

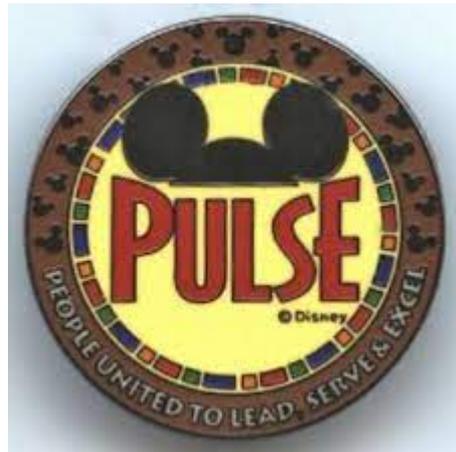
Council for Diversity and Inclusion
CDI Diversity Champion Presentation
Diversity Begins with U and I:
Understanding the Uniqueness of
Your Diversity Journey

Facilitator: Rhonda Anderson-Robinson

The Journey Begins...

My personal journey of Diversity has been filled with discovering many interesting places and meeting many interesting people along the way.

During my 22 years at WDW, I served as a volunteer with the Disney Resource Group PULSE-People United to Lead, Serve and Excel...I even designed the logo!



Current journey

I am currently involved in Diversity outreach at UCF COM as a member of the Council for Diversity and Inclusion as well as within my community where I serve as the chair on the City of Ocoee's Human Relations Diversity Board. Our objective is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee. The HRDB sponsors the city's MLK Day Parade and Celebration, Black History Month Essay Contest, Fiesta de Colores Celebration and the Celebrating Diversity Art Contest.



Current journey

Over the past 5 years during my involvement with the UCF COM Counsel on Diversity and Inclusion I have had the opportunity to participate in numerous culturally-enriching Diversity and Inclusion seminars and events: Beacon Network Breakfast, Caribbean Health Summit...



Current journey



Zora Neale Hurston Festival, Annual Diversity Breakfast, Who We Are campaign

Current journey

However, out of all of the diversity seminars attended, I found The ABC's of Diversity particularly interesting because of the correlation I wish to present to you today...Diversity begins with "U" and "I".

You'll notice on this chart there are specific terms that were circled...U for Uniqueness and I for Identity. Diversity embodies how we identify ourselves while celebrating our unique differences.

Also notice the P for Perspective and Y for You...Your perspective matters, as it shapes how you think in diversity-driven situations



Your journey

We all have a journey of Diversity...some paths are smoother than others because the journey is what you make it...



We can embrace our differences...

But what a scary world that would be!



...or we can resist...

Journey of Discovery

Part of the process of embracing our differences means being aware of and acknowledging our identity and our differences, but as an African American, many members of our race have been particularly challenged at knowing our full Identity...enter Ancestry.com.

