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## W2 SlideShow

**Diversity** – ‘state of unlikeness’ or the condition of being different

This is because we are all different and so it includes everyone

Refers to ways people are different. Individual, groups, and cultural differences

**Diversity consciousness** – ability to recognize, understand, and adapt to differences

**Culture**- way of life, learned, shared, and transmitted by generations

Culture influences who we are, what we think, behavior, and evaluation of surrounding

Shapes communications, view work, interpret conflict, define and solve problems, and resolve dilemma

**Landscaping** – scene or setting

**Cultural** **landscape**- different lifestyles, traditions, and perspectives. Fluid and complex

Culture always changes

Collective programming of the mind

**Languages** – Transmits and preserves languages

**Surnames** – Most common surnames have changed, non-Anglo names are now most common US Hispanic surnames

Cultural landscaping is changing because of generational issues. Communication styles have changed, along with styles and leadership, values, and priority.

Demographic changes in US – Early inhabitants of the US were not monocultural. About 75% percent was white anglo-saxon protestant (English, Scots, Scots-Irish). 25% Dutch, French, German, Irish, and Swedish

80% of US lives in urban areas. African American percentage went from 19% to 13%. Asians increased and Hispanics. Hispanic/ Latino – cultural, not race or country

Immigration has fueled minority populations increasing

Quadroon – A fourth black or 1 black grandparent

Octoroon – an eight black or having 1 black great-grandparent

New categories have been made because people don’t feel they belong in 1

**Global village** – technology made the world closer and cross-cultural encounters a daily occurrence.

Terrorist attacks and global conflict, along with economic and political efforts impact the development of global perspective

**Cultural lag** – Condition in which 1 part of a culture is not keeping pace with another.

Ex. Location, worship, school, and work. Rich and poor don’t go to the same school. Predominately white neighborhoods

Gender segregation exists in job market.

Racial diversification in schools common

Hate literature, graffiti, symbols, threats, etc

US history shows diversity. Terms such as melting pot, tossed salad, rainbow, quilt, and kaleidoscope are used to indicate differences

European immigrants will gradually lose traditional ways of life and blend

**Pluralism** – process which cultural differences acknowledged and preserved

Courses in history often ignore experience, perspective, and contribution

People argue that pluralism is why months commemorating specific people exist. Ex. Women’s history month. If they were inclusive initially, it would not be needed. Others say it causes tension and conflict and is irrelevant now

**Social Class**  - one’s status in society. Determined by variety of social and economic criteria (wealth, power, prestige)

**Dimensions of diversity**  - specific traits viewed to distinguish people or groups from another. Race, gender, and ethnicity as examples.

**Race**  - category of people perceived physically distinctive based on skin color, hair texture, and facial features

**Ethnicity**  - Consciousness of cultural heritage

**Gender** – Cultural differences distinguishing males from females. Ex, people raise males and females to act certain ways

**Sex** – Biological difference. Hormones and anatomy

1. Dimensions of diversity may be hidden or visible. Not only skin deep. Only around 10% is visible
2. Found within groups along with individuals. Abilities, talents, and interests vary. Sense of belonging too
3. Constant state of flux. May want to be seen differently in different places. Example, want to be viewed as a Muslim female vs want to be viewed as just a student
4. Not always clear cut and easily defined. Diversity is different for all. Race is difference for all to since there are many ways to distinguish. Skin, hair, texture, shape, color of eyes, freckles, etc. Racial mixing blurred boundaries
5. Dimensions interrelate. Race and social classes may share common values

Myths

1. Diversity = women + minorities. It includes all
2. Diversity is a new phenomenon. Always been there, just receiving more attention now
3. Diversity = deficiency. Instead, it’s a resource, used to make businesses more accessible world wide
4. Diversity = divisiveness. People assume our society is divided because of our differences but instead, it helps people appreciate and come together
5. Diversity should be feared. This is because people focus on differences and ignore similarities, causing ignorance and emotions of humility.

**Diversity consciousness** – being fully aware or sensitive to something. Full activity of mindor senses. State of mind needed to develop this is understanding, awareness, and skills in area of diversity

**Diversity education**  - All strategies allowing development of diversity consciousness.

## Wk3- Ch1

**Culture shock –** Individual maladaptive behavior. Painful personal revelation. Striking reminder of how difficult it can be to change or way of life.

**Challenge to sense** – Culture places characterized by distinct profile of sensory experiences pleasing or irritating senses of a visitor. Adjustment follows desensitization through repetition.

