

Office of Cultural Diversity

“The Road to Success Begins With You”

Special point of interest:

Facts

155.8 million

The number of females in the United States as of Oct. 1, 2009. The number of males was 151.8 million. At 85 and older, there were more than twice as many women as men.

Earnings

\$35,745

The median annual earnings of women 15 or older who worked year-round, full time, in 2008, down from \$36,451 in 2007 (after adjusting for inflation). Women earned 77 cents for every \$1 earned by men.

55 percent

Percentage of college students in fall 2008 who were women.

March

Women’s History Month
Irish American Heritage Month

<http://www.infoplease.com/spot/womencensus1.html>

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Acknowledging and Overcoming Diversity Barriers

Richard Bucher in Diversity Consciousness listed 12 issues to help to acknowledge and overcome diversity barriers. The question was asked how do you deal with prejudicial beliefs, discriminatory behaviors, and other social barriers that you encounter. Bucher listed 12 strategies that may be helpful:

1. Recognize that barriers sometimes exist.
2. Develop and maintain pride in yourself.
3. Develop and maintain pride in your culture.
4. If you encounter discrimination, whether it is directed at you or others, speak out if at all possible.
5. When people judge you immediately because of your distinctive looks or behavior, try to be as patient and understanding as possible.
6. Fine tune your anger.
7. Resist the urge to scapegoat.
8. Try to keep the focus on the offensive behavior rather than the person.
9. Seek out others or support.
10. Work with others to find new and effective ways to address intolerance and discrimination.
11. Treat people as individuals.
12. Combat the prejudices, stereotypes, and ignorance that exist within each of us.

Bucher, Richard (2000). Diversity Consciousness. Prentice Hall.

The Women’s Movement

<http://www.infoplease.com/spot/womensintro1.html>

Two significant factors contributed to the emergence of women's history. The women's movement of the sixties caused women to question their invisibility in traditional American history texts. The movement also raised the aspirations as well as the opportunities of women, and produced a growing number of female historians. Carroll Smith-Rosenberg, one of the early women's historians, has remarked that "without question, our first inspiration was political. Aroused by feminist charges of economic and political discrimination . . . we turned to our history to trace the origins of women's second-class status."