MULTICULTURAL TRANSFORMATION: WHAT DOES IT TAKE?

G. Rumay Alexander EdD, RN, FAAN
University of North Carolina-Chapel Hill
   Interim, Chief Diversity Officer
   Special Assistant to the Chancellor
   Professor/Director of Inclusive Excellence
   School of Nursing
   President-Elect-National League for Nursing
“It ain’t what you don’t know that gets you into trouble. It’s what you know for sure that just ain’t so!”

Mark Twain
Hmmm...

You can’t get over anything until you give up what you had in mind!
EMANCIPATORY INQUIRIES

“IDEOLOGIES THAT SEEK TO UNDERSTAND OPPRESSION IN SOCIETY AND THROUGH THIS UNDERSTANDING, TRANSFORM IT.”
“Culture eats strategy for lunch.” Peter Drucker
Warning:
You can’t talk your way out of what you behaved your way into!
The question is not “Did oppression, discrimination or bias take place?”
But rather...
“In which ways did they manifest themselves in this specific context?”
Being Deliberate... S.T.E.E.P. ANALYSIS
Cultural Due Diligence

- SOCIAL .......................... Demographics
- TECHNOLOGY ........................ Tools
- ECONOMIC ........................ Markets
- ENVIRONMENTAL .................. Resources
- POLITICAL ........................ Issues
Words...How and What You Say Matters

- Labels
- Micro-Aggressions
- Callousness
- Communications...Micro-Affirmations
Sterotypes Stink

Subjective
Traditional
Insensitive
Nemesis to the target/victim
Kills...

Authenticity
One’s spirit
Opportunities to flourish
Implicit Bias

Where the implicit is not made explicit injustices flourish.

- Tenure Rules
- Targeted Hires
- Women in Academia
- Curriculum
Teaching is A Political Act!

Be intentional about creating inclusive classroom environments.

Faculty Preparation! Curriculum Changes!
A feeling

A thought

An action

A sense of being - Legitimacy

Managing Perception is always important
“If you touch a spider’s web anywhere, you set the whole thing trembling. As we move through and around this world, and as we act with kindness, or indifference, or even hostility toward the people we meet, we too, are setting the great spider web a-tremble. The life I touch will touch another life, and that, in turn another, until who knows where the trembling stops or in what far place and time my touch will be felt. You can’t find a better way to quantify or qualify someone’s legacy. Just think of the web you have set a-tremble”.

Frederick Buechner