Inspiring Legendary

Inclusiveness

Nova Southeastern
University Campus Inclusion Handbook

2013

(Originated in 2007)
Colleagues and Friends:

I am honored to share with you this 5th edition of our Campus Inclusion Handbook. Since diversity is one of our eight core values, and NSU is one of the most diverse university campuses in the nation, this document speaks of our diversity, yet invites us to consider how we may be more inclusive. If we are to follow our core values, it is everyone’s responsibility to help create an atmosphere that speaks not only of how diverse we are but how well we value, harness, and champion those diversities.

George L. Hanbury, II
If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place.

Margaret Mead
Dedication

There is no poverty where there is virtue;
and no wealth or honor where virtue is

not—Chinese Proverb

To walk in the path of virtue for 10 years is

not enough— Chinese Proverb

To

Dr. Honggang Yang

For the wealth, honor, and steadfast
commitment that you continue to bring to
inclusion efforts in our academic center and
the university community; we honor you,
always
“Insanity: doing the same thing over and over again and expecting different results.”

Albert Einstein (1879 - 1955)

The “Do Something Different” (DSD) initiative is simple. We want to stop the insanity of routine efforts to create division and begin a “new thing.” The new, perhaps old and abandoned, thing is to invite change through personal challenge; not by attempting to follow a mass mandate issued from an authoritative figure; for such mandates have only further divided us. Instead, we offer a voluntary advance to everyone in the NSU community—“Do something different.” When you sense that you are not being considerate of someone with whom you disagree; when you have failed to listen to another person’s perspective; have judged someone too swiftly; or have simply
failed to say “hello;” just change your course and *do something different*. It’s that simple. Our hope is that DSD will usher in a new consciousness of inclusion and community that will spread beyond NSU to neighboring communities. With a change in worldviews, we will have constructed a humanity that is ONE --not the divided people reflective of our former understandings of diversity. As such, we can work toward a community, and thus a nation that lives up to its highest ideals.

Nova Southeastern University

Do Something Different (DSD)

Campus Inclusion Handbook (CI H)

DSD Mission Statement:
To cultivate a university learning community that embraces diversity and celebrates multiculturalism
by inspiring individuals to promote inclusion

**NSU’s VISION, MISSION, AND VALUES**

**NSU 2020 Vision**

*By 2020, through excellence and innovations in teaching, research, service and learning, Nova Southeastern University will be recognized by accrediting agencies, the academic community, and the general public, as a premier {inclusive [sic]} private not-for-profit university of quality and distinction that engages all students and produces alumni who serve with integrity in their lives, fields of study, and resulting careers.*

**NSU Mission Statement**

The Mission of Nova Southeastern University, a private, not-for-profit institution, is to offer a diverse array of innovative academic programs that complement on-campus educational opportunities and resources with accessible distance learning programs to foster academic excellence, intellectual inquiry, leadership, research, and commitment to community through engagement
of students and faculty members in a dynamic, life-long learning environment.

**NSU’s Core Values** In the continual pursuit of excellence, the university holds to the following values that, together, provide the foundation for ongoing regional and professional accreditation, independence, and fiscal stability:

- Academic Excellence
- Student Centered
- Integrity
- Research and Scholarship
- Diversity (Inclusion*)
- Opportunity
- Innovation
- Community

*Our Insertion—not NSU’s language.*
Introduction

The purpose of the DSD-CI Handbook is to provide leadership and direction to diversity/inclusion activity at Nova Southeastern University (NSU). The handbook will be updated bi-annually as our inclusion efforts become more definitive. The vision statement above was adopted as an ideal to hold us accountable for how we each engage campus inclusion. The goal is to make explicit our intentions and commitment to its ideal. The entire constituency of NSU is committed to creating a more engaged and inclusive campus environment. In the School of Humanities and Social Sciences (SHSS) we have initiated a unit-wide poll to create a standardized instrument that we will subsequently use to assess the level of inclusion that NSU’s constituents report. In addition, we have initiated a separate, but parallel
in importance, “Do Something Different” (DSD) campaign. We know that when individuals feel welcomed, they join us—recruitment, and they stay with us—retention. Furthermore, they remain connected as alumni and friends—family.

