

# ETHNICITY

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**WHY ARE WE HERE?**

**“...you’re not  
from around  
here....”**

**INCLUSION**

# ETHNICITY

- Badge of identity.....
- Social group a person belongs to, and either identifies with or is identified with by others, as a result of a mix of cultural and other factors including (but not limited to) language, diet, religion, ancestry, physical features, nationality, geographical region, attire, etc.

# DIFFERENCES BETWEEN ETHNICITY AND RACE

## ETHNICITY

- Tradition
- Learned behavior
- Customs
- Ancestry
- Celebrating traditions & ideas from region

## RACE

- Biological engineered features
- Socially constructed
- Groupings of people according to common origin or background

# SELF- IDENTIFY... WHITE, NON-HISPANIC

361	Caucasian
255	White
131	European Nationality
73	American
14	European
8	Non-Hispanic/Latino(a)
8	Religious
7	Middle Eastern
6	European American
5	Appalachian
4	Middle Eastern Nationality
4	Human/Human Race
4	Native American

3	Asian Nationality
3	USA/US Citizen
2	African American
2	State resident/State
2	Anglo
2	Asian
2	Canadian
1	Asian-Nationality-American
1	Caucasian - American
1	European Blend
1	Black

“I can provide a story....

When I first applied to graduate school, I did not check a box. I was not sure how to respond since boxes for university seems also connected to federal funds and reporting. My partner at the time, who identifies as a African American and White on his mother's side and Muslim/Middle Eastern on his father's side, dropped off my paper work. The administrative assistant questioned him about my missing information. He tried to explain that I didn't fit in the boxes and she asked him what color my skin was. He responded that I was in between his color and hers. I'm not sure how she entered me into the system.”

Respondent - -Multiracial - Latino and Black.

“I hate when White people are referred to as European American. You can be White and Arab/middle eastern. You can also be middle eastern/Arab and European all at the same time. I am! I am White, Lebanese, Polish, German, and American all at the same time! Also, I think more should be done to inform people that White people are not just White. They have rich heritages from all different countries!”

Respondent -- Lebanese, Polish, German

“I think it's ludicrous how sensitive we try to be to these things. Like saying someone is “Black” or “White” or whatever is derogatory. You are what you are, I am what I am. Let's move on with our lives.”

Respondent - - American, White



# ETHNICITY

- ...is about the learned cultural behaviors celebrated throughout regions around the world.
- ...can be altered or mimicked through choice and beliefs.
- ...is about learning where you come from and embracing the traditions and ideas of that region.
- ...is about learning about others and validating them for who they are and where they come from.

# SEMINAR OBJECTIVES

- ***Awareness***

Higher Education Impact, Race & Ethnicity Categories, Data

- ***Education***

Terminology, Law, Ethnicity Articles, Ethnicity Quiz

- ***Understanding***

Personal Assessment, Group Exercise, Action Steps, Equity & Justice Model



# HIGHER EDUCATION IMPACT

- Campus Socialization & Communication
  - Housing/Roommates
  - Time Orientation
  - Food/Dietary
  - Holidays
  - Dress/Attire
  - Study Abroad
  - Bullying/Harassment
- 

**PRIVATE EMPLOYMENT, STATE AND LOCAL GOVERNMENTS,  
EDUCATIONAL INSTITUTIONS**

***Civil Rights Act of 1964***

***Title VI*** – prohibits discrimination on basis of race or national origin

***Title VII*** - prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, age, color, religion, sex or national origin

# ETHNICITY

World population..... 6.9 Billion

U.S. population..... 315,668,567 Million (July 2013 est.)

Population by ethnicity - - Hispanic or Latino 16.9 % (largest minority)

Non Hispanic or Latino 63 %

Population by race - - White – 77.9 % (racial majority)

Black or African American – 13.1 % (largest racial minority)

Asian – 5.1 %

American Indian & Alaska Native – 1.2 %

Native Hawaiian & Pacific Islander – 0.2 %

Identified by two or more races – 2.4 %

# ETHNICITY

## **Languages** (2000 Census)


English	82.1 %
Spanish	10.7 %
Other Indo-European	3.8 %
Asian & Pacific Islander	2.7 %
Other	0.7 %

## **Religion** (2007 Pew Research)

Protestants	51.3 %
Roman Catholic	23.9 %
Mormon	1.7 %
Jewish	1.7 %
Buddhist	0.7 %
Muslim	0.6 %
Hindu	0.4 %
Unaffiliated	16.1 %

<http://www.youtube.com/watch?v=aDz3BJD>  
PXHA seminar youtube on ethnicity and race

# SEMINAR GROUND RULES

- **Listen actively** – respect others when they are talking
  - **Do not be afraid** to respectfully challenge one another by asking questions, but refrain from personal attacks
  - **Participate** to the fullest of your ability, share your story and experience
  - The **goal** is not to agree – it is to gain a deeper understanding
- 




# **Personal Assessment & Group Activity**




# ETHNICITY

- Complex
- Changes dynamically over time as situations alter
- Created by self-identification or others define it for us
- Stereotypes have a strong effect on how we view and relate to others

# ACTION STEPS

- ***Participate*** in diversity and multicultural awareness seminars and programs
  - ***Get to know*** your students and colleagues... “I have a learning question...”
  - ***Examine*** your personal bias/lens when it comes to thoughts and perceptions of those who are different from you
  - ***Validate*** those around you
- 



**“Our most basic common link is that we all inhabit this small planet . We all breathe the same air. We all cherish our children’s future. And we all are mortal.”**

**—John F. Kennedy**