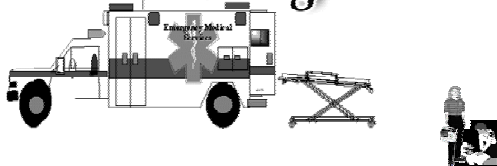




# Welcome

Sandy L. Hunter MA Ed., NREMT-P  
Assistant professor

## EKU EMC Program



## Diversity

- This presentation is not an attempt to “pigeon hole” people or to belittle the contributions of any group. I would prefer that race / gender were never deciding factors in life.

## Diversity

- However, the **reality** is that society has not reached the point of ignoring issues that can be used to separate us.

## Diversity

- **Race**, (arguably) the most prevalent of them, must be discussed in length. However, it is not the only area of diversity to be looked at here.

## Diversity

- **Definitions:**
  - **Race:** what you look like
  - **Ethnicity:** culture you grew up in

## Diversity

- How would you define “diversity”?

## Diversity

- obvious things
  - gender,
  - skin color,
  - ethnic heritage,
  - native language
  - and body type

## Diversity

- not so obvious things,
  - religion,
  - sexual orientation,
  - cultural views,
  - politics and more.

## What's easy to see?

- It is easy to see differences in skin color and gender.

## What's easy to see?

- Some people assume that **skin color and gender** equate to “**race**” and....

## What's easy to see?

- that “**race**” and or “**gender**” equate to **identity**.

## What's easy to see?

- **Is this true?**

### **Ed. Psych and Sociology**

- **There is a phenomena known as “White Privilege”?**

### **Ed. Psych and Sociology**

- **Examples:**
  - Can you reasonably choose to work with people predominantly who look like you?

### **Ed. Psych and Sociology**

- **Examples:**
  - Can you reasonably choose to live with people predominantly who look like you?

### **Ed. Psych and Sociology**

- **Examples:**
  - Are there times when you do not think about how your race and or ethnicity will affect a situation?

### **What EMS brings?**

- Paramedics may come to the profession with assumptions related to skin color, ethnicity, economic status and more.

### **What EMS brings?**

- Like ....
  - people in nice houses are probably “white”
  - people in poor houses are probably “not white”

These assumptions may be made by persons of any ethnicity..

## What EMS brings?

- Like ....
  - people involved in drugs are probably members of ethnic minorities

## What EMS brings?

- Like ....
  - women who are sexually abused probably “asked for it”

## What EMS brings?

- Like ....
  - female and pediatric patients should always be cared for by female providers

## What EMS brings?

- Like ....
  - everyone must agree with Judeo-Christian principles
    - *monotheism*
    - *monogamy*
    - *corporal punishment*

## What EMS brings?

- Like ....
  - everyone speaks English as a first language (or **they must be stupid or illegal**)

## What EMS brings?

- Like ....
  - being “gay” means to be sick, strange and not worth a lot of caring.

## What EMS brings?

- Like ....
  - being “gay” means the patient must have AIDS.

## What EMS brings?

- Like ....
  - their cultural view of the world is the “most” valid

## What EMS brings?

- Like ....
  - **OUR** cultural view of the world is the “most” valid

## What EMS brings?

- Like ....
  - some students (*or groups of students*) are destined to fail....

## Affective Domain?

- expectancy theory
  - educational psychologists have demonstrated though much research that **what we expect** of our students..... **affects** our relationships with them

## Affective Domain?

- expectancy theory (*cont.*)
  - and that our relationship with students does affect their success
    - **implicitly** or
    - **explicitly**

## Affective Domain?

- expectancy theory
  - we have an obligation to “**self-evaluate**” both the teaching and learning taking place in our classrooms

## Affective Domain?

- we might think ....
  - we don't have an **obligation** to try to work with and understand the people in our call areas....

•**So.....**  
**Why should we bother?**

## Why should we bother?

- Margaret Williams and Talya Bauer (1994) conducted a survey of undergraduates at Purdue University.

## Why should we bother?

- **brochures virtually identical**
- independent variable was that on one set brochures included a clear statement touting an environment of cultural diversity

## Why should we bother?

- company that touted a diverse workforce, was scored much higher by all respondents
  - *regardless of gender or ethnicity*

