

## **Diversity Workshop**

### **DISCUSSION QUESTIONS for WORKSHOP FACILITATORS**

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1. What are the demographics of our campus and what are the current resources we have in place to serve diverse student populations?
2. What concepts and theories must we understand to develop culturally competent advising strategies?
3. What are the challenges we face on our campus when serving diverse student populations and who are the key players we must involve in overcoming these challenges?
4. Where do I stand in terms of my intercultural awareness and what must I do to improve my understanding and appreciation of cultural differences?
5. What are the critical concerns and core issues (for student and advisor) involved in the advising of diverse students?
6. What are potential interventions and/or advocacy actions?
7. What is the level of cultural identity development and/or the degree of acculturation of students we advise? (In other words, at what level do they identify with their ethnicity, culture, or race?)
8. What other groups might my advisees identify with (socioeconomics, sexual orientation, gender, regional, religious, etc.)? They are much more than their ethnic identity.
9. What might I need to learn about my advisee's individual cultural backgrounds to ensure I am relating and communicating effectively with them?
10. How aware am I of customs and behaviors that have different meanings in different cultures? How might my awareness (or lack of awareness) of behavioral variety affect my interactions with my students?
11. What racial/ethnic cultural group(s) do I identify with? How does my identification with that group(s) affect and effect my relationship with my advisees? In other words, how does my worldview help or hinder me in understanding my advisee's perspectives?