



HIGH POINT UNIVERSITY

DIVERSITY ENRICHMENT TRACK

D.E.T.

AWARENESS | KNOWLEDGE |
APPLICATION | REFLECTION



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HIGH POINT UNIVERSITY MULTICULTURAL COMPETENCY TRACK

The Diversity Enrichment Track (DET) is an optional cocurricular developmental track in which students are able to maximize their HPU experience through cultural enrichment. This track would be outlined and managed through our event management platform

HPU Connect in conjunction with the Office of Multicultural Affairs.



DEMONSTRATED NEED FOR TRACK

As an institution committed to developing global leaders for the world not just as it is, but as it will be, our students must be culturally competent. The following data speaks to the relevance of cultural competence in the workforce that our students will be part of after graduation:

- According to, Rich Caturano, partner and national leader of culture, diversity and inclusion for McGladrey LLP and immediate past chairman of the American Institute of CPAs, "College graduates who are culturally competent can communicate, network and work in multicultural teams. They are highly sought-after talent in the increasingly globalized business environment." (Walsh)
- The Center for American Progress reports that minorities will ultimately account for 83% of employment growth. Because of the growing diversity of the workforce, cultural competence for future working professionals will not be a preferred skillset but instead a required skillset. (Insight into Diversity, 2016)
- Senior executives see cultural competence—the capacity to think and act across the boundaries of functions, organizational cultures and global cultures—as most critical for middle managers and most lack this skill. (Fortune, 2016)

FOUR PILLARS OF THE DIVERSITY ENRICHMENT TRACK

The DET is grounded in four pillars: Awareness, Knowledge, Application and Reflection. These pillars align with Student Development Theory: Kolb's Theory of Experiential Learning (1984). Kolb defined learning as "the process whereby knowledge is created through the transformation of experience." (Evans et al. 2010) The DET is designed to provide participants with a large variety of experiences to cultivate knowledge and integrate cultural awareness into their personal and professional lives.

AWARENESS

How do I align with this experience?

This pillar places the participants into a position of personal insight. Experiences in this pillar allow the participants to utilize introspection to determine their current knowledge of a topic or experience. To begin the DET, participants attend a "Social Location" presentation and write a reflection piece on their personal social location and how this may affect their journey throughout the experience. Other experiences in this pillar include, but are not limited to, (Un)Common Grounds Conversations and Themed Week Events.

KNOWLEDGE

What do I need to know about this experience?

This pillar allows the participants to gain knowledge in new areas of cultural competency. Experiences in this pillar include, but are not limited to, club and/or academic-specific information, researched webinars and required workshops.

APPLICATION

How do I gain firsthand experience?

This pillar is designed to provide hands-on experiences to the participants. "Learning by doing" is the intention of this pillar, and it is the most diverse of the pillars. Experiences in this pillar include, but are not limited to, Traditional Events, Elective Experiences and Cultural Excursions. Completed experiences in this pillar provide much of the support and information needed for the "Reflection" pillar.

REFLECTION

What have I learned from these experiences?

This pillar serves as the accumulation of the other three pillars and the DET. Participants must submit an End of the Year Assignment each academic year, attend Director Meetings each semester and complete a Capstone Project. These tasks are designed to continuously encourage participants to reflect on their experiences and understand how they contribute to their continual development in multiculturalism.

DIVERSITY ENRICHMENT TRACK COMPONENT DESCRIPTIONS

SOCIAL LOCATION SUBMISSION

In order to begin track enrollment, students will be required to complete a written submission in which students will reflect on their social location, how their social location has shaped them and the ways that their social location inspires/impacts/prompts their commitment to their cultural engagement while at HPU.

REQUIRED WORKSHOPS

Throughout the DET path participants are required to attend (6) workshops that focus on each of the multifaceted areas of cultural competence. These workshops (see below) are held multiple times throughout the academic year in order to be considerate of other commitments of the participants. The workshops are designed to provide a space for intentional learning, open discussions and encouragement of a growth mindset.

