

PROMOTING A MULTICULTURAL AND INCLUSIVE CAMPUS

Including a discussion on intellectual diversity.



NORTHERN STATE UNIVERSITY

S.D. House Bill 1087

- HB 1087 was passed and signed into law on March 20, 2019.
- The purpose of the bill was to promote free speech and intellectual diversity at South Dakota public higher education institutions.
- As a result of the legislation, the S.D. Board of Regents will submit an annual report each December to the Governor and each member of the legislature. The report:
 - Sets forth all actions taken by each institution to promote and ensure intellectual diversity and the free exchange of ideas; and
 - Describes any events or occurrences that impeded intellectual diversity and the free exchange of ideas.



Intellectual Diversity

- At the June Board of Regents meeting, an open forum was held to discuss intellectual diversity efforts across the BOR system. A few of the topics that were brought to the table by legislators and members of the general public included:
 - Identifying written policies and practices that are destructive to freedom of expression on campus.
 - Distributing a campus climate survey that measure student beliefs of intellectual diversity.
 - Barring security fees on the basis of an event's content of speech.
 - Requiring all students to take three credits of US history and three credits of US government as a condition of graduation.
- This is, and will continue to be, an ongoing discussion between the Board of Regents and the S.D. Legislature in regards to compliance with HB 1087 and future actions. Please direct questions or comments to our Director of Communications and Marketing, justin.fraase@northern.edu.



Intellectual Diversity Case Study

- On September 18, 2018, Aynaz Anni Cyrus was permitted on Northern's campus to share her message on Sharia law. This event was not sponsored by NSU; however, due to the first amendment and as a public institution, Northern is obligated to grant a facilities use permit for events that follow the requisite process. The process includes paying for the space on campus, providing liability insurance and completing a facilities use agreement.
- The university expects events like the one on Sept. 18, 2018 to continue occurring on campus – assuming the event sponsors follow the requisite process.
- Northern reserves the rights to change or adapt new processes for future facilities use agreements, as long as the changes are in accordance with Board of Regents policy, and state and federal law.
- Please visit northern.edu/eventplanning for more details.