From a business perspective, we care about recruitment and retention, but from a university community perspective, we care about the relationships that are formed and maintained here at NSU. This handbook represents our efforts to express a united voice, and an effort to establish NSU as a place of legendary inclusion. This vision will materialize using the following key concepts as guides: systemic, inclusion/diversity, culture, ethnicity and multiculturalism, and isms.

**Systemic**—The consideration of context and relationship when examining how inclusion affects campus life at NSU embraces this concept. With
this understanding, we are clear that relationships are dynamic and interactive. What this means is that action taken by any one part of a member of a system or group will affect others in and around that member. In short, we are connected; and since we are connected, we must be conscious of how our actions influence one another. In other words, in a diverse campus environment, we must learn about each other, so that our actions are intelligent and wise. In effect, we pledge to create a welcoming and inviting community. Our goal as a community is to “first do no harm.”

**Inclusion**—As the word “diversity” refers to all forms of differences, our use of the term inclusion is meant to invite a new consciousness of community. “Include” is the *verb* that invites us to do something different; diversity is the noun that defines what we invite: variety. Our DSD inclusion
platform is a strengths-based approach in that we want to envision what we can be when we invite everyone to a task, versus what we used to be when we were required to invite “Others” to a task. With inclusion we evoke ideals of unity in diversity; principles that summon the wisdom in having multiple perspectives; and finally, ethics that mean that with the highest good in mind, we will execute a “new mindedness” of inclusiveness that extends beyond political correctness.

Culture—Folkways—an enveloping attitude that is shared by or that characterizes a group. For NSU this all-encompassing attitude is inclusion. We share a basic identity as a university community. Now, we want to add to that identity an attitude of inclusion that will set us apart as a learning community that is inclusive in all aspects of campus life. Our goal is to ingrain “inclusiveness” as a way
of life so that it is our self-identified attitude—it’s not just what we say or what we believe; it’s what we do.

**Multiculturalism**—The word “global” best describes what we mean by multicultural. South Florida is perhaps one of the most diverse—yet, not necessarily inclusive—communities in the United States. NSU, likewise, is a diverse campus community. One goal of our inclusion model (DSD) is to be an example to the surrounding community of how to promote diversity in the creation of a more engaged and connected campus culture.

**Ethnic**—Ethno means people or culture; ethnic refers to a group of people who descend from the same people or culture, and, therefore, share a common ancestry. Ethnicity, the state or noun derivative of the same word, is important because NSU is a multi-ethnic university, which is implied in
the term “multicultural” and signifies diversity.

Ism—A suffix that means a belief in something. However, for our purposes, “ism” suggests derision on some level. Some of the most common “isms” that we contend with are racism, sexism, classism, able-ism, ageism, heterosexism, academic elitism, etc. Each word suggests bigotry or narrow-mindedness towards the indicated group respectively: race, sex or gender, class, physically ability, heterosexuality, etc.

The Need

DSD values the NSU community’s multiple cultures and perspectives. As such, we find ourselves with the unique opportunity to invite all members of our community to learn from and appreciate others, to make positive change, and to create a learning community that embraces and enacts respect in diversity.
NSU Title V Mission
To provide all Nova Southeastern University undergraduates, including Hispanics and low-income students, with programs and services tailored to increase student engagement and outreach, thus resulting in student success.
http://www.nova.edu/titlev/pdf/newsletter.pdf

With minority enrollment now at approximately 68% of total enrollment, Nova Southeastern University is among those independent institutions with a highly diverse student population (See below).

Total enrollment: 28,457
Undergraduate enrollment: 6,397
Percent of Undergraduate enrollment
by gender
  Men: 28.8%
  Women: 71.3%
by race/ethnicity
  American Indian or Alaskan Native: 0.4%
  Asian: 5.6%
  Black or African American: 23.5%
  Hispanic/Latino: 33.1%
Native Hawaiian or other Pacific Islander: .2%
White: 27.8%
Two or more races: 1.0%
Race/ethnicity unknown: 4.1%
Non-resident alien: 4.4% (Enrollment data Fall 2011—National Center for Educational Statistics)

In 2008 rankings published by Diverse: Issues in Higher Education, NSU was ranked first in the number of doctoral degrees awarded to African-Americans, a position it has held for 13 consecutive years. NSU also ranked first nationally in doctoral degrees awarded to racial/ethnic minorities overall—May 13, 2009 News Release.


