Widening the Door to Access: 
*Strategies for Providing Culturally Affirmative Outreach and Services to a Diverse Student Population*

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**Social Justice Defined**

Social justice is the view that everyone deserves equal economic, political, and social rights and opportunities

**Intersectionality Defined (Video)**

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.  
*YouTube Video of Kay Ulunday Barrett*

**Owning Otherness Video**

Claudia Gordon currently works at the U.S. Department of Labor’s Office of Federal Contract Compliance Programs  
*YouTube Video of Claudia Gordon’s TedX Talk*

**Discussion**

**Why We Need to Have These Discussions**

First, assuming 100 friends, the average white person has...

- 93 white friends  
- 1 Black friend  
- 1 Latino friend  
- 1 Asian friend  
- 1 mixed race friend  
- 3 friends of unknown

“Friend” is defined as someone with whom they discussed important matters in the last six months

75% of white Americans (U.S.) have ZERO African American friends.

Racial Disparities

- Healthcare
- Criminal Justice System
- Education
- Employment
- Wages

Demographics of the U.S.

- White – 72.4%
- Black or African American – 12.6%
- Asian – 4.8
- Native American, Alaskan Native, Native Hawaiian – 1.1%
- Two or more races – 2.9%
- Some other race – 6.2%

*Not everything that is faced can be changed, but nothing can be changed until it is faced.*

*James Baldwin, Remember This House*

What Can We Do as Individuals?

- Listen!
- Be observant and notice racial disparities
- Speak Up!
- Listen
- Engage in conversation, but mostly listen with the intent to understand!
- Speak out to other white people
- Don’t expect gratitude or glory
- When you mess up, apologize and keep learning

Other Ideas: Widening Your Office Door

- Ask yourself, “Do the students using your services reflect the diversity on your campus?
- Does the staff in your office reflect the diversity on your campus?
- Ask for feedback from students who receive services.
Other Ideas: Widening Your Office Door (continued)

- Provide staff training on cultural humility and intersectionality.
- Represent diverse students in publicity about your office.
- Seek to hire a diverse staff.
- Stay informed on issues that impact students of color and other identities.
- Invite an outside view of your services and practices.
- Review the language on your website and in your forms to be inclusive.

Widening the Door thru Campus Engagement

- Ensure your office and stakeholder with disabilities are engaged in the campus conversation on diversity.
- Attend diversity-related events across the campus.
- Host events that address intersectionality.
- Work with your diversity office to plan an event.
- Ensure that campus events related to diversity are accessible.

Contact Us

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Resources

**Websites**

- **Black Disabled and Proud**
  https://www.blackdisabledandproud.org
- **Ramp your Voice:**
  http://rampyourvoice.com/
- **Ramp Your Voice: Black Disabled Woman Syllabus:**
  http://rampyourvoice.com/2016/05/05/black-disabled-woman-syllabus-compilation/
- **Senior and Disability Action: Honoring Black Disabled Women:**
  https://sdaction.org
- **Diva with Disabilities:**
  http://www.divaswithdisabilities.com
- **National Coalition for Latinxs with Disabilities (CNLD):**
  http://www.latinxdisabilitycoalition.com

**Videos**

- **TED Talk: The Importance of Intersectional Accessibility in Activism** (not captioned):
  https://www.youtube.com/watch?v=W0I9kXwx1u0
- **Why is Disability Representation So White? #DisabilityTooWhite:**
  https://www.youtube.com/watch?v=X6daBu3ACbc
- **Villissa Thompson - #DisabilityTooWhite Disability Community and Its Diversity Problem:**
  https://www.youtube.com/watch?v=P3AukZg-U0c&t=2s