On January 15, 2020, a $50 million gift – one of the largest gifts in Oklahoma State’s history – was given to our college and its facilities by Kayleen and Larry Ferguson of the Ferguson Family Foundation. To honor the Fergusons' generosity and their vision for the future, we have renamed our college to the Ferguson College of Agriculture.
Use of Diversity Assessment Instruments in Student Leadership Development Programs

José Uscanga
February 2020
List three sports that come to your mind.
List three baseball teams that come to your mind.
What is in your list of sports?

Football, Baseball or Basketball?

Ip et al., Chen & Chiu, 2006
What is in your list of sports?

Cricket, Field Hockey or Table Tennis?

Ip et al., Chen & Chiu, 2006
WORLD FOOTBALL TOURNAMENT
U.S.A vs. England
Student Success Leaders Cross-Training
Student Success Leaders Cross-Training

Intercultural Development Continuum

Monocultural Mindset
- Judges Difference
- Misses Difference
- Denial

Monocultural Mindset
- De-emphasizes Difference
- Polarization

Intercultural Mindset
- Deeply Comprehends Difference
- Acceptance
- Minimization
- Adaptation
- Bridges Across Difference

Transition stage between monocultural and intercultural mindset

Do you feel you belong to the SSL large team?

- Yes: 60%
- No: 40%
Do you know more about some SSLs than others?

- Yes: 95%
- No: 5%
Do any of your parents/legal guardian have a four-year college bachelor's degree?

72% Yes

28% No
How many times have you been to the movies this year?

- None: 30%
- 1-10 times: 70%
- More than 10 times: 0%

Poll is full and no longer accepting responses.
Does school come easy for you?

- Yes: 53%
- No: 48%

Poll is full and no longer accepting responses

Answers to this poll are anonymous
Do you have a mental well-being condition?

- Yes: 28%
- No: 73%

Poll is full and no longer accepting responses.
Unconscious Bias
Do you think our backgrounds influence our unconscious reactions?

100% Yes

Poll Everywhere
Your automatic association for females with family and males with career is?

- Slight: 48%
- Moderate: 21%
- Strong: 10%
- No preference: 21%
What happens when we deny our unconscious biases to operate?
Student Success Leaders Cross-Training

“Denying our unconscious biases to operate”
JOSÉ USCANGA

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