In addition, NSU is also number one in first professional/doctoral professional practice degrees to Hispanics and number two in doctoral and doctoral research degrees to Hispanics (National Center for Education Statistics).

The How

By doing something different, NSU will create an
inclusive community of its diverse members. The “Do Something Different” campaign was initiated to put intention to the task of creating a more inclusive and engaged campus community.

**What Is DSD?**

Admittedly, DSD is a humanistic, perhaps, ethereal undertaking. We do not apologize for the nature of the movement, as we believe it may be the only approach “not yet tried,” as we say in the field of family therapy, where we pride ourselves in helping others find uncommon solutions to difficult problems. So, it is from this perspective that we offer an invitation to our colleagues across the NSU campus to do something (else) to make our campus environment a place of unity. This kind of community only happens when we all embrace ideas of inclusiveness.
DSD’s Ideals of Inclusiveness:
DSD implies self-reflexivity as an approach to achieve its ideals. We must reveal (acknowledge), deconstruct (make sense of), and reframe (reconstruct) our respective views of the world. By this process, we attempt to understand how long-held views shape what is “known” and believed about others (and ourselves). Change emanates from within; therefore, change—doing something different—must begin by unmasking inaccurate culturally and/or historically informed opinions. Hence, we offer the following ideas as springboards for self-reflection:

*Openness*—respect and curiosity about other perspectives
*Invitation*—gentle, genuine request
*Acceptance*—non-judgmental approval
Value (of difference)—the implicit understanding and explicit demonstration of the worth that all bring to a task

Intentionality (purposefulness)—expectancy put to positive, *inclusive actions

Warmth—Genuine hospitality

Freedom—the liberty to be one’s unique self without concern of rejection

Collaboration—the understanding that we function as a team and that every voice is valued

Our Goal and Vision:

Create a new consciousness on campus—involving every academic unit, administrative department, student organization, faculty, staff member, and the general workforce about global multiculturalism and establish a campus-wide movement that honors diversity and promotes behaviors that demonstrate this new consciousness; to create a safe community where diversity is celebrated, while not making differences a non-issue, but rather an opportunity
to pool resources and talents to create a healthier, more unified university community (i.e., where there is unity existing within the diversity).

**Origin of the Movement:**

The idea to do something different started with The ‘Diversity Dialogues’ forums, which began February 16, 2006. These monthly discussions were initiated by Dr. Debra Nixon to bring the university community together to consider issues of diversity. She conceived the idea based on behavioral changes of her students at the School of Humanities and Social Sciences (SHSS), in a Marriage and Family Therapy Diversity course. What she found was that many students often were ignorant of the larger discourses that informed bigotry in the United States. However, after entering the course and being challenged to confront those ideas, students were often more receptive, less bigoted and often expressed an appreciation of transforming experience, naming the class’ contents as the reason for their change. Dr. Nixon’s primary method of teaching was providing information and opportunities for communication. After sharing the report with Dean Yang of SHSS requesting that the program begin
monthly conversations about diversity, Susanne Marshall, Associate Dean was invited to co-facilitate the Diversity Dialogues. The dialogues were held the first Tuesday of every month inspiring discussions guided by the premise that one chief reason our country continues to struggle with issues of difference (diversity) is that there has not been a healthy platform to talk honestly and openly about them. This lack of honest attention has thus perpetuated and even expanded related problems.

The Model

The “Do Something Different” initiative promotes a personal challenge that invites each NSU member to help to create a safe environment of inclusion and acceptance by:

1) Talking openly and respectfully about issues of diversity, multiculturalism, and inclusion;
2) changing behaviors to be more openly respectful and inclusive of others; and 3) infusing matters of diversity and inclusion in
every aspect of campus life and university business. The model invites everyone to be intentionally inclusive beginning with top administration and including incoming students and employees.