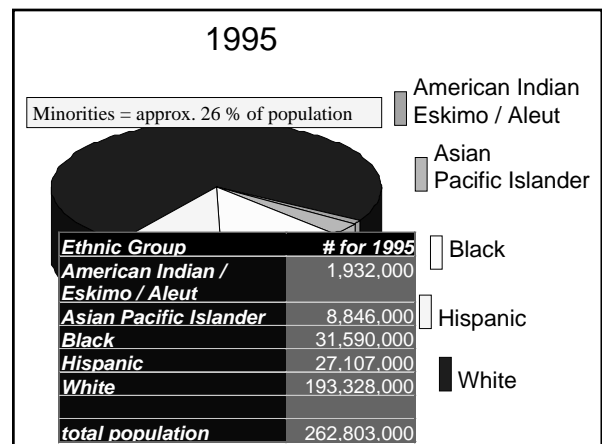
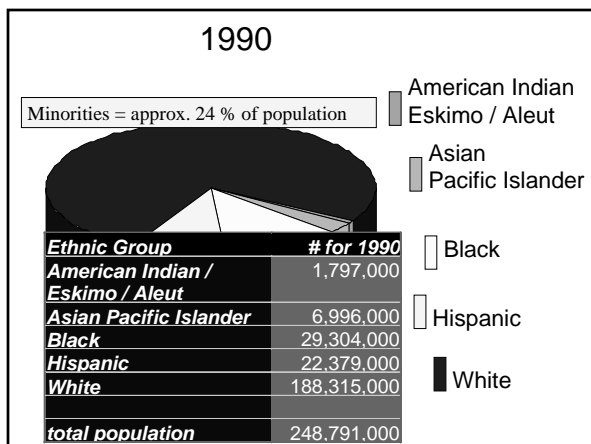
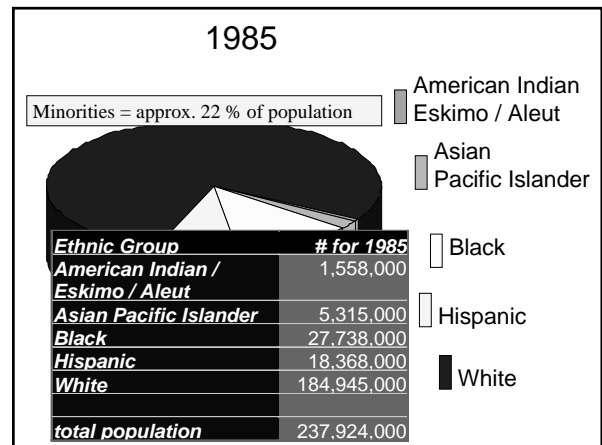
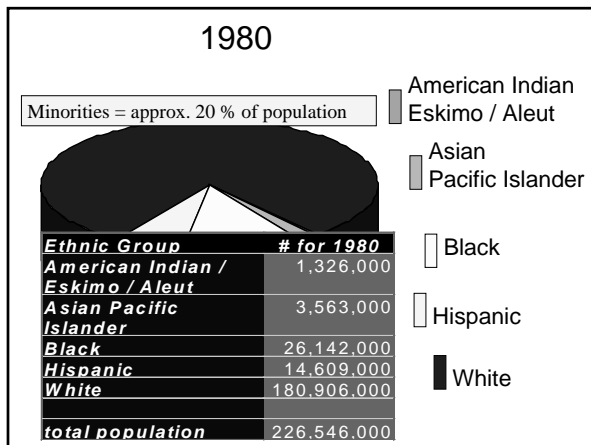
## Why should we bother?

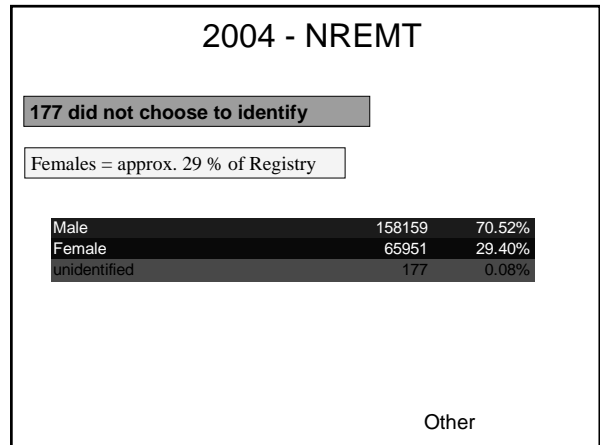
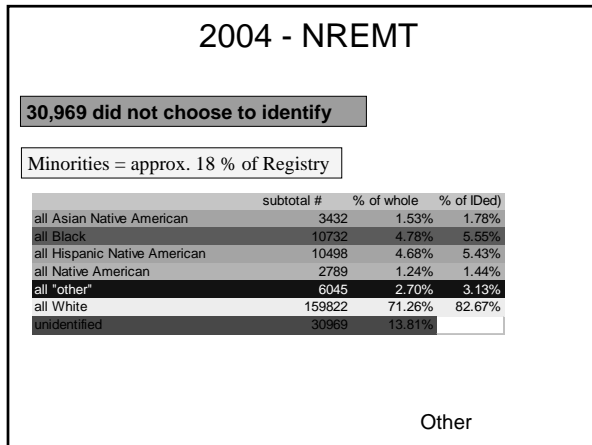
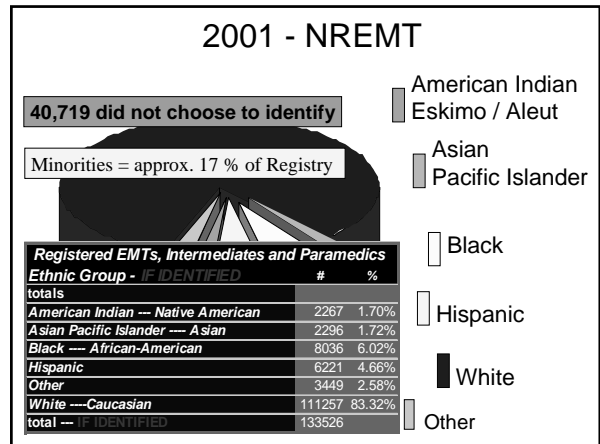
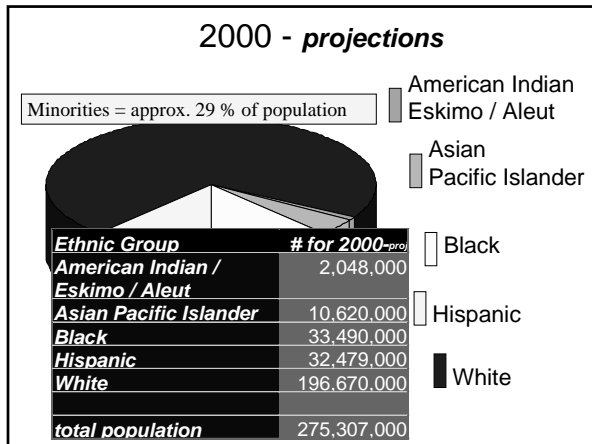
- lends credence to the idea that appreciation of diversity crosses ethnic groups