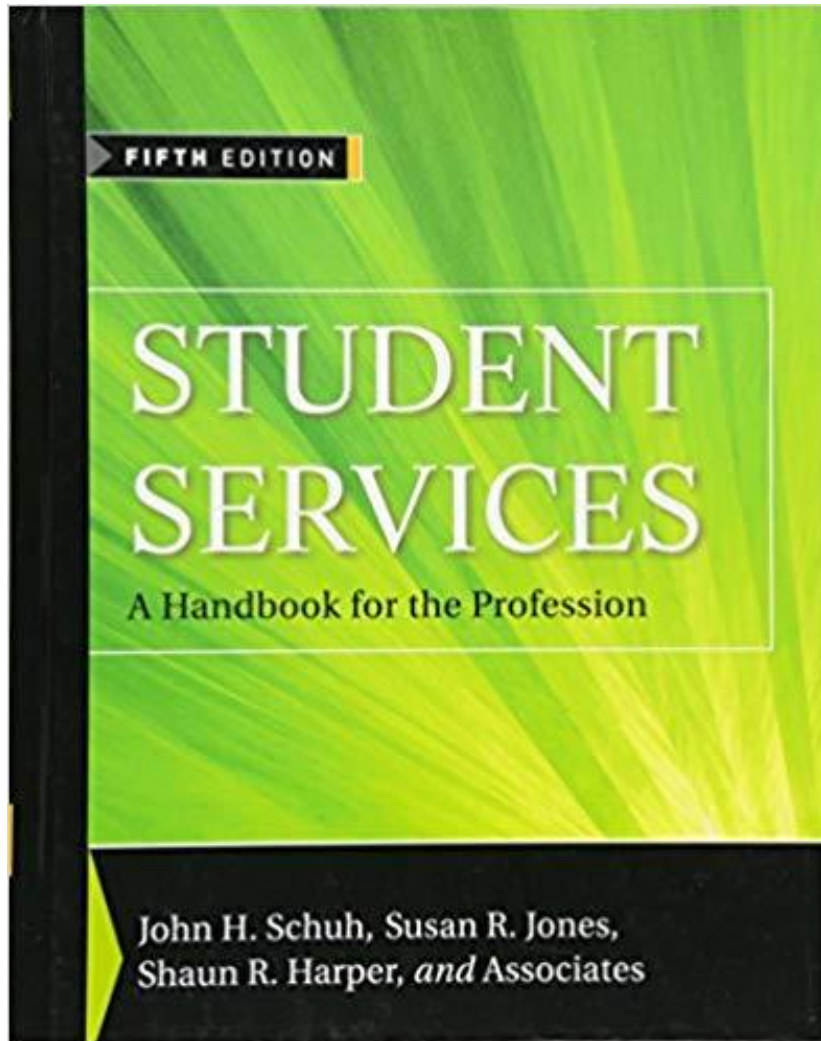


Diversity, Inclusion and Equity in the State and at NSU

“The intentional engagement with diversity (i.e., individual differences and group/social differences) in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions leading to opportunities for equal access to and participation in educational and community programs for all members of society.”(SD BOR Policy Manual 2:11)

“Building a culture of inclusion, belonging and collegiality that respects diversity in knowledge, culture and world view.” (Northern State University Values: Community)





Philosophies, Ethics, and Theories in Student Affairs

- Diversity in American Higher Education
- Campus Climate and Diversity
- Multicultural Competence
- Community Development (Mattering and Marginality)





Diversity in American Higher Education

“The diversity in missions and functions amongst institutions in particular permits them as a group to target areas of specialization to advance knowledge in their unique ways, as well as join together in consortia to achieve common goals.”

-John H. Schuh



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Campus Climate and Diversity

...“prepare students to be good stewards of our nation’s democratic principles and ideals; the relationship between students and the college environment is both reciprocal and dynamic.”

– Eric L. Dey

TRUE BLACK HISTORY MUSEUM

NSU CELEBRATING BLACK HISTORY MONTH 2019



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Multicultural Competence

Considerations in Developing Multicultural Competence

- Resistance and Defenses
- Cultural Mistakes



Community Development

Schlossberg's Model of Mattering and Marginality

Marginality

- A sense of not fitting in and can lead to self consciousness, irritability and depression. For some, these feelings can be permanent conditions.
- Feelings of marginality often occur when individuals take on new roles, especially when they are uncertain about what a new role entails.

Mattering (5 Aspects)

- Attention- the feeling that one is noticed.
- Importance-the belief that one is cared about.
- Ego Extension- the feeling that someone else will be proud of what one does or will sympathize with ones failure.
- Dependence- the feeling of feeling needed.
- Appreciation- the feeling that ones efforts are appreciated by others.



Small Institutions Big Impact

40% of US undergraduate students attend small colleges and universities with fewer than 5,000 students

(2016 Report by the Washington Post)

NSU 3,321 students

(2018 SD BOR Fall Enrollment Dashboard)

Small colleges and universities thrive by offering individualized attention and support for students



