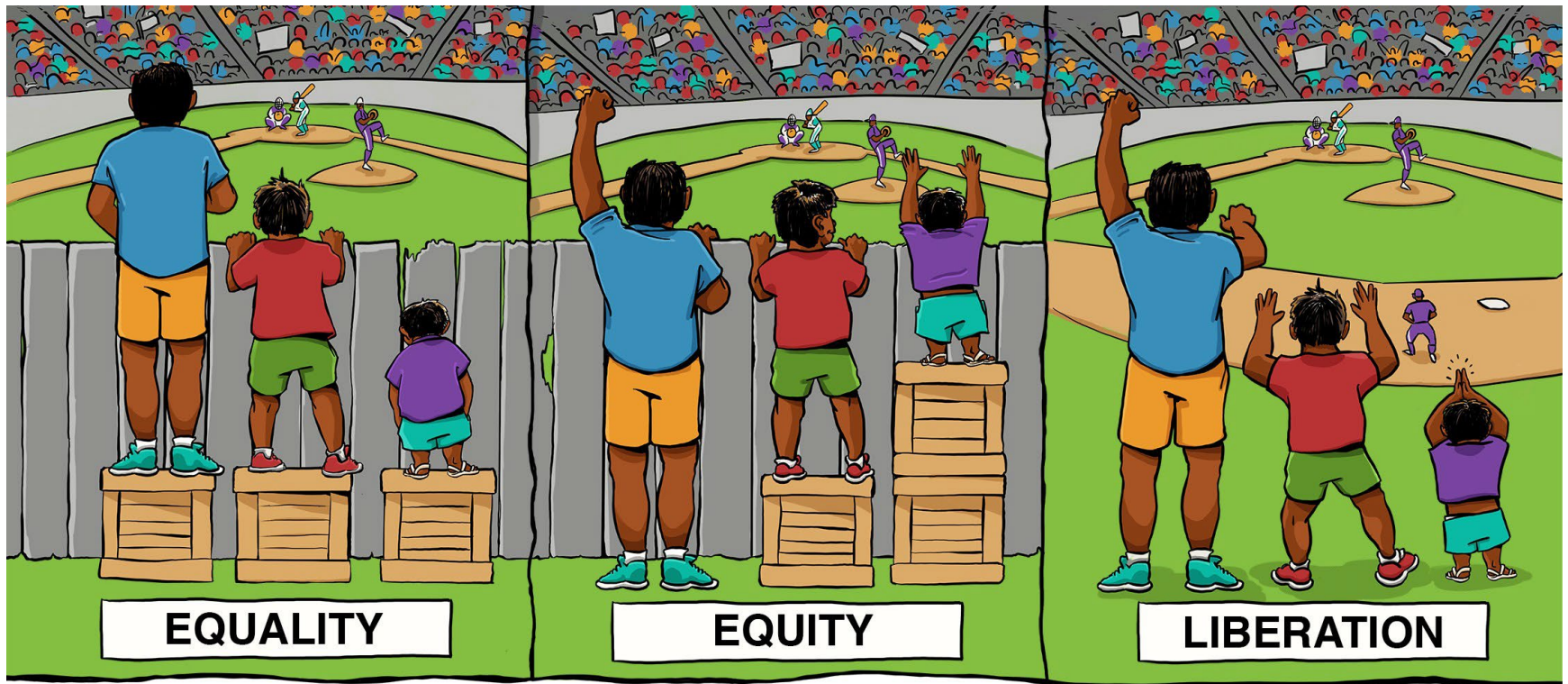
Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



Change the story, don't just tell a different version!





Discussion

- We know that cultivating a “Sense of Belonging is imperative for the success of everyone to be successful!”
 - What does a “Sense of Belonging” look and feel like for you?
 - How can we create that sense of belonging for you during your visit?



Resources

- Leverage resources within COA, the campus, and surrounding community to enhance the ability of OMP as a resource for faculty and staff of COA.
 - Create a Faculty & Staff resources page on the [OMP webpage](#)
 - Develop a DEI toolkit for staff and faculty to reference in relation to interweaving DEI into their work
 - Continue building of relationships with departments/centers/offices across campus to leverage these connections and resources to provide opportunities for staff to engage with DEI.
 - Extension collaboration



DATA – Diversity Action Team in Agriculture

We work to:

- Create an inclusive, respectful, hospitable, and safe college climate.
- Connect academic departments to the Office of Multicultural Programs.
- Create a culture of inclusion for faculty, staff, and students.
- Promote the continuous development of multicultural learning experiences.

