

Diversity in the ACT Program

ACT 2019 Leadership Meeting

Milton Fuentes, Psy.D.

Professor of Psychology

Director, Research Academy for
University Learning



MONTCLAIR STATE
UNIVERSITY

About MSU

- **My professional home**
- <https://www.montclair.edu/soar/>



Values Affirmation

- Name a value that is important to you in your work with ACT...
- **Value: “something (such as a principle or quality) intrinsically valuable or desirable”**
 - Merriam-Webster,
- Go to [menti.com](https://www.menti.com) and 28 05 14



Focus Question

- **How do you address multicultural, immigration issues, race, and social class in the program?**



Trigger warning and Self-care prompt

- James Jackson, University of Michigan





whistling vivaldi

how stereotypes affect us
and what we can do

CLAUDE M. STEELE

"This is an intellectual odyssey of the first order—a true tour de force."
—WILLIAM G. BOWEN



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In her illuminating book *The Failures of Integration*, Sheryll Cashin shares a private joke that she and her husband (both African Americans) have about flights on Southwest Airlines, which allows passengers to board on a first-come, first-served basis. If they arrive late, they hope for what they call “Southwest Airlines First Class.” They hope that a young, dark-skinned African American male will be toward the front of the line and will take one of the comfortable, exit-advantaging seats toward the front of the plane when he boards. Cashin says, “At least four out of five times, we can depend on the seats next to that black person being empty, even if his row is far up front, begging for the taking. I am always happy to take this convenient seat, feeling grateful for the discomfort of others and marveling at the advantage they are willing to pass up due to their own social limitations. I smile warmly at my black brother as I plop down next to him” (p. 13).



What causes the Southwest Airlines First Class?



“THE DISTANCE BETWEEN US”

- Series of Studies
 - **Is it the race of the person?**
 - Love and Relationships or racial profiling
 - White/Black students (polaroid pictures)
 - Sat further with racial profiling condition
 - **Is it the topic?**
 - White/White Students
 - Sat Closer
 - **Is it racism?**
 - Explicit and Implicit measure of racism
 - Regardless, sat further



THE DISTANCE...

...of these participants?

We measured these preferences in a simple way. After participants learned the topic of their conversation, the person conducting the experiment said that he would go down the hall to get the two other participants so that the conversation could begin. As he left, he pointed to three chairs clumsily grouped in the corner of the room and said, "Would you please do me a favor and arrange the three chairs for the conversation, and then take a seat in your chair?" The participant was then left to arrange the chairs. When this was done, the experiment was essentially over.

As you might expect, the results of the experiment were



THE PROMPT

- “Tension is natural in a conversation about racial profiling and it is typically difficult for everyone. Treat this conversation as a learning experience, that is try to learn about the issue and more generally about how to talk about charged issues with people who might have differing perspectives.” (Steele, 2010)
- The distance disappeared!



Focus Question

- **How do you address multicultural, immigration issues, race, and social class in the program?**
- Remember, “Tension is natural in a conversation about racial [matters] and it is typically difficult for everyone. Treat this conversation as a learning experience, that is try to learn about the issue and more generally about how to talk about charged issues with people who might have differing perspectives.”



“The Talk”

- Proctor and Gamble ad
- “showing how black parents have discussed racism with their children over several decades.”
- https://www.washingtonpost.com/video/business/procter-and-gamble-the-talk-ad/2017/08/04/52345b76-7940-11e7-8c17-533c52b2f014_video.html?noredirect=on&utm_term=.2c9586f88bab



“Hear me by any means necessary”

- Conversation guidelines
- <https://www.npr.org/2019/03/20/704902802/hear-me-by-any-means-necessary-charlottesville-is-forced-to-redefine-civility>



Conference incident

- White school psychologist
- Black students, faculty and administration
- “Stern” approach
- “...that is how Black folks show love...”



SELF-CARE WHEEL



Contact Information

- Email: fuentesm@montclair.edu
- Phone: 973-655-7967
- Address: Psychology Department
Montclair State University
1 Normal Avenue
Montclair, NJ 07043