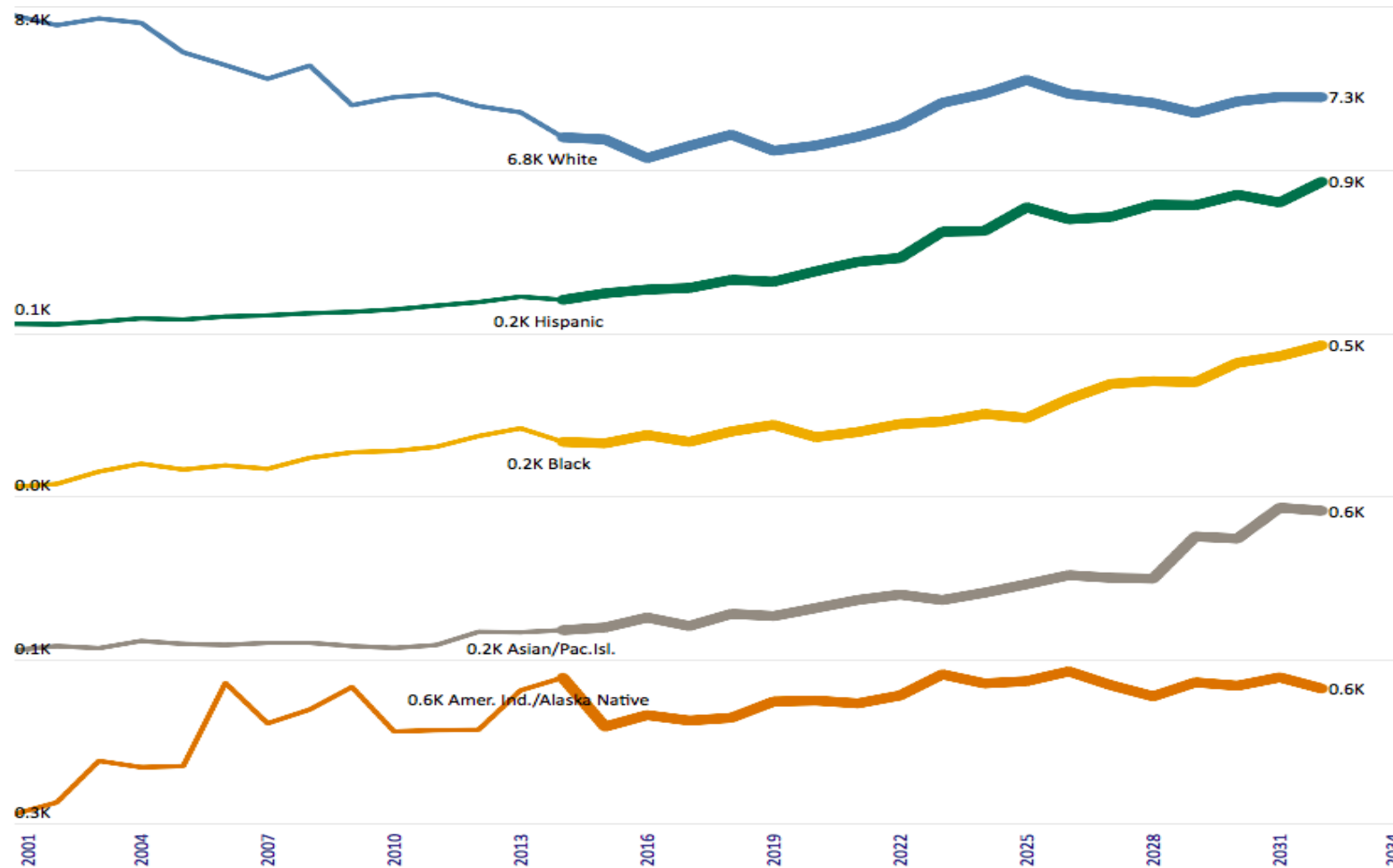
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Potential Speed Bumps

- Demographic
- High turnover of faculty/staff
- Closing of Programs
- Decline in student enrollments
- Low diversity in faculty and staff
- Students/grads less prepared to work/thrive in a diverse/inclusive world
- Access issues