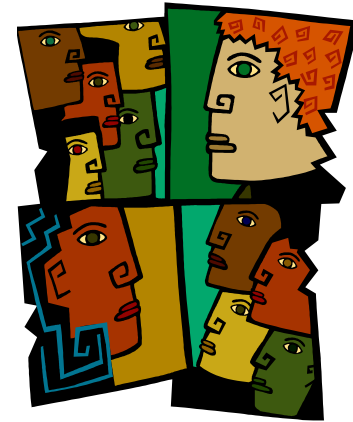


DATA Committee

- Six working groups
 - MLK Jr. Celebration Week (January 15 - 19, 2024)
 - Education Programs
 - Awards “Unsung Hero Award” (Faculty, staff, teams)
 - Curriculum works with CSRC – approved courses
 - Undergraduate Students – in progress
 - Graduate Students – active

Multicultural Awareness Course Requirement – 3 credit hours

- Unique to the College of Agriculture
- **REQUIRED**
- Broadens student awareness of U.S. domestic, multicultural environment.
- **Objective:** to stimulate students to become aware of self and others to be prepared for the work place and participatory citizenship
- Approved courses through CSRC - students can fulfill this course requirement



Multicultural Awareness Course Requirement – 3 credit hours

1. **AGR 201 “Communicating Across Cultures”**
 - Offered in fall and spring semester
 - Offered Online Fall, Spring, Summer



AGR 201 Lab



Intersection of Domestic and International Diversity Education

- Provides creative opportunities for faculty, staff, and administrators to:
 - Help students understand multiculturalism and social justice in a global context.
 - Develop intercultural skills
 - Broadens attitudes to appreciate the complexity of the world
 - Examine values, attitudes, and responsibilities for local/global citizenship
 - See how power/privilege are shifting in the local/global context



Rationale for Integrating Domestic and International Diversity Education

- To fully prepare our faculty, staff and students and conduct the most robust research; scholars will have to use both an international and domestic diversity lens.
 - Only by looking at issues from multiple perspectives can scholars apply analytical frameworks sophisticated enough to analyze global trends that may have local implications and develop curricular efforts that will prepare our students for a globally interdependent society.



Intercultural Competence is Imperative

- Increasing “Intercultural Competence” is a core capability in the 21st century
 - “Intercultural competence is the ability to develop targeted knowledge, skills and attitudes that lead to visible behavior and communication that are both effective and appropriate in intercultural interactions.” (Deardorff, 2006)



Developing Intercultural Competence

- Increasing our “Diversity Consciousness/Awareness” and developing “Intercultural Competence” is a core capability in the 21st century and involves:
 - Opening our minds to different people, cultures, and opportunities!
 - Ability to recognize, understand, and adapt to differences
 - Enhanced cultural self-awareness
 - Developing empathy – being able to understand someone else’s thoughts and emotions!



Developing Intercultural Competence

We can help others---and ourselves---transform through engaging in a four step process:

1. Increasing awareness of our own characteristic ways of making meaning in familiar and unfamiliar cultural environments;
2. Increasing awareness of others' ways of making meaning in familiar and unfamiliar cultural environments;
3. Managing our emotions and thoughts (EI) in the face of ambiguity, change and challenging circumstances;
4. Bridging cultural gaps between ourselves and others ---shift our perspectives, attuning our emotions and adapting our behavior in effective and appropriate ways.



Awareness Wheel





Diversity Empowers Science and Innovation

- Validity in the sciences involves much more than just attending to the canons about the need for proper controls, replicability and the like.
- It involves making choices about what problems and populations to study and what procedures and measures to use.
- Diverse *perspectives and values* are important in these choices.



Diversity Empowers Science and Innovation

- Let's think about this: If participation in cultural practices is central to our development as humans, then these practices will influence how we learn, how we teach and practice science.
- A diversity of thought and perspective is important for reducing bias and for providing different ways of looking at the world