- Implicit Bias
- Cross-Cultural Communication
- Diversity in Strengths
- Microaggressions
- Cultural Stereotypes
- Anti-Racism

SGA DIVERSITY-THEMED ORGANIZATIONS

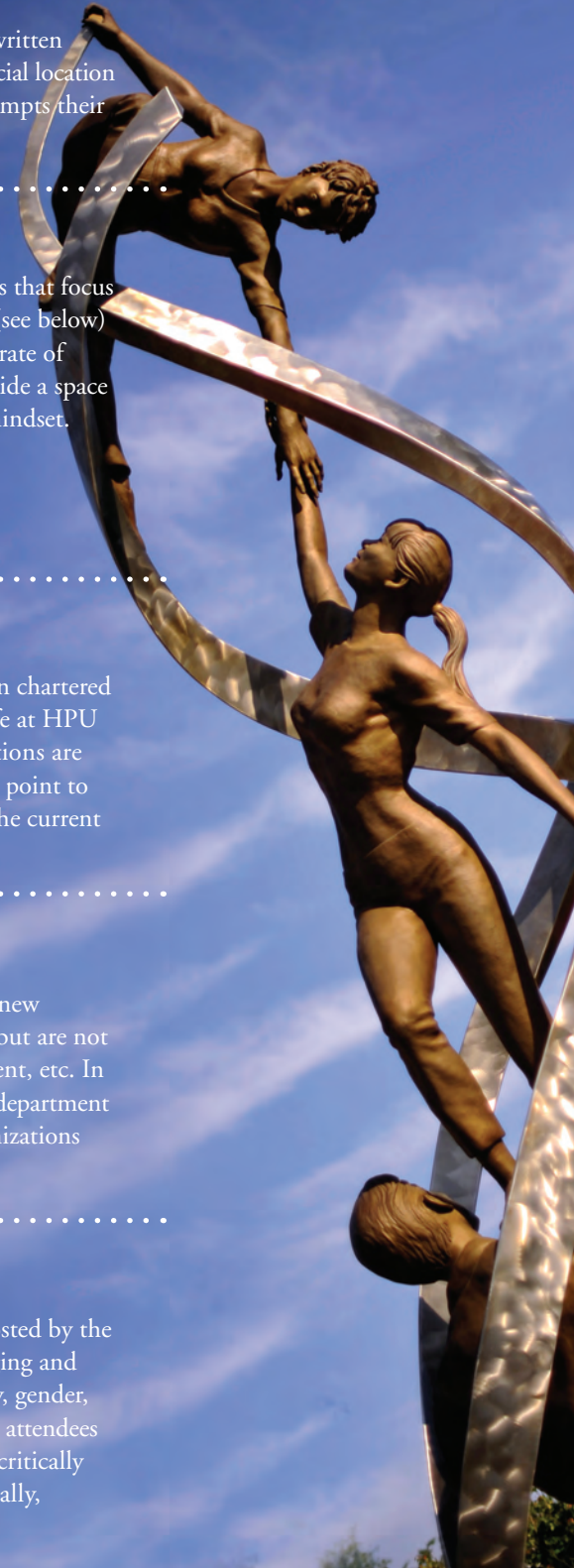
There are currently 27 diversity-themed student organizations that have been chartered through SGA. The organizations are student-led and enrich multicultural life at HPU by providing community and connection for its members. These organizations are categorized in HPU Connect with the tag 'Diversity'. Track participants can point to this official list for eligible organizations that fulfill the track requirement. The current list of MCA approved student organizations can be found on the next page.

CULTURAL EXCURSIONS

Cultural excursions are off-campus opportunities that afford HPU students new cultural experiences. These university-sponsored opportunities can include, but are not limited to: Spring Break Alternative Trip, theatre, museum, local cultural event, etc. In order to fulfill the requirement, excursions must be sponsored by a university department (Academic or Student Affairs). Excursions sponsored solely by student organizations will not fulfill the requirement.

(UN)COMMON GROUNDS

(Un)Common Grounds campus conversations are campuswide dialogues hosted by the Office of Multicultural Affairs. The dialogues are designed to invite challenging and transformative conversation at the intersections of race, ethnicity, nationality, gender, sexuality, disability and other topics that involve humanity. This space engages attendees to explore their own cultural identity, understand the experiences of others, critically examine social systems and actively work towards a more just world. Typically, three conversations are hosted per semester totaling six per academic year.