## Census Data

- Source:
  - Statistical Abstract of the United States - *The National Data Book*
    - 120th edition

“labels” for ethnic groups used in this presentation are those used by the U. S. Government





**America is changing...**

- We need to catch up with those changes and reflect them in the classroom.

**•So.....**  
**How is EMS doing?**



## What about culture?

- For example:
  - Do you take time out to discuss the differences in how various cultures view death and dying?

## What about culture?

- For example - organ donation:

the following information comes from

United Network for Organ Sharing  
[Online] (1997, January)

## What about culture?

- For example - organ donation:

- **Religion**      **Position**
  - Amish -- [Transplantations are] **Approved** if there is a definite indication that the health of the recipient would improve....
  - Islam -- [Transplantations are] ... **permitted** ... as a necessity to procure (a) noble end ....
  - Judaism -- ... [If] it is possible to donate an organ to save a life, it is obligatory to do so....

## What about culture?

- For example - organ donation:

- **Religion**
  - **Other religions** (e.g., Buddhism, Christian Science, Hinduism, Mormon and Quaker), accept the idea of transplantation with some reservation, leaving the issue to personal choice.
  - *A few religions, (e.g., Gypsies: also known as Romany) and Shinto, oppose organ transplantation.*

## What about your service?

- Do you....?

- Allow employees to identify themselves as “**multiracial**”

*American Indian /  
Eskimo / Aleut  
Asian / Pacific  
Islander  
Black  
Hispanic  
White  
Multiracial*

## What about your service?

- If categories are necessary, they should allow for a “positive” self identity.

*American Indian /  
Eskimo / Aleut  
Asian / Pacific  
Islander  
Black  
Hispanic  
White  
Multiracial*



<http://www.projectrace.com/>

### **What about your outreach?**

- Do you put forth a “welcoming face”?
  - You should include elements of diversity in your recruiting materials.

### **What about your outreach?**

- both in print and on the web

### **What about your outreach?**

- make sure your patient education services are available in your patients’ first language
  - *e.g., Spanish, sign language*

So....

### **What do we do?**

- Recruit in places that will allow minority high school students to become aware of EMS and the possibility of becoming a Paramedic.

## What do we do?

- Be willing to embrace difference.... remember

## The Goal....

- Changing the world by accepting its diversity....

- Any questions?

## NEWS

- Study Looks at Name Bias in Job Search Study Finds It Helps to Have a White-Sounding First Name When Looking for a Job  
*The Associated Press*

[http://abcnews.go.com/wire/SciTech/ap20030114\\_1235.html](http://abcnews.go.com/wire/SciTech/ap20030114_1235.html)

## NEWS cont.

- CHICAGO Jan. 14, 2003 — It helps to have a white-sounding first name when looking for work, a new study has found.

[http://abcnews.go.com/wire/SciTech/ap20030114\\_1235.html](http://abcnews.go.com/wire/SciTech/ap20030114_1235.html)

## NEWS cont.

- Resumes with white-sounding first names elicited 50 percent more responses than ones with black-sounding names, according to a study

[http://abcnews.go.com/wire/SciTech/ap20030114\\_1235.html](http://abcnews.go.com/wire/SciTech/ap20030114_1235.html)

## **NEWS cont.**

- sent about 5,000 resumes in response to want ads
  - "white" applicants they created received 10% call back
  - "black" applicants they created received < 7% call back

[http://abcnews.go.com/wire/SciTech/ap20030114\\_1235.html](http://abcnews.go.com/wire/SciTech/ap20030114_1235.html)

## **NEWS cont.**

- Companies that purported to be equal opportunity employers were no more likely to respond to black resumes than other businesses, the study found.

[http://abcnews.go.com/wire/SciTech/ap20030114\\_1235.html](http://abcnews.go.com/wire/SciTech/ap20030114_1235.html)