Please visit our website:
http://www.nova.edu/dosomethingdifferent/
and
Blog: http://blogs.nova.edu/dosomethingdifferent/

Doing Something Different in Daily Practices

Everyday Sharks

- Create a welcoming community by
  - Greeting those you pass with a smile, a nod or a verbal "Hello"
- Attend an event outside of your field of study or usual interests
- Offer to help a neighbor carry a heavy load
- Pick up litter in your path
- Invite someone eating alone to lunch
- Allow someone in a hurry to go before you in line
- Offer your expertise when you see someone struggling
• Be respectfully inquisitive about your neighbor’s practices that are different from yours
• Complement a visitor or friend at every opportunity
• Be self-aware and genuinely apologize when you know you’re being racist, sexist, ageist, homophobic, or classist, etc.
• Practice open dialogue about the above “isms” with colleagues and friends (especially in class)
• Form a habit of asking questions of those whose perspective is different from yours and listen openly to their ideas

Instructor Sharks
• During or before your first class-meeting introductions, ask students to share their ethnicities and nationalities
• Then, use the above information when teaching your class, affirming the contributions of others cultural groups
• During class, ask students to share different perspectives on the subject matter
• Ask students to share with you privately if there are spiritual or religious practices (or other practices) that will affect their being full participants in course studies
• In group or team activities, invite students to pair
themselves with members other than their usual colleagues

- Be self-aware and genuinely apologize when you know you’re being racist, sexist, ageist, homophobic, or classist, etc.

- Form a habit of asking questions of those whose perspective is different from yours and listen openly to their ideas

Administration Sharks

- Take advantage of every opportunity for diversity and inclusion training
- Seek quarterly or bi-annual leadership trainings
- Be self-reflexive, questioning your decisions regarding staff assignments and other administrative initiatives
- Seek out a mentor to help ensure a balanced leadership approach
- Maintain an open door policy
- Be Genuine and open to unflattering comments or suggestions regarding your leadership style
- Support as many activities and campus-wide events as possible
- Take a true vacation at least once a year
- Be self-aware and genuinely apologize when you know you’re being racist, sexist, ageist, homophobic, or classist,
etc.

- Form a habit of asking questions of those whose perspective is different from yours
- Check in with staff members to see if there is something more you could do to make the work environment more welcoming
- Lead by example: See “Everyday Sharks” above

Note: The above suggestions are just a starting place. We are sure that this list is infinite. So, we invite you to share with us ways that you are “doing something different.” We especially want to know how your practices are making a difference in our campus community. Go to our Blog and make a comment. Or email Dr. Debra Nixon at nixon@nova.edu, with your ideas

Go Sharks!

**Assessment: DSD-Campus Inclusion Survey**

The DSD movement was born out of our monthly conversations, the Diversity Dialogues. Specific to the inclusion survey, the group was discussing recent sexist and racist comments made by
celebrities that were receiving national attention. We wondered together if this was not the time to begin looking at ourselves with the same critical eye. Our goal was to find a strategic and standardized way to assess our personal experiences of inclusion at NSU. The construction of the DSD Campus Inclusion Survey (DSD-CIS) was our response to this question. So, expect an invitation from us to share your personal experiences of campus inclusion in the fall of 2013.

**NSU Leadership Initiatives/Diversity and Inclusion**

1) Graduate School of Humanities and Social Sciences (SHSS)
   http://www.shss.nova.edu
   Dr. Debra Harris Nixon, Lead Facilitator for Campus Inclusion and “Do Something Different”
2) Fischler School of Education Office of Community Education and Diversity Affairs (FSEHS/OCEDA)
   Dr. Delores Smiley, Dean of Community Education and Diversity Affairs
   http://www.schoolofed.nova.edu/oceda/oceda_home.html

3) Multicultural Affairs
   Office of Student Leadership and Civic Engagement
   Terry Morrow, Director of Student Leadership and Civic Engagement
   www.nova.edu/studentleadership/ma

NSU Inclusion Council (IC)
The NSU-IC is a campus-wide organization of all individuals/organization that are committed to programming related to multiculturalism, diversity, and inclusion. The formation of this group signals the centralizing and galvanizing of our inclusion efforts. The group’s goal is to create synergy around all efforts to create a campus of inclusion, and therefore more engaged community members. Interested in becoming a member? Send your request to nixond@nova.edu. Below are the names of inaugural and current council members:

*Anne Rambo		Terry Morrow
Sara Smith		*Marguerite Bryan
*Delores Smiley	*Stephanie Brown
Angie Su		Sarah Valley Gray
*Jason Campbell	*Jameson Mercier
*Allison Brimmer	Susan Kabot
Lorraine Breffni
*Debra Nixon

*Honggang Yang
*Judith McKay

Carla Withrow
*Michele Manley

*Michele Rice
*Colby Perez

*Edrica D. Richardson
Cheryl Duckworth

* Founding members

NSU Trustee (2007),
Sam Morrison, Honorary Advisor

Multicultural Affairs Programming Council
(M.A.P.)

The Multicultural Affairs Programming council is comprised of graduate and undergraduate students who are committed to designing and organizing programs and initiatives to bring people together across the NSU community to celebrate diversity and promote conversation and reflection. For more information, go to:

http://www.nova.edu/studentleadership/ma/ambassad
Currently the following groups attend to matters of multiculturalism and diversity:

**Cultural/Heritage**
- Caribbean Student Association
- Haitian Student Association
- Indian Student Association
- Latin American Student Organization (LASO)
- Nova International Student Association (NISA)
- Pan African Student Association (PASA)
- Pakastani Student Association
- Saudi Student Association

**Religious**
- ABLAZE
- Against the Flow
- Catholic Life
- Chabad
- Hillel of Broward and Palm Beach
• IMAN (International Muslim Association @Nova)
• Secular Student Alliance at NSU

**Special Interest**
• American Association of University Women
• Gay Straight Alliance
• Gender and Conflict Group
• Students for Stress Resilience
• Student for Returning Veterans

**Graduate Organizations**
• Ethnic Minorities Association of Graduate Students (EMAGS)
• School of Humanities & Social Science Student Government Association
• Gay Straight Student Association
• Jewish Psychology Student Association
• Christian Perspectives in Peacemaking

**Office of International Students**

http://www.nova.edu/internationalstudents/Nova
Southeastern University’s (NSU) international students come from over 100 different countries. More than 900 international students enjoy comprehensive educational opportunities, exciting cultural and athletic events on a campus that is currently adding to and renovating its extensive facilities. NSU prepares students for life in a changing, competitive world.

**Jim Vatral**  
Senior International Student and Scholar Advisor

**Deborah Pabon**  
International Student & Scholar Advisor

**Anthony J. DeNapoli**  
Executive Director of International Affairs

**Alejandra Parra**  
Associate Director of International Affairs  
Ph.: (954) 262-7240  
1-800-541-6682, ext. 27240

**Alumni Involvement**

Alumni Career Stimulus Plan that includes alumni from the following:

NSU Alumni Association - A Division of Institutional Advancement 954-262-21118
• Partnerships
• Resources for Advance Inclusion
• http://www.hr.ufl.edu/eeo/diversity.htm#council
DO SOMETHING DIFFERENT CHRONOLOGY

SHSS Leadership Endorsement
May 2007
  • Approval /Endorsement
  • Establish Leadership/facilitation
  • Diversity Dialogue (creates an avenue to talk openly)
  • Define Diversity (invite many voices)
  • Advisors Commitment:
    o Honggang Yang, Dean SHSS
    o Brad Williams, Dean Student Affairs

Vision for Inclusion

PHASE I

Stakeholders meeting
Invitation to interested parties
  September 2008
Create strategy of inclusion
Invitation to others
Present DSD Movement
Form Core Task Force
Prepared document
Proposal for Inclusion (Upper Administration)
Prepared document

**Strategy Development**

September ’07-Dec., ’07 Present at Horvitz
- Secure Commitment from President
- Submit finer points with budget for program
- Secure financial support (from SHSS)
- Review/edit strategy