TRADITIONAL EVENTS

Traditional Events are campuswide events hosted by Multicultural Affairs and campus partners designed to educate the community on topics of multiculturalism and community. Traditional Events typically have educational, active and passive components that provide historical and/or current trends in relation to ethnic heritages and social identities. These events include Themed Weeks (table below), HPUUnity and MLK Jr. Day.

LATINX (September)	LGBTQ+ (October)	ACCESSIBILITY (October)	NATIVE AMERICAN (November)
BLACK/AFRICAN AMERICAN (February)	WOMEN'S EMPOWERMENT (March)	ASIAN/PACIFIC ISLANDER (April)	

END OF YEAR ASSIGNMENT

At the conclusion of every completed year, track participants will be required to submit a written submission in which students will reflect on the ways in which their multicultural experiences throughout the track have shaped their academic year.

CAPSTONE PROJECT

The Capstone Project is the culmination of the journey navigated in the DET. This assignment will creatively present the impact of the DET and how the experiences have become an integral part of the values and mindset of the participant. Ultimately, this project will serve as a physical/visual description of the participant's path to cultural competence. This project can be, but is not limited to, a large collage, tri-fold, PowerPoint, video, spoken word, etc. This presentation will take place on Honors Day in the spring semester.

DIRECTOR MEETINGS

Director Meetings are conversations scheduled by the Director of Multicultural Affairs with each participant (or in groups); these meetings are usually scheduled for the end of each semester. The purpose of the meetings is to serve as checkpoints in the DET via HPUConnect audits and cocurricular transcript review.

ALPHA KAPPA ALPHA, INC.	BLACK CULTURAL AWARENESS	BLACK STUDENT UNION	BOARD OF STEWARDS	BONNER LEADER PROGRAM
CAMPUS OUTREACH	CHAPEL CHOIR	COLLEGE DEMOCRATS	COLLEGE REPUBLICANS	DELTA SIGMA THETA, INC.
DIVERSITY CLUB	GENESIS GOSPEL CHOIR	GLOBAL STUDENT ASSOCIATION	HILLEL	HPU CATHOLIC CAMPUS MINISTRY
INTERFAITH UNITED	JAPANESE ANIMATION CLUB	KAPPA ALPHA PSI, INC.	NATIONAL PAN-HELLENIC COUNCIL (NPHC)	PRIDE
SPANISH CLUB	STUDENT COUNCIL FOR EXCEPTIONAL CHILDREN	YOUNGLIFE COLLEGE	ZETA PHI BETA, INC.	

TRACK OVERVIEW

TWO, THREE & FOUR-YEAR OUTLINES

FOUR YEAR TRACK

Year One

- Attend Welcome Week Diversity Event
- Active membership in diversity-themed student organization
- (2) (Un)Common Grounds Conversations

Year Two

- Active membership in diversity-themed student organization
- (2) (Un)Common Grounds Conversations
- (1) Cultural Excursion

Year Three

- Active membership in diversity-themed student organization
- (2) (Un)Common Grounds Conversations
- (1) Cultural Excursion

Year Four

- Active membership in diversity-themed student organization
- (2) (Un)Common Grounds Conversations
- (1) Cultural Excursion

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THREE YEAR TRACK

Year One

- Attend Welcome Week Diversity Event
- Active membership in diversity-themed student organization
- (3) (Un)Common Grounds Conversations
- (1) Cultural Excursion

Year Two

- Active membership in diversity-themed student organization
- (3) (Un)Common Grounds Conversations
- (1) Cultural Excursion

Year Three

- Active membership in diversity-themed student organization
- (2) (Un)Common Grounds Conversations
- (1) Cultural Excursion

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TWO YEAR TRACK

Year One

- Attend Welcome Week Diversity Event
- Active membership in diversity-themed student organization
- (4) (Un)Common Grounds Conversations
- (2) Cultural Excursions

Year Two

- Active membership in diversity-themed student organization
- (4) (Un)Common Grounds Conversations
- (1) Cultural Excursion

