

**Multicultural Affairs Roundtable:
Inviting Critical Questions and Exploring Meaningful Answers**

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Critical Questions

1. Why are we here?
2. Why are you in Multicultural Affairs? What brings you to this work?
3. What are your responsibilities?
4. What does it mean to have Multicultural Affairs on your campus?
5. What does it look like – organizational structure, student population, and office structure?
6. How do you measure institutional commitment to Multicultural Affairs?
7. How does your institution demonstrate its commitment to Multicultural Affairs?
8. What is your understanding of student perceptions about Multicultural Affairs?
9. How does Multicultural Affairs contribute to student learning?
10. How does Multicultural Affairs effect change on your campus and how is this effect measured?
11. What are you feeling right now?
12. Where do you feel dismissed in your job?
13. What are you still grappling with regarding your personal prejudices?
14. How does the intellect and heart come together for you as you do this work?

Strategies

1. Approach your work from both your dominant and subordinate identities
2. Use pervasive leadership to influence change in your organization and your institution (Love & Estanek, 2004)
3. Continue to work on your own multicultural competence (Pope, Reynolds & Mueller, 2004)
4. Be a student of institutional culture – take note of what is valued and neglected (Senn & Childress, 1999)
5. Look for ways to measure institutional commitment, and outcomes (Cox, 2001)
6. Realize that you are the instrument of change (Segar, 2003)
7. Give some focus to your own organizational culture and development (Senn & Childress, 1999; Bossidy & Charan, 2002)
8. Challenge your own growth areas realizing that you are not, nor do you have to be, an expert, all-knowing and all-accepting being. (Longerbeam, Sedlacek, Balón, & Alimo, 2005)

“A problem cannot be solved from the same state of mind that created it.”
Einstein

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