

A White Man's Thoughts

Wilton McMillan

A White Man's Journey

- Born in 1954 (Rosa Parks: December 1, 1955)
- Parkton (Dirt Road - where all black people lived)
- NCSD in 1954
- High School
 - 3 Schools for the Deaf
 - Black School for the Deaf in Raleigh, NC
 - Desegregation

A White Man's Journey

- Gallaudet: 1973-1978
- MSSD: 1978-1996
- Diversity & Sensitivity Training: late 1980's
- Microcosm (proportionately representative)
 - White & People of Color
 - Deaf & Hearing
 - Gender
 - Homophobia
 - Student Life & Instruction
- Diversity Training at Arizona School for the Deaf & Blind

This White Man in Kentucky

- 1996-2013
- Culture of the Kentucky State
- The Mask of Benevolence (Harlan Lane)
- Cultural & Sensitivity Training

Historic Site of
Kendall School Division II for Negroes
Built March 1953

A Landmark in Desegregation of Education for Negro Deaf Students

Teachers:

Mary E. Britt, Rubye S. Frye, Robert Robinson, Bessie Z. Thornton

Students:

Mary Arnold, Irene Brown, Darrel Chatman, Robbie Cheatham, Dorothy Howard,
Robert Jones, Richard King, Rial Loftis, William Matthews, Donald Mayfield,
Robert Milburn, Kenneth Miller, Willie Moore, Deborah Moton, Clifford Ogburn,
Diana Pearson, Doris Richardson, Julian Richardson, Christine Robinson,
Norman Robinson, Donald Ruffin, Barbara Shorter, Dorothy Watkins

The efforts of Mrs. Louise B. Miller resulted in Civil Action Number 515-52
admitting "her son, Kenneth, and other Negro deaf children in
Washington, D.C." to Kendall School at Gallaudet University
(Formerly the Columbia Institution for the Deaf)

Engaging You!

- Interactive Activities - MPR
- Make sure you have the following:
 - Pen
 - Index Cards

What Brings Us Two Together?

- Wilton: Graduated Gallaudet in Year 1978 = Baby Boomer
- Arlene: Born in Year 1978 = X Generation
- Arlene: Student at MSSD & Wilton: Dean of Students in Year 1992
- Generational Alliance Model
 - This model is with a goal to build an intergenerational movement, rooted in history, cultures and nonviolent direct action. Our purpose is to heal communities, build collective strength and generate an environment of hope and opportunity.

Uniqueness of the Deaf & Hard of Hearing Community

**What Makes Us a Deaf Diverse
and Collective Community?**



Uniqueness of the Deaf & Hard of Hearing Community



**What are the Background
Variables that Creates a Deaf
Diverse and Collective
Community?**

Language Acquisition

Psychological Skills

Immediate Environment

Socio-Cultural Environment

Cognitive Skills

Intrapersonal

**The Deaf Diverse
and Collective
Community**

Education

Stereotypes & Stigmas

Communication Access

Interpersonal