Escape perception too

**Selective perception**  - Focus on some parts of environment and ignore other. Perception guided by interests and experiences

**Communicating**  - Lack of knowing a common language makes one feel mute, helpless, and dependent.

**Bloated overconfidence –** Understanding a bit may lead to conclusions that we know more than we do and make people talk faster and more normally cuz they assume we understand. Overconfidence may anger though.

**Sensitivity to speech behavior**  - Most cultures are socially differentiated in various ways. Language nuances geared to these differences. Interpreting body language can be difficult since it’s culture bound.

**Social use of food**  - Food choices are personal and cultural. Food is a form of communication. Cultural expectations about giving and receiving are important because the circumstances of exchange are statements of social relationships.

**Gender roles -**  Social interaction expectations are different

**Moral dilemmas**  - Value clarification and actions regarding encounters of strange behavior

**Shock of the new**  - **No** idea what is expected of you. Difficult to blend in.

## W4- Ch3

3 basic perspectives on culture

1. Culture as adaptation
2. Culture as meaning
3. Culture as system

Adaptation –

Culture is learned beliefs and behavior and inherited. Adaptive mechanism. Ability to learn quick from exp and mitigate direct effect of environment

Negatives of this. Cannot explain all behavior as adaptive. Some things are not related to culture

Positive. Requires us to look at culture in terms of perceived needs. Focus on wide range of behavior and values and purpose

Adaptive focus defines set of challenges, stereotypes as well and issue of poverty

Style expression – using fancy clothes even when broke to feed basic psychological needs.

Adaptation is context

Subject of meaning has a political side to it. Poverty, race, gender, is not the same to all groups

Behavior as a system of beliefs, norms, social interactions

Gender roles variables – economy, labor market, modes of food production influencing rules of residence and sescent, warfare, relative income contribution, degree of segregation, level of sociocultural complexity

Gender role def and stratification is issensitive to changes in cultural systems

Ethnicity- essential identity

## Wk 5

Intergroup relations – interactions, attitudes, behaviors, and dynamics between different groups of people (social, cultural, racial, ethnic, religious, or identity based groups)

Refers to ways which individuals in a group perceive, think, feel, and behave towards members of other groups, along w structural and social dynamics influencing interactions btwn groups

Variety of patterns/ consequences, characterize race-ethnic intergroup contact, along w disparities in power

Types

1. Genocide – most toxic
2. Population transfer or expulsion – group forced by dominate group to leave country
3. Internal colonialism – majority group exploits minority group for economic advantage
4. De jure segregation – legal separation of groups of people
5. De facto segregation – in practice, social separation but not by law
6. Assimilation – process which minority individual or group gives up own identity by taking on characteristics of dominant culture
7. Cultural assimilation – new ethnic group adopts values, beliefs, etc of dominant group
8. Structural assimilation – members of minority group incorporated into primary social structures of dominant group, equal participation
9. Segmented assimilation theory – depending on immigrant socioeconomic status, different trajectories followed
10. Pluralism – great mixture of diff cultures w each culture retaining own identity and adding to whole
11. Separatism – belief or movement aimed to separate from larger group to form separate, independent state based on shared identity like ethnicity, religion, or culture
12. Amalgamation – people of color and majority group combine to make new group – new culture

Classic or straight line assimilation theory dated back to 1920  
White ethnics, Cubans, Asians, non-Mexican Latinx, and Middle Easterners follow the traditional assimilation pattern, three significantly large marginalized groups do not: Mexican Americans (about 50%), Puerto Ricans, and African Americans.

The assimilation patterns for these groups differ due to propinquity, method ofimmigration, and let us not mince words, racism.

## W6

Agrarian era – ended in 180s. 2 major transformations in subsistence tech after

Most Americans lived in rural areas. Farming is primary occuptation

Crops such as tobacco, cotton, wheat, and corn shaped regional economies and influenced both domestic and foreign trade

Agrarian lifestyle emphasized self-sufficiency, land ownership, and close-knit communities

1st transformation – new industrial tech rapidly increased productivity, efficiency, and quickly changed all aspects of society including nature of work, politics, comm., and transportation, family life, birth and death rates, system of education, and dominant-minority relations

2nd industrialization. Deindustrialization or postindustrial era. Shift marked by decline in manufacturing sector and decrease in supply of secure, well-paying, blue-color, manual labor jobs

Expansion in service and info based sectors and increase in portion of white-color and high-tech jobs

Paternalistic control of minority groups found in agrarian societies gradually became irrelevant. Slavery found in societies with labor-intensive tech and designed to organize and control a large, immobile labor force

Competition increasing = threatened members of dominant group becoming hostile and attacks on minority groups increasing

Reconstruction period – following civil war. Time of progress and conflict. Rebuild southern economy and political system.