**PHASE II**

Begin Pilot (Leadership Commitment)
- Assessment / Progress Report (based on Our goal and vision
- Action: Locate an assessment tool or create DSD Inclusion Survey (Faculty, student, administration, staff)
- Assess whether the members of the SHSS community feel accepted, invited, welcomed, connected, acknowledged, and appreciated, heard, honored, valued.
Training: Begins with Leadership (Faculty)
- Academic Diversity- infusing diversity and multiculturalism in the entire university curricula, so that every university activity from building initiatives to course syllabi respects and reflects our diverse constituency.
- Accountability and reward- to reward leaders in their efforts of creating a diversity conscious environment within their centers, as reported by their constituency
- Create Websites, Blogs, Programming
- Connect with other inclusion initiative on campus (and off)
- Analyze assessment data and report analysis

PHASE III

Invite other units to share the model

Ultimate Goal Outcome:
- Visible Diversity – Can you see our differences?
Task Force – to enhance the visibility of diverse community
Action - Get an account of our diversity in each area – student, faculty, etc.
Assess/create university – wide avenues for individuals to share their differences (dress, food, customs, holidays)

In 2013

Afterword

The DSD Campus Inclusion Handbook (CIH) represents a tangible expression of NSU’s intentions regarding diversity and inclusion. The document is meant to be small and will hopefully continue to serve as a beacon for the commitment to which we vow to hold ourselves. It is, as suggested above, a living document that will change as we grow more in our understanding of what it means to be truly inclusive and diversity-minded.

Inaugural Testimonials (2009)

“I have been attending the diversity dialogues off and on for years. I love participating in a forum where
faculty, staff and students come together and talk about hot topics of diversity and inclusion in our culture. I always gain a new insight into how to make my actions and my community’s actions to be more inclusive. NSU is a very diverse place and as members of this community we have a responsibility to fully recognize and act on the benefits, challenges and responsibilities that come with that diversity. We must always be cognizant of how to not only be diverse, but also strive to be inclusive. The diversity dialogues have provided a good forum for the beginnings of these much needed discussions.”

Lua Hancock, Ed, D., Director of Title V

“As a result of the topics discussed during the monthly diversity dialogues about culture, religion, race, gender, ethnicity and disabilities... I have acquired an increased level of appreciation for diversity...
It's invigorating to realize how [my] exchanges cultivate and enhance the quality of communication [with] students, administration, and faculty.” - Rosario Elizabeth Koenig (Marriage Family Therapy- Doctoral Student)

“I have only been recently involved with Diversity Dialogues and Do Something Different. I think it is a project that holds great promise in transforming the university towards greater inclusiveness.” —Marguerite Bryan, Ph.D., Criminal Justice Institute
“The 2006-2009 diversity dialogs at NSU are a beginning of a meaningful journey, from my perspective. I haven’t figured out a way to assess or articulate its impacts. However, I did learn a lot from each of you and the rest of the participants over the past three years. We have a long way to go, in the dynamic context of an emerging majority-minority academic” --Honggang Yang, Dean, SHSS

“The monthly Diversity Dialogues is a very refreshing event that I look forward to participating in as often as I can. Having the opportunity to engage in conversation about issues that are affecting our society today, from the reference points of “different” individuals and perspectives, is a learning experience that enhances one’s optimism about the future.” – Delores M. Smiley, Ed. D, Dean, Community Education and Diversity Affairs

“Beer in the White House” reads a recent news headline (2009) as our President [Obama] of about 200 days calls a conference with scholar Dr. Henry Louis Gates and his arresting officer, James Crowley. Many decried that this was a waste of our President’s time and the nation’s resources; but I say it was the absolute best way to ignite change in our nation’s mindset, culture, and traditions around “race.” So, since February, 2006, the Diversity Dialogues have been nothing more than a
“beer in the White House” conversation. - Debra Ann Nixon, Ph.D., Assistant Professor MFT, Inclusion & Diversity Facilitator, SHSS, Co-curriculum Advisor SHSS Student Association

It is so important for those interested in inclusion to have the opportunity to come together and dialogue on current issues. It is a great way for us to identify our commonalities as well as engage in constructive reflection about our differences. Collaborative action has emerged from relationships that have been built during our collective meetings and conversations. -Terry Morrow, Director of Student Leadership and Civic Engagement