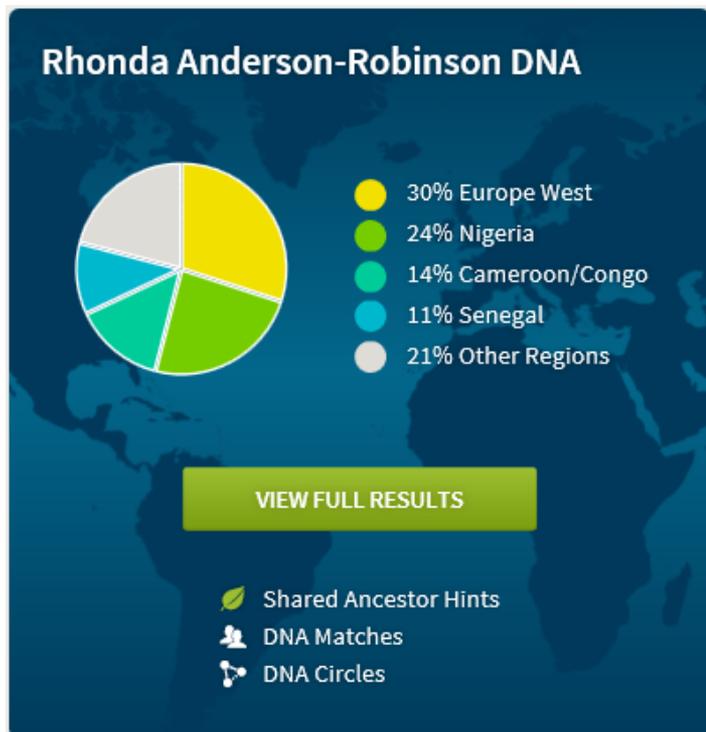


Journey of Discovery

I had watched the t.v. commercials and testimonials over the years until my quest for full disclosure got the best of me...I waited for the holiday sale and ordered a DNA testing kit. Now all that stood between my newest journey into Diversity and acknowledgement was a vial of saliva...sweet!

After stalking my mailman's arrival for a couple of weeks, my DNA results finally arrived. I opened the box and read the instructions to log onto the website with a specific code and this is what I saw...

Journey of Discovery



Ethnicity Estimate

Europe West	30%
Nigeria	24%
Cameroon/Congo	14%
Senegal	11%
Benin/Togo	8%

+ Low Confidence Regions

Migrations

Virginia & Southern States African Americans
From your regions: Great Britain, Benin/Togo, Cameroon/Cong...

Mississippi African Americans
From your regions: Great Britain, Benin/Togo, Cameroon/Cong...

South Carolina African Americans
From your regions: Great Britain, Benin/Togo, Cameroon/Cong...

Journey of Discovery

☰ Low Confidence Regions

● Great Britain	4%
● Ireland/Scotland/Wales	3%
● Mali	2%
● Iberian Peninsula	1%
● Africa South-Central Hunter-Gatherers	1%
● Caucasus	< 1%
● Ivory Coast/Ghana	< 1%

Spain, Portugal

*Botswana, Congo
South Africa, Namibia,*

*Armenia, Azerbaijan, Georgia,
Iran, Iraq, Syria, Turkey*



Journey of Discovery

Talk about a revelation! I had heard rumors floating around at family reunions about who or what ethnicities are included in my family tree, but when you see your DNA validated and translated to your cultural make-up on paper, it is very enlightening. It also explained a lot of Unique things about me personally that I did not understand growing up...



Journey of Discovery

Why I enjoy listening to Bach, Gershwin and Tchaikovsky as much as Earth, Wind and Fire...West European



Journey of Discovery

Why I gravitate towards songs that have a strong drumbeat
and I used to play the drums...influences from Nigeria, Cameroon, Congo, Senegal



Journey of Discovery

Why I love bronze and brass statues...
famous for casting and ceremonial use in Benin and Togo



Journey of Discovery

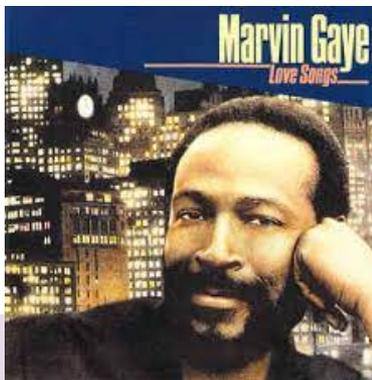
Why I excelled in Spanish throughout my school years...
Iberian Peninsula/Spain/Portugal lineage

Prueba de español



Journey of Discovery

Why I enjoy listening to Depeche Mode or Stone Temple Pilots as much as Marvin Gaye or Beyoncé...Caucasus shared genetics



UCF

What does it all mean?

Race is understood by most people as a mixture of physical, behavioral and cultural attributes. Basically, it is an invented, fictional form of identity while **Ethnicity** is based on the reality of cultural similarities and differences and the interests that they represent. Both of these culturally contrived categories are used daily to box us into different order and/or rankings in society instead of people being recognized as the common origin we all share...human beings!



What does it all mean?

In the end, out of all of the trainings I have taken, seminars or events I have attended, it turns out the biggest discovery was to just look within.

If you have not already, I would like to invite each of you to take the genetic/ancestral challenge...discover who you really are how you are related to others.

You'll be surprised at what you might find...sometimes we share more similarities than meets the eye.



Diversity really does begin with U and I

Q&A

Thank you for your time and attention!