Era of freedom – shortlived. Construction faced resistance. KKK emerged and passed black codes and jim crow laws

Reconstruction to brief to change 2 of most important legacies of slavery

Slavery left a strong tradition of racism

Under de jure segregation, subordination of African American community reinforced and supplemented by elaborate system of racial etiquette. Whites addressed as mister or maam while blacks called by name or aunt/uncle

Blacks lacked power resources to withstand resurrection of racism and oppression but had freedom of movement

European ethnic groups also victims of discrimination and rejection.

White ethnic groups developed defensive strats to limit dangers by migrants by excluding blacks from labor unions and maintain segregatd neighborhoods and schools.

Led to hostile relations between black southern migrants n white ethnic groups

Increased tolerance of larger society coincided w coming of age of more educated and skilled descendants of og immigrants

Irish pushed germans up and pushed up by Italians and poles. Black sotherners got to cities after emigration curtailed.

Booker t. Washington – born in slavery and founder + 1st president of Tuskegee institute, college for African americans.

## Interview

Ameera Syed

Professor Olorunfemi

Intro to Diversity Studies

27 July 2025

Interview with Someone from a Different Background

I began this interview with my older brother. Although he is from the same culture and religion as me, he is a different gender and is also older. I wondered how our experiences may differ or compare, whether we would share more similarities or differences. Through this interview, however, I learned that many of our experiences and thoughts were quite similar, only slightly different in terms of maturity and understanding of others. My brother, Salman, was born in Pakistan and is a Muslim. He was born in Pakistan, unlike me, and then moved to the United States shortly after, living most of his life in Michigan, surrounded by many diverse cultures and families.

As someone from Michigan, specifically near Dearborn and Ann Arbor, he was given several opportunities to experience a cultural community through experiences such as having halal food in cafeterias, daily prayers at the school and outside, meetings, clubs, and many more. He mentions some of these clubs, such as MSA and the Asian club. His friendships came from school, along with encounters at the local mosque, which many students attended. As a result, he was able to feel included and close with his community and friends. The mosque had people of all kinds of cultures, some from Pakistan as well, while others were Arab, African American, etc.

Some of the struggles he went through were mainly confusion-related. He didn’t encounter much racism or discrimination while growing up, but did notice that he would have to repeat and explain the customs of his culture to those who didn’t understand. This included the concept of praying 5 times a day, fasting in Ramadan, halal meat, things that are haram, and religious holidays.

I found this all interesting, as I used to encounter many of the same things he did. We both spent most of our lives in Michigan and encountered similar experiences. One difference, however, was about halal food in cafeterias. Since I moved to Wisconsin for my high school years, I was unable to get halal cafeteria meals and had to either look and plan ahead or bring lunch. It wasn’t much of a struggle, but it was interesting to see how not all schools have accommodations for all religious practices and beliefs since there weren’t as many students needing them. In Michigan, the city we were in contained a great variety of cultures and religions. The schools were also extremely large, with the high school having over 6000 students. This impacted their meal planning. Another thing I noticed when he talked was regarding Eid. Many of my friends, along with myself, have always wondered why other people were able to celebrate and have off for Christmas break while Muslims would have exams or classes during Eid, a time of joy and a holiday. Our experiences in general were very similar, though. However, I believe he found it more understanding and reasonable, whereas I still haven’t been able to wrap my head around the reasons for the holiday exclusion.

Without having this conversation, I wouldn’t have had the chance to understand and learn a bit about the similar experiences we have in our culture and religion, along with the differences in opinions or thoughts because of age. Although age may not be the only reason for these differences, I believe it does have a partial play, and talking with him helped me understand that I am not alone when considering or questioning parts of daily life while living as a Pakistani Muslim in America.

Transcript:

As someone a bit older than me, although we have the same cultural background, I wanted to talk to you today and understand how our experiences may have been different due to age.

Yeah, that’s fine.

To start, can you start with you, and can you share a little bit about your cultural background and identity?

I’m Salman, a pakistani muslim. I was born in Pakistan but moved to the US at 5 months. I was raised here and grew up in Canton, Michigan. I was surrounded by a very diverse group of people, near Detroit and Ann Arbor, which had a lot of Desi families, along with arab, African American, and Mexican.