South Dakota: Projections of High School Graduates



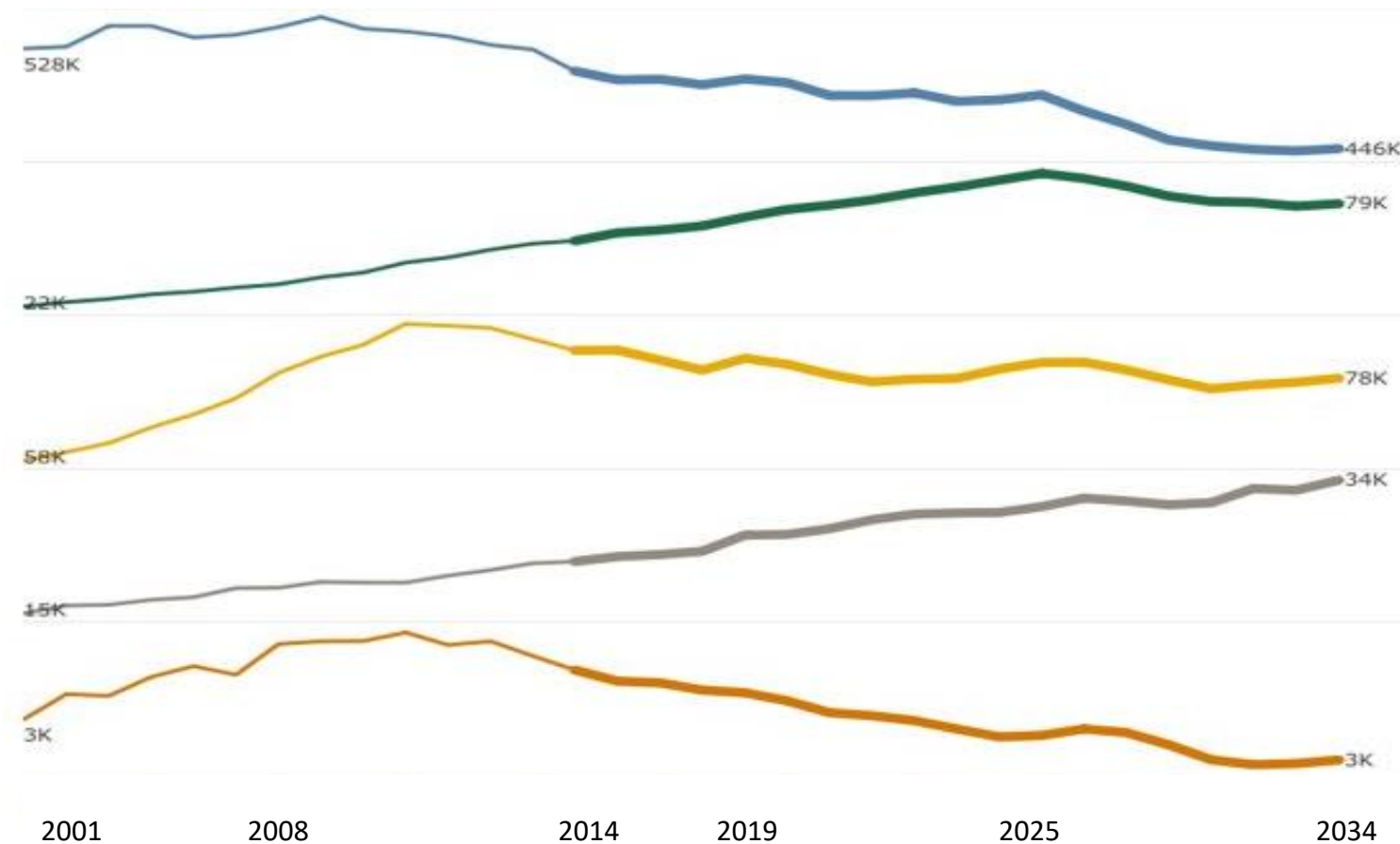
Public School Trends South Dakota through 2032

- *Source:* Western Interstate Commission for Higher Education, Knocking at the College Door: Projections of High School Graduates, 2016.
- *Notes:* Projections begin with Class of 2014 (thicker line).