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MULTICULTURAL EXPERIENCES

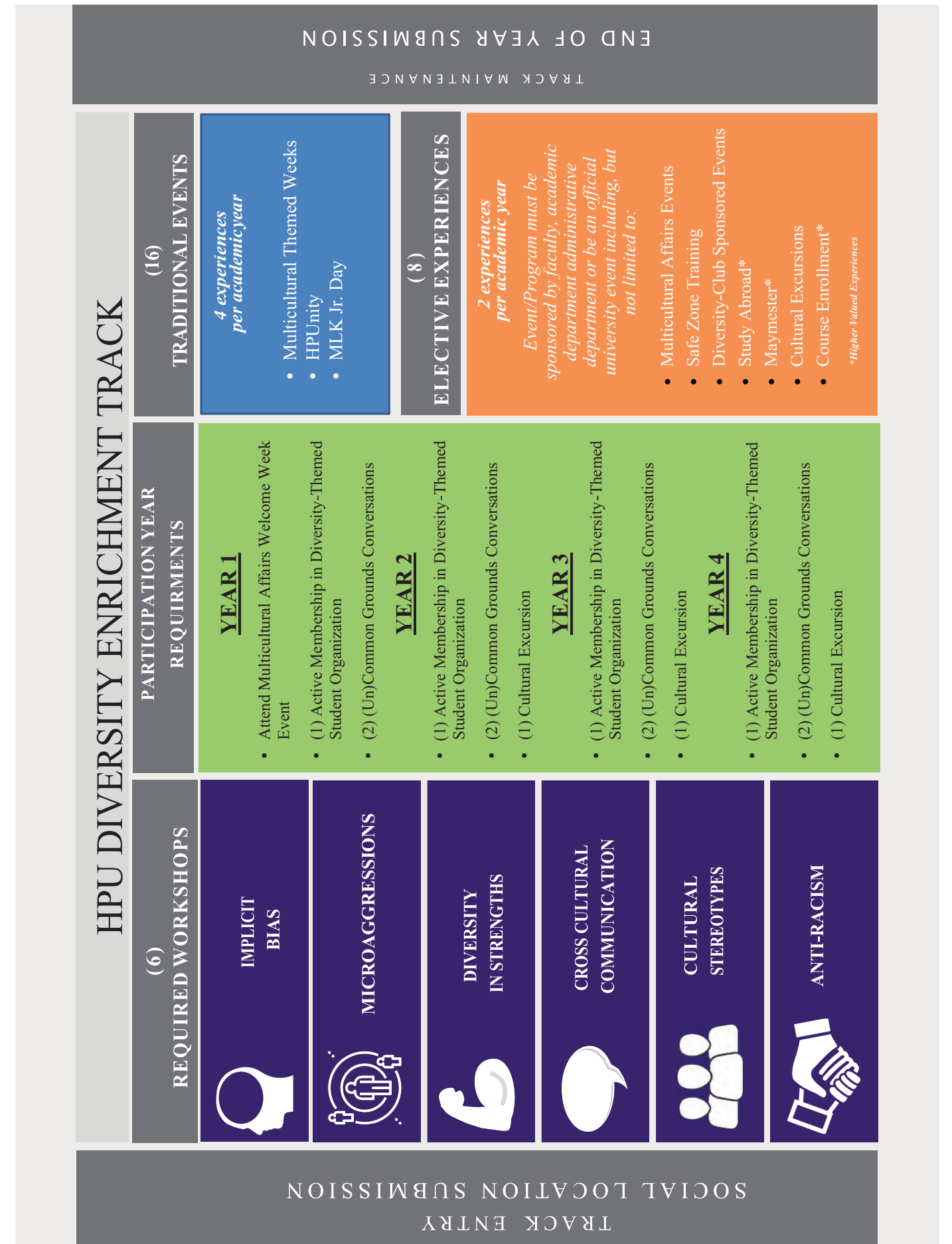
Traditional Events (16 TOTAL)

- Themed Weeks
- HPUUnity
- MLK Jr. Day
- (Un)Common Grounds

Elective Experiences (8 TOTAL)

- Study Abroad*
- Course Enrollment*
- Maymester*
- Safe Zone
- Academic Sponsored
- Diversity-Themed Organization Events
- Cultural Excursions

* Experience that may satisfy more than one concurrent requirement





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