Oh wow, can you describe how growing up in Michigan surrounded by a diverse group may have impacted you? For example, were there lots of cultural events at school?

Yeah, there were tons. Unlike many schools, ours had halal food to cater to the muslim students, and there were several clubs, such as MSA and diversity council. There were also many clubs for different parts of the world and cultures, such as the Asian club, Hispanic/Latino club, etc.

Were you part of any of the clubs at your school? If so, how did they help shape you and get closer to the community?

I wasn’t part of any clubs; however, I would go to the local mosque where hundreds of other students went as well for Sunday school and for praying, along with outside of school learning and teachings. Over there, I was able to make a lot of friends with the students, which transferred over to my friendships at public schools as well. I also felt close to the community because of the meetings at the mosque, whether playing basketball with them or learning about our religion, we were together and spending time.

Oh wow, do you have anything else you want to add on to that?

Yeah, with our school, we used to have a lot of activities and events to incorporate different cultures as well, such as dancing or fashion shows that would show off different cultures.

Oh, that’s great, onto the next question then. Have you ever felt misunderstood or judged because of your background?

I don’t think so, I grew up in a very diverse location, and so I was surrounded by many others from different backgrounds. And when I grew up and eventually moved to Wisconsin with you guys, we still stayed in a pretty diverse place.

I see, well, do you think there are any challenges you may have faced as a result of your culture or religion?

The main issue would probably be trying to have others understand some of the practices we need to follow. Since I'm muslim, when going to work or college, I’d have to leave around 12/1 for prayer and throughout the day as well. The hardest part with this was trying to find classes that would fit those timings or finding break time at work to accommodate that. Other than that, I don’t think so. I haven’t experienced discrimination or racism, just some confused looks and lots of explanations.

Were there any traditions that were difficult for you to try and explain?

Yeah, so like I said, trying to explain how praying in our religion works was a bit difficult. People found it hard to comprehend the 5 times a day part. But it wasn’t too hard because we were surrounded by muslims too, so people were knowledgeable, it was mainly the elders who would be confused. Idk if it’s a tradition, but like with religion again, trying to explain how fasting works and getting asked “you can’t eat for 30 days?” Or “not even water” and other confusions were common. People didn’t understand how it worked, how we would fast from morning to sunset and then eat and drink after, so I had to explain that a few times.

Do you ever feel like your religion or culture may not be respected in your area?

I wouldn’t say disrespect, but when talking about Eid, I never understood why there were breaks regarding Christmas or other holidays like Thanksgiving. However, there was never any holiday break for Eid, and all of the muslim students would either go in extremely exhausted or would skip because of our values. It made it hard for students, and I remember looking months ahead to see what day it would end up on to see if school would need an absence on that day. Other holidays were celebrated by breaks, but Eid was never given a holiday break, even though there’s a big group of people who celebrate it.

Alright, well, thank you very much for talking with me today. I appreciate it very much.

## PIR

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Intro to Diversity Studies

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Personal Identity Reflection

I am a Pakistani Muslim, my identity is rooted in the teachings of Islam, guiding my morals, actions, and way of life. At the same time, my culture shapes my traditions and values, impacting family life. As a Pakistani, family and community are essential to me. I have always had a large family, ever-growing, leading to constant meetings and engagement with people whom I had not known before. As a Pakistani, these relationships and connections are incredibly important, creating community and a sense of closeness in culture.

This is especially evident in weddings, often having 5-10 parties on each side of the family, celebrating the couple. As a Muslim, religious practices and teaching were also deeply embedded. With Nikkah practices (wedding ceremony), along with the Walima (after wedding party), houses were often filled and up until 3 am, daily, for the week of events. Preparation for such events, along with excitement, often led to several events packed in the same week or month, ensuring a time for joy to flow. This was typical at house parties, henna nights, dances, and many more moments for congratulations.

Although weddings only explore part of both religion and culture, it always made me question how religion and culture might clash, making things harder to follow; however, as I grew up, I realized religion was more important, and culture was used to embrace it. Religious practices were always followed in cultural practices. This includes separating men and women when events such as dancing were involved, allowing both parties to enjoy, while preserving religious ideas. I found this fascinating as culture was able to embed religion in without losing traditions.

Comparing myself to other Pakistanis, specifically non-Muslims, I find that the wedding practices are relatively the same, showing that my heritage and cultural identity haven’t been diminished by religion, but rather embraced. This reassures me that although culture and religion are vastly different, they can both be respected and followed while keeping essential parts of both.