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Midwest: Projections of High School Graduates



Public School Trends Midwest, through 2032

- White
- Hispanic
- Black
- Asian/Pac. Isl.
- Amer. Ind./Alaska Native

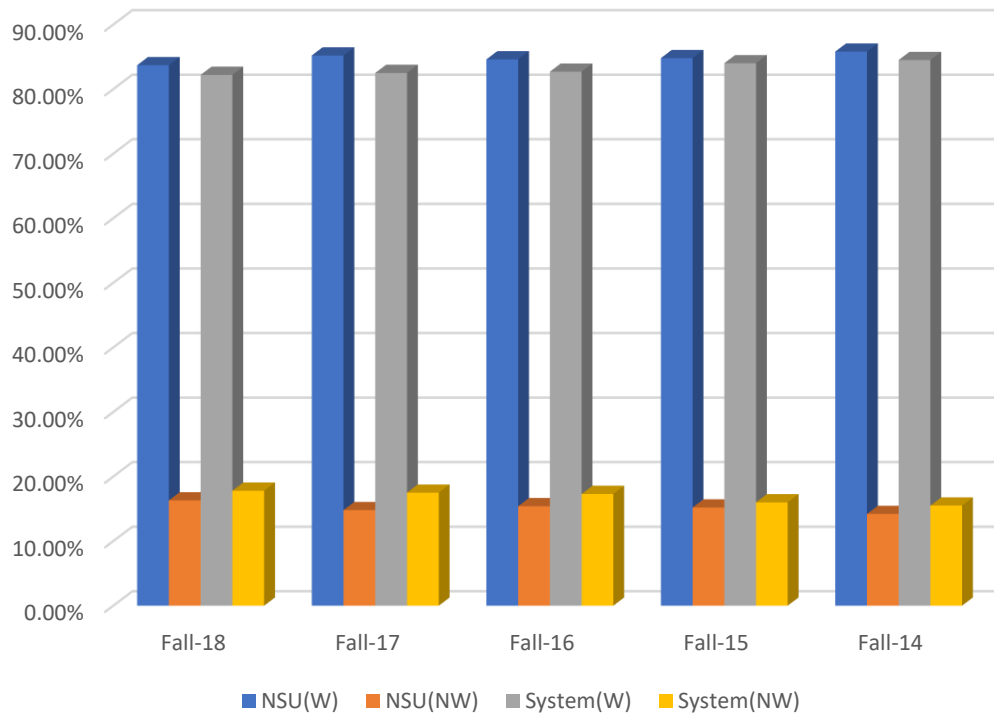
- Source: Western Interstate Commission for Higher Education, Knocking at the College Door: Projections of High School Graduates, 2016.
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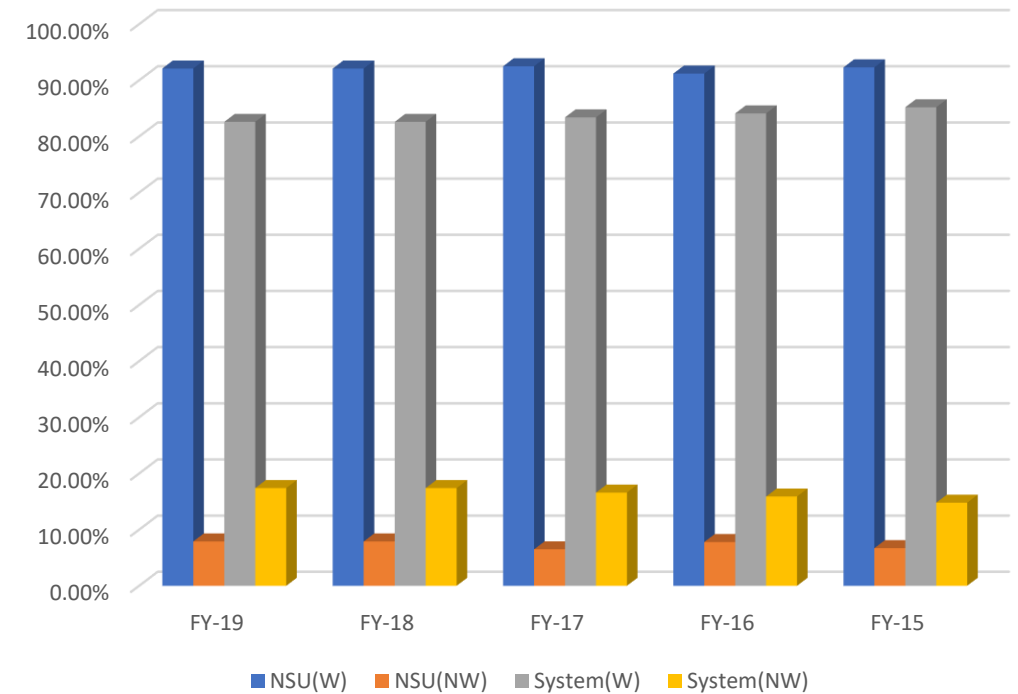
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Ethnic Diversity at NSU

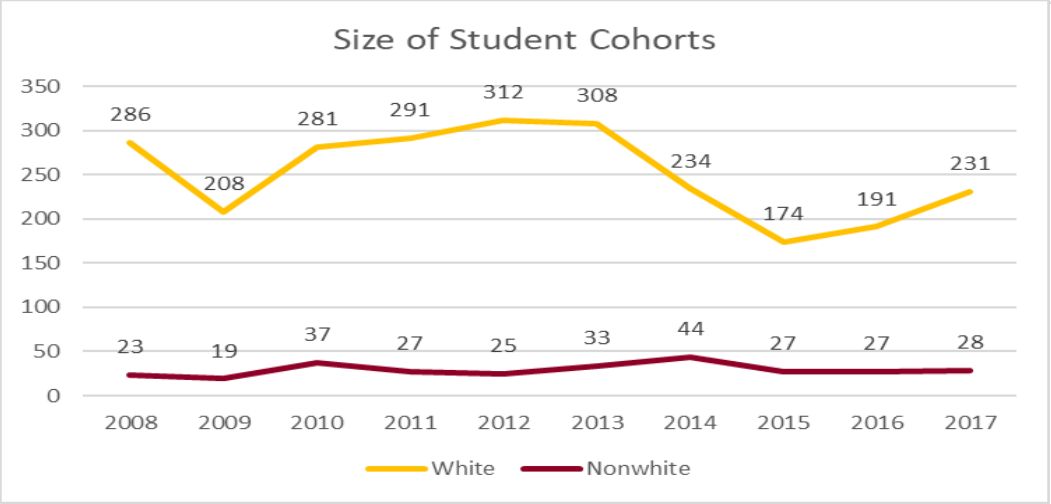
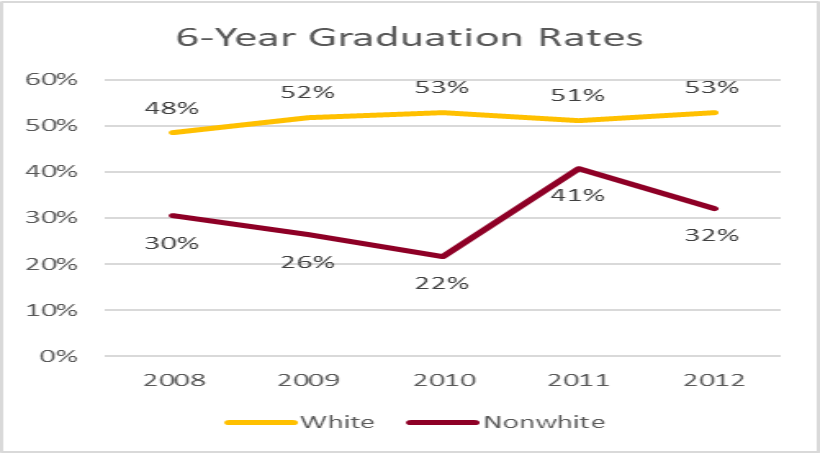
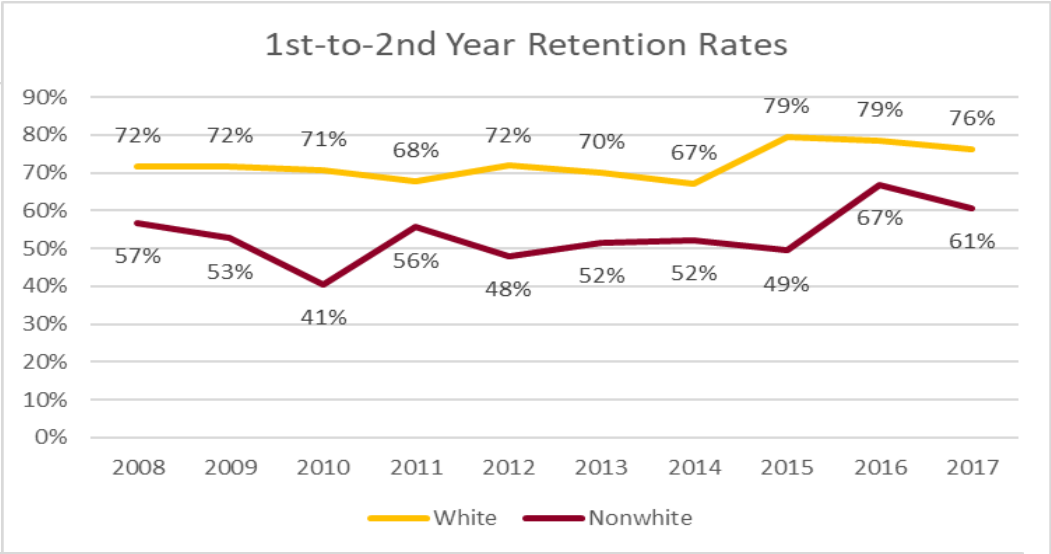
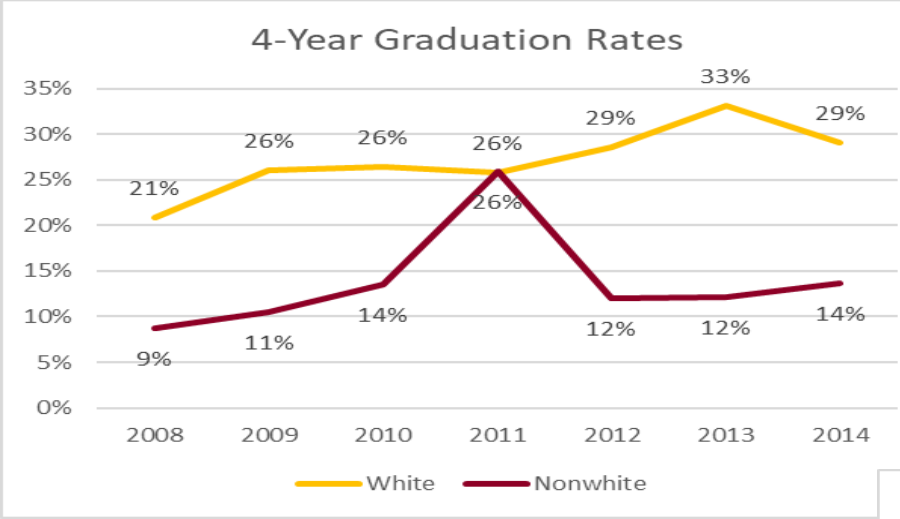
Student Diversity



Faculty Diversity



Graduation and Retention Rates at NSU



What We Offer

ENGAGEMENT

Wolf Talks
Wolf Wall
First-Year Seminar / Common Read
Learning Communities
Collaborations with NASA and Central H.S. & Admissions
NASA / Tribal Flags
Multicultural Student Association
International Student Clubs

ACADEMIC SUPPORT

TRIO
American Indian Circle Program
Upward Bound
Jump Start
Study Abroad
Native Student Tutoring w/ NSU
Office of Disability Services

ADVOCACY

DAC
AIAC
BIG
Ally Training
Interdepartmental Collaboration



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New Opportunities

- Cluster Hiring
- Demographic Trends Present & Future
- Creating a sense of belonging & mattering for all students
- Offering regular, rotating courses in Native American studies
- A land acknowledgment at NSU/Oceti Sakowin
- WoLakota Project
- High-Impact Educational Practices



Conclusion

- Diversity matters, here is why
- Chat n' Chew events with faculty/staff
- Recommended Reads
- Other Insightful Resources





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