

Diversity

Update

Diversity Initiative Enters Fourth Year

By Patricia Telles-Irvin



Patricia Telles-Irvin

The Diversity Initiative at FIU is entering its fourth year with tremendous momentum! This success is due, largely, to the combined efforts of numerous students, faculty and staff members. The goals have been the promotion of guaranteed access and program development that

engender a greater

understanding and appreciation of the differences existing among us.

We are also working toward creating a campus environment that is inclusive and responsive to the ever-changing composition of our diverse community. Discussions on creating curricula, and pedagogy that incorporate the diversity theme are ongoing. As a result of these varied efforts, in 1998, the White House recognized FIU's Diversity Initiative Program and the College of Education's FOCUS Program as "**Promising Practices**" in the area of diversity.

The Diversity Initiative has matured to become an integral part of our daily living. As such, the Diversity Initiative has taken on a new strategic vision. This is truly no longer an initiative, but our compass. It is the foundation upon which we define our values and ethics, establish our

working principles and develop policies. With this in mind, the Diversity Team has embraced the new theme of "**Diversity to Community.**" In essence, as we recognize and celebrate differences, we must strive to create a unified community that shares common values of promoting intellectual growth, respect for others, and investment in our community.

Therefore, as we approach the "new millennium," we must be cognizant of the unique opportunity we have, i.e., to be leaders in preparing our students to become socially competent members of a diverse society. FIU is already the University of the Future. I encourage each one of you to explore and create opportunities to conduct research, dialogue, and learn about diversity and all its related aspects. I challenge all of us to make our University the pacesetter institution for diversity within the State University System, and for other universities that look to us as a model for the future. Let's not allow this opportunity to pass us by.

Dr. Patricia Telles-Irvin, Acting Vice President, Student Affairs, serves as chair of FIU's Diversity Initiative and publisher of this publication.

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Doing Right

*“Always do right.
This will gratify some people
and astonish the rest.”*

Mark Twain

By Ivelaw L. Griffith

Mark Twain is perhaps best known as that nineteenth century writer, who poked fun at politics and life in America. He used satire and humor to help come-to-terms with some of the vicissitudes of political power and economic and social practice in the then developing United States of America.



Ivelaw L. Griffith

But **Mark Twain's** admonition to “always do right” was far from humorous. It was—and is—deeply philosophical. Yet, his explanation of why always do right was incomplete. One should always do right, not merely because others will be gratified and still others will be astonished. But also, because it is the

right thing to do, and because each of us bears the expectation that the right thing will be done for and to us. Thus, one could argue that the pursuit of justice and equity in our society makes always doing right, not just socially desirable, but ethically imperative.

Of course, this ethical imperative extends, beyond the personal or individual level, to the institutional and societal ones. And institutions, such as ours, which are dedicated to the use of teaching, research, and public service to create and sustain positive change in this society and others, are obliged to ensure that articulation of this imperative is, not just an empty postulate, but one that the institution truly embraces. The resources an institution commits, and the operational structures it maintains to help sustain the commitment, present tangible evidence of this embrace.

One of FIU's operational structures, in this respect, is the University Access and Equity Committee. Part of our mandate

is to help keep this ethical imperative constantly on the institution's radar screen for the benefit of two constituencies: first and foremost the community of which we are made—students, faculty, administrators, and staff—and, ultimately, the South Florida and larger community that we serve.

Diversity is a defining feature of each of these constituencies. While serving as acting president, Provost **Mark Rosenberg** underscored the contextual importance of this diversity in his April 13th State of the University address:

“ Our commitment to diversity is not just a moral or ethical imperative. It will be a critical dimension of survival in the next century. We will compete and cooperate based on our knowledge of and sensitivity to the incredible diversity—religious, racial, ethnic, class, gender, ideological that will increasingly characterize our environment. ”

As FIU deals with this diversity reality, it must be mindful that the ethical imperative to do right means doing right for each part of its diverse community landscape, not just the numerically strongest, or the most vocal, or the racially or ethnically largest, or the most financially resourceful. Moreover, doing right must mean acting, not just for the gratification of some and the astonishment of others as **Mark Twain** suggested, but because there is an additional—and more noble—reason, which springs from an ethical imperative: It's the right thing to do.

Dr. Ivelaw L. Griffith, Associate Professor, Political Science, and Associate Dean, College of Arts and Sciences, serves as chairperson of the University Access and Equity Committee. He is also a winner of FIU's 1999 Excellence in Research Award.

Student Diversity Award Established...

By Larry Lunsford

A new **Diversity Award** was added this year to the Outstanding Student Life Awards, presented annually to a select group of students excelling in various areas of campus life. **The Diversity Student Life Award** was presented for the first time on April 22nd to a student, who has made a concerted effort to promote the appreciation of differences at FIU and in the community. In introducing the award winner, **Patricia Telles-Irvin**, Acting Vice President, Student Affairs, said:

“ This award recipient has been a role model as a diversity advocate, by being vocal in educating those around him. He has presented programs for several groups, on campus as well as regionally. Not only has he actively pursued diversity interests, he has served FIU as a resident assistant with University Housing, as president of Stonewall Student Union, and as a member of the Fraternity of Phi Gamma Delta. ”

Efrain Ayala was the first recipient of the **Diversity Student Life Award** as presented by **Richard J. Correnti**, Vice President, North Campus and Enrollment, and former vice president for Student Affairs.

Vice President Richard Correnti (left) presents Student Life Diversity Award to award winner Efrain Ayala (right).



Student “PEACE” group promotes diversity

By Kate Kominars

The student group **PEACE** (Peer Educators Advocating Cultural Enrichment) is dedicated to the development and maintenance of a multicultural environment on the FIU campus -- an environment in which people of all races, colors, physical abilities, religions and beliefs, national origins, genders, ages, and sexual orientations are understood, appreciated, supported, respected and celebrated.

During the 1998-1999 academic year, **PEACE** members made numerous presentations to Freshman Experience classes and various student groups. They also planned, promoted and conducted activities for “Diversity Day,” celebrated on February 9th, with a series of presentations on a variety of topics related to diversity. Peer educators have also been busy networking and coordinating activities with FIU student groups that share similar goals. In addition, **PEACE** members participated in other training activities in conjunction with Diversity Training Team members.

The University takes pride in the accomplishments of the following dedicated peer educators: **Flora Beal, Dannielle Boyer, Bernadette Brown, Debbie Eidelman, Alix Jean Joseph, Kamala Kiem, Mark Martell, and ShellyAnn Rawle.**

Many peer educators are continuing with the **PEACE** program, and additional students are being recruited as members of **PEACE** for the 1999-2000 academic year. Any student interested

in joining **PEACE** should contact one of the following group staff advisors:

PEACE ADVISORS:

Dr. Kate Kominars, University Psychologist, Counseling and Psychological Services Center, (305) 348-2434, GC 211 – University Park, E-mail: kominars@fiu.edu

Ms. Maria Leviste, Assistant Director, International Student and Scholar Services, (305) 348-2421, GC 217 – University Park, E-mail: levistem@fiu.edu

Ms. Gisela P. Vega, Coordinator – Program and Development, University Housing, (305) 348-4196, PH 126 – University Park, and E-mail: xvega@fiu.edu.

Dr. Kathryn “Kate” Kominars, University Psychologist, Counseling and Psychological Services, is a PEACE Advisor, Co-Chairperson, Gay/Lesbian Issues Subcommittee, and a member of the Student Diversity Training Team.

Diversity is . . .

- Differences make us unique.
- Improving communication.
- Valuing all differences.
- Expecting the best.
- Respecting the differences.
- Seeing ‘them’ as God’s children, too.
- Imagining us working together peacefully.
- Thinking of the good in others.
- Yes, to the differences.

Definition created by a group of diversity training participants, who attended a training session conducted by EOP.

Exploring Diversity

A MODEL FOR THE FIRST YEAR EXPERIENCE

Presented by Glenda Belote, Larry Lunsford and Janie Valdes

1998 International Conference on the First Year Experience- Dublin, Ireland

In recent years, a number of campuses have experienced increases in hate crimes and racially or sexually motivated violence. The attitudes and biases reflected on the nightly news seem to be as common among college students as among the population in general. Further, the literature about college students and their development suggests that commuter students show smaller increases in liberalism and tend to retain their initial conservative orientations (Pascarella and Terenzini, 1991). Boyer (1987), however, suggests in his research that students seem to have "... a strong urge to get acquainted and get along."

During Summer Term 1997, a teaching model was introduced into the curriculum for a group of first-time-in-college students enrolled in the University's summer program. Forty freshmen were exposed to issues related to diversity in each of the three classes in which they were enrolled. While the diversity topic is included in all Freshman Experience classes, faculty members teaching the discipline-based courses in which students enrolled had not previously infused diversity materials into their courses. For the Summer Term, exercises, activities, and assignments were designed to reflect a broad range of differences that one might experience on campus. These diversity materials were incorporated into class assignments in the academic content courses with experiential activities emphasized in the Freshman Experience sections. Faculty selected to teach the Freshman Experience sections were

Co-presenters Larry Lunsford (left) and Glenda Belote (right) in Dublin, Ireland at the 1998 International Conference.

all trained members of the University Diversity Training Team and were also trained as Freshman Experience instructors.

Pre-and post-tests were administered to students assigned to the diversity sections and to sections randomly selected from among the summer classes to serve as a control group. Preliminary results from the post-test suggest that our research hypothesis was supported. That is, students randomly assigned to the diversity sections developed greater awareness and empathy for diversity than students assigned to the control groups.

Results suggest that teaching strategies that emphasize awareness of others, cooperation, and appreciation for differences, encourage students to become more aware of, and comfortable with, differences in the campus community. Faculty commented on a heightened awareness of their own views and biases, as these might inhibit or adversely affect students. They indicated that use of group work, field experiences, and in-class discussions seemed to encourage students to become more interdependent and participate more actively in class discussions.

The experiences with the diversity model confirm the role that the Freshman Experience course can play in assisting students to become sensitive to others in the transition from high school to college. Students seemed to become more aware and more open to people different from themselves.



The experiences also suggested to us that there is value in training faculty to become skilled facilitators of diversity discussions, some of which might include types and levels of intensity not associated with the traditional classroom dialog. Faculty awareness, comfort level with exploring diverse views, and ability to self-disclose as questions and issues were explored, seem to promote a successful experience for students, regardless of the academic content of the courses.

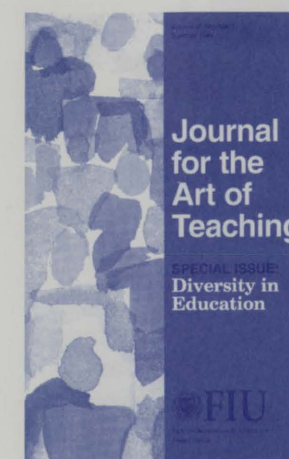
It is our view that diversity training has broad implications for the University. By engaging freshman students in the process of expanding awareness, challenging assumptions about people different from themselves, and encouraging personal exploration of questions and issues pertaining to diversity, the learning experience is enhanced. Students seem to acquire a broader understanding of others and carry this into the classroom and, hopefully, will carry these behaviors beyond the classroom and their college experience.

The following Diversity Training Team members serve as instructors for Freshman Experience classes: **Cathy Akens, Glenda Belote, Julio Garcia, Whit Hollis, Maria Leviste, Larry Lunsford, Bennie Osborne, Patrick Russell, Ana Sippin, Kathy Trionfo, Janie Valdes, and Elvira Velez.** University Access and Equity Committee members, who also teach the course, are **Janice Spann-Givens** and **Diane Russell.**

Dr. Glenda A. Belote, Associate Dean, Undergraduate Academic Advising, serves as chairperson of Quality of Life Subcommittee, and as a member of the Diversity Advisory Subcommittee and the Faculty Diversity Training Team. Dr. Larry W. Lunsford, Ombudsman, Student Affairs, serves as a member of this publication's editorial board, the University Access and Equity Committee, and the Student Diversity Training Team. Ms. Janie Valdes, Coordinator, Undergraduate Academic Advising, serves as a member of the Student Diversity Training Team.

Academy Publishes Diversity Issue of *Journal for the Art of Teaching*

By Leora Baron



Twelve articles, two poems, a comprehensive introduction and a supplementary bibliography comprise the special diversity edition of the *Journal for the Art of Teaching*, which is devoted entirely to issues of diversity in education.

Serving as co-editors of the special diversity issue were: Dr. **Ivelaw L. Griffith** and Dr. **Linda Spears-Bunton.** They have done an outstanding job of assembling thoughtful and informative articles from FIU contributors, as well as from outside the University. This was truly a labor of love, as the co-editors

worked with the authors to make sure the volume looks at the issue of diversity in education from very diverse points of view.

Contributions were so diverse that editorial committee member **Dennis Wiedman** created a special introductory essay, tying together the many themes represented. Co-editors Griffith and Spears-Bunton commented:

“A central feature of FIU's institutional character is its increasing diversity, reflected not only in the student body, but in the faculty, staff, and administrators ... This portrait, of course,

Diversity Training Update

By Bennie Osborne

Diversity is the differences that make each of us unique.

Today's workplace looks vastly different from what it looked like some 30 years ago. The workplace no longer reflects a single culture, but rather is reflective of a multi-ethnic, multicultural society. The diversity of today's workplace includes people of all colors, races, national origins, religions and creeds, sexual orientations, young and old, and disabled.

Unlike many other institutions of higher learning, FIU has been fortunate to capture a kaleidoscope of diversity by virtue of our location. The challenge before the University is: **How do we effectively manage and capitalize on our vast diversity?**

To this end, in January 1999, the Office of Equal Opportunity Programs (EOP) brought on line its diversity workshop, "The Looking Glass: A Journey of Self-Reflection." And in March, a new diversity training program, "A Winning Balance," was introduced. Since January, EOP staff members – Director Bennie Osborne, Associate Director Julio Garcia, and Assistant Director Nancy Foye-Cox, have conducted eleven diversity workshops at University Park and North Campus. Thus far, nearly 250 employees from various University administrative units have participated in the diversity workshops.

In addition, **Bennie Osborne** also conducted four diversity training sessions for nearly 300 high school and college level students, as part of academic courses, such as Freshman Experience, as well as for approximately 50 employees from

is merely a glimpse at the kind of ethnic, racial, gender, linguistic, and other diversity that defines FIU.”

All editorial committee members shared responsibility for assembling the supplementary bibliography; they are:

• Dr. **Leora Baron**, Director, Academy for the Art of Teaching, and *Journal* Publisher • Dr. **Glenda A. Belote**, Associate Dean, Undergraduate Academic Advising • Dr. **Gisela P. Casines**, Associate Dean, Arts and Sciences • Dr. **Ivelaw L. Griffith**, Associate Professor, Political Science/Associate Dean, Arts and Sciences, and *Journal* Co-editor • Dr. **Carmela A. Pinto-McIntire**, Associate Professor, English • Dr. **Linda A. Spears-Bunton**, Associate Professor, Subject Specializations, and *Journal* Co-editor • Dr. **Dennis W. Wiedman**, Assistant to the Provost, Academic Affairs.

This special diversity issue of the *Journal* was recently distributed to all full-time and adjunct faculty members. **Contact:** Dr. Leora Baron, Director, Academy for the Art of Teaching, (305) 348-4214, AT 123H – University Park, E-mail: baronl@fiu.edu.

Dr. Leora Baron, Director, Academy for the Art of Teaching, is the publisher of the *Journal for the Art of Teaching.*

COPE Center North.

The objective of the diversity workshops is to increase diversity awareness and understanding of barriers to success. EOP is pleased with the progress of our diversity training program. The program began with as few as five attendees. To date, diversity training sessions have been so popular, enrollment for future sessions had to be capped.

For more information, contact: **Equal Opportunity Programs, (305) 348-2785.**

Ms. Bennie L. Osborne, Director, Equal Opportunity Programs, serves as co-chair of the Staff Diversity Training Team, and as a member of this publication's editorial board and the Diversity Advisory Subcommittee.



(left to right) EOP Staff: Assistant Director Nancy Foye-Cox, Director Bennie Osborne, Office Manager Vivian Burns and Associate Director Julio Garcia not shown - Coordinator Dedrick Straghn.

Student Corner

AKILI - A Celebration of Knowledge

By Bob Coatie and Janice Spann-Givens

More than 400 FIU graduates of African descent, who graduated during the 1998-1999 academic year, were invited to participate in the 1999 AKILI Graduation Ceremony on April 16th at the Wolfe University Center at North Campus.

The AKILI Graduation Program is an African rites-of-passage ceremony held every Spring Semester by the Office of Multicultural Programs and Services (MPAS) to celebrate an important milestone in students' lives.

The featured keynote speaker was **Sherri Brown** - 1999 Ms. Black Florida Pageant winner. Her dynamic, motivational and interactive speech, "Daring to Excel Beyond the New Millennium," left the audience in general and the graduates, in particular, wanting more.

Ms. Brown gave tips on mapping their future and understanding their purpose, the keys to become daring to excel, and how to apply life application of knowledge. Ms. Brown stated:

“There are some additional keys that you need to attach to your key chain, in order for you to continue to unlock the doors of success. One of those keys is to educate yourself... You must gain global knowledge. Another key is writing down your goals, and continuing to add to the list. The third key is turning obstacles into opportunities. And the fourth key is to apply faith to your dreams.”

Other highlights of the program included a ceremony of song, dance, poetry, "Lighting and Passing of the Flame," the "Path to Graduation" -- a tribute to family members and the community, and the "Graduation Oath." Each graduate was presented with a token from MPAS, and the students, who made the 1998 Fall Semester Dean's List, were acknowledged and presented with a certificate.

In his closing comments, **Robert Coatie**, MPAS Director, encouraged the graduates to take up the torch of wisdom and justice. He acknowledged that:

“Current events serve to reinforce the fact that difference often results in controversy. From Kosovo to Colorado... to Daytona Beach... treatment is different and difference yet matters. Today's graduates must learn to conduct a self-validation without denying the existence and validation of others.”

The AKILI Graduation Ceremony is important for graduates of African-descent, because it provides heartfelt memories and a final opportunity to bond with their fellow graduates in an intimate and cultural setting.

Mr. Robert M. Coatie, Director, Multicultural Programs and Services, is a member of the Student Diversity Training Team. Ms. Janice Spann-Givens, Assistant Director, Multicultural Programs and Services, is a member of the University Access and Equity Committee.



1999 AKILI graduation class.

Advancing Diversity at FIU

DIVERSITY INITIATIVE



CommUnity Spirit

Under the new leadership of **Dr. Patricia Telles-Irvin**, Acting Vice President, Student Affairs, the University's Diversity Initiative held a retreat on January 28, 1999. Its purpose was to focus on a) a review of the accomplishments, b) its new direction -- "**CommUnity Spirit**," and c) issues that the Initiative might address in the future.

Forty-seven members of the University Diversity Training Team and the Diversity Advisory Subcommittee, including six FIU vice presidents, attended the retreat at the Biltmore Hotel in Coral Gables. As participants arrived, they received a Diversity Initiative "**CommUnity Spirit**" shirt.

Retreat participants were: **Dawn Emerson Addy, Cathy Akens, Ted Baker, Val Berry**, Vice President **Thomas Breslin, Kevin Chapman, Robert Coatie**, Vice President **Richard Correnti, Beverly Dalrymple, Karen Dlhosh**,

Nancy Foye-Cox, Senior Vice President **Paul Gallagher, Julio Garcia, Karen Garner, Patty Gomez, Sharon Hart, Susan Himburg, Whit Hollis Jr.**, NCCJ Executive Director **Jim Howe Jr., Deryl Hunt, Ralph Lewis, Larry Lunsford, Peter Manheimer, Elizabeth McNeer, Lynne Miller, Eugene Nichols, Cheryl Singleton Nowell, Bennie Osborne, Beverly Paden, Valerie Pfrogner, David Poole, Raysa Richardson**, Provost **Mark Rosenberg, Colleen Rose-St.**

(Left to right) Vice President Tom Breslin, Provost Mark Rosenberg, EOP director Bennie Osborne (standing), Senior Vice President Paul Gallagher, and Acting Vice President Patricia Telles-Irvin

Prix, Patrick Russell, Margarita Santiler, Vice President **Steve Sauls, Leonie Senior, George Sheppard, Maureen Sullivan**, Acting Vice President **Patricia Telles-Irvin, Kathy Trionfo, Gisela Vega, Elvira Velez, Beverly Warden**, and **Gregory Wilkins**.

Provost **Mark Rosenberg** and Acting Vice President **Patricia Telles-Irvin**, manager of the Diversity Initiative, welcomed the group and stressed the importance and significance of involving members of the University community at all levels in the work of the Diversity Initiative.

Jim Howe, Executive Director - Miami Region, National Conference for Community and Justice (NCCJ), who helped to train the original University Diversity Training Team in November 1996, also participated. He led the group in revisiting the results from the original climate assessment produced by NCCJ in 1996. **Bennie Osborne**, Director, Equal Opportunity Programs, reported on numerous Diversity Initiative program actions and accomplishments, and team recommendations for improvement.

Dawn Emerson Addy, Program Director, Center for Labor Studies and Research, and Chairperson, Diversity Advisory Subcommittee, stated:

“Although the group came to the retreat with shared goals and vision, we found that we are not always united in our perceptions due to differing experiences and levels of understanding. Since they are the glue that keeps us together, we agreed on the need to focus on and develop goals and our vision, and building a supportive and inclusive

diversity environment within the FIU community.”

Dawn Addy and **Ralph Lewis**, Associate Professor, Public Administration, and Director, Continuous Improvement, led the group in goal setting and a strategic planning exercise. Goals that reached the top of the priority list were:

- 1) Stress further inclusiveness;
- 2) Identify the need for further institutionalization of the Diversity Initiative; and
- 3) Address diversity issues within the systemic context of recruitment, hiring, retention and evaluation.

Student, Faculty, and Staff Diversity Teams labored to develop strategies for funding, measuring, programming and creating changes within systems to accomplish these goals.

Said Dr. Addy:

“This event was needed to build structure and focus for the Initiative, but also to renew our spirit and commitment. It was important to have the involvement and input of such a wide variety of levels from within our University community. The retreat re-energized the Diversity Team. It is through this kind of holistic commitment, involvement and communication that our Diversity Initiative will truly move into the 'new millennium' embodying the **CommUnity Spirit!**”



Community Dialogues on Human Relations

By Dawn Emerson Addy

Like it or not, our attitudes toward race affects the way we live, work and learn together. No matter how civic-minded, religious or politically correct we may feel, living and learning in a diverse environment is challenging.

So far, two Community Dialogues have taken place with more to come during the 1999-2000 academic year. Co-sponsors for the dialogues included **FIU's Diversity Initiative** and **Center for Labor Research and Studies**, the Office of the Governor and the Florida Human Relations Commission, Many Voices: One Community, Miami-Dade Community College, Florida Memorial College, Miami-Dade County's Department of Human Services and Equal Opportunity Board, SALAD (Spanish American League Against Discrimination), the NAACP (National Association for the Advancement of Colored People), NCCJ (National Conference for Community and Justice), and the Central and South Florida Higher Education Diversity Coalition.

The first "**Community Dialogue on Human Relations**" was held at Florida Memorial College on November 12, 1998. The second dialogue was held at Miami-Dade Community College's Wolfson/New World Center Campus on June 30, 1999. Approximately 700 leaders, community representatives and students participated in dialogue sessions, in which participants engaged in candid discussion on issues affecting inter-group relations, such as: race, gender, immigration, and ethnic relations, and how these issues impact various aspects of our daily lives. Action steps and recommendations were documented and have been submitted to



government officials and other appropriate agencies and community organizations.

Several members of FIU's Staff and Student Diversity Training Teams, as well as FIU faculty members, volunteered to serve as facilitators for the dialogue sessions. FIU facilitators were: **Dawn Addy, Glenda Belote, Jane Cross, Nancy Foye-Cox, Whit Hollis Jr., Suman Kakar Sirpal, Kate Kominars, Larry Lunsford, Cheryl Singleton Nowell, Bennie Osborne, Martha Reiner, and Artimus Trammell.**

President of **Many Voices: One Community, Dawn Addy** conducted a training session for the facilitators prior to the dialogue sessions. **Many Voices: One Community** is a community-wide coalition, currently based at FIU's Center for Labor Research and Studies.

The next community program is the **Governors' Day of Dialogue** at the Wyndham Miami-Biscayne Bay Hotel (formerly the Omni), on November 10th. For more information, contact: **Dawn Emerson Addy**, Program Director, Center for Labor Research and Studies, (305) 348-2615, LC 315 - University Park, E-mail: addyd@fiu.edu

Dr. Dawn Emerson Addy, Program Director, Center for Labor Research and Studies, is Chairperson, Diversity Advisory Subcommittee, and a member of this publication's editorial board and FIU's Diversity Training Team.

Building Strong Neighborhoods

By Dawn Emerson Addy

On May 11th, 128 students from ten Miami-Dade public high schools gathered at FIU's Center for Labor Research and Studies to explore ways for their neighborhoods to improve ability to work across racial and ethnic lines. **KIDS VOTING DADE COUNTY, Inc.** organized the event, along with Many Voices: One Community and facilitators from **FIU's Diversity Training Team.**

Participants were assigned to study circles. The mission for each study circle was to bring together students from all segments of the South Florida community, in a manner which celebrated differences, recognized shared values, and helped to develop an understanding of the group's diverse cultural representation.

The purpose of **KIDS VOTING DADE COUNTY, Inc.** is to develop young leadership from throughout South Florida's diverse communities, with the expectation that developing dialogue on such issues will enhance ability to affect change and ultimately build a stronger and better community. This approach is intentional with the goal of building trust among all segments of the community, and will lead to a healthier community that shares ideas and values. It is civic investment at its best!

For more information on how to get involved, please **contact: Adriana Comellas-Macretti**, Executive Director, Kids Voting Dade County, Inc., (305) 436-9908 or E-mail: kvmiami@bell-south.net



FIU

FIU DIVERSITY UPDATE NEWSLETTER

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