

**REGIONAL ENTRY LEVEL INSTITUTE
RECOGNIZING THE NEEDS OF DIVERSE STUDENTS**

Acknowledging and working with the needs of students who come from a wide variety of backgrounds, cultures, lifestyles, disabilities, etc. (e.g. working with international students).

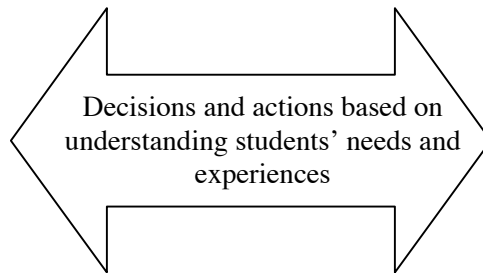
All of our experiences are seen through our own personal lenses. Our lenses are shaped by our experience, and how we show up in the world including the various identities that make us who we are.

Learning Outcomes

- Insight to how one’s own experiences can influence one’s degree of comfort and ability to interact with and serve students from backgrounds and identities different from self
- Appreciation of how students’ needs may differ based on social identity, and considerations for meeting those needs
- Understanding of the Four Paths Toward Diversity and fostering these steps within your staff and communities as a means of promoting inclusive practices

Dimensions of Student Diversity

1. Ability
2. Gender (beyond binary)
3. Sexual Orientation
4. Citizenship
5. Country of Origin
6. Religion
7. Socioeconomic Class
8. Ethnicity
9. Race
10. Family of Origin
11. Community of Origin



Dimensions of Student Services

1. Housing
2. Learning
3. Community
4. Policies
5. Behavior
6. Programming
7. Relationships
8. Staffing
9. Communications
10. Facilities
11. Recognition

Critical Questions

1. What is a “diverse student” and what are the needs of a diverse student?
2. How do our services meet those needs, and are we consistently meeting the needs of all our students?
3. How can theory, literature and laws inform us about students’ needs and experiences as well as our responsibilities and obligations to meet these needs?
4. How do we train staff to meet these needs?
5. Why do we even need to bother meeting these needs?

Action Steps

1. Challenge your own perceptions by reading both scholarly and popular literature that provides insights about our own and others' lived experiences.
2. Choose to be an advocate for all students, especially those students whose voices are less heard than others.
3. Clarify departmental practices to make sure they systemically represent the needs and interests of all students.
4. Collaborate with colleagues and students to increase your competencies and improve services.
5. Consider students' lived experiences before they arrived at your institution and how their experiences on your campus make them feel validated or not.
6. Contemplate how your policies support various dimensions of student diversity, and propose adjustments for those areas that are lacking.
7. Continue to seek inconsistent consistency around practices and policies so that your actions accurately serve the needs of your students.
8. Courageously take action and do not worry about making mistakes because you will, but what matters most is how you respond to the mistakes you make.
9. Create opportunities for walks along the Four Paths of Diversity: Awareness, Appreciation, Acceptance and Advocacy that include yourself, your staff and your colleagues.
10. Cultivate your own understanding of yours and others' social identities and lived experiences.

Departmental Considerations

1. Do we regularly and systematically assess our departmental practices to make sure those practices are meeting the needs of all students? If not, how do we begin?
2. How do we quickly adapt to meet unanticipated student needs?
3. How do we set limits that appropriately balance the challenge and support our students' need for successful development?
4. How do we engage staff and colleagues in meaningful dialogue that promotes a more sophisticated understanding of these issues?
5. How might we be uniquely positioned (i.e. what are our assets and opportunities) to help promote the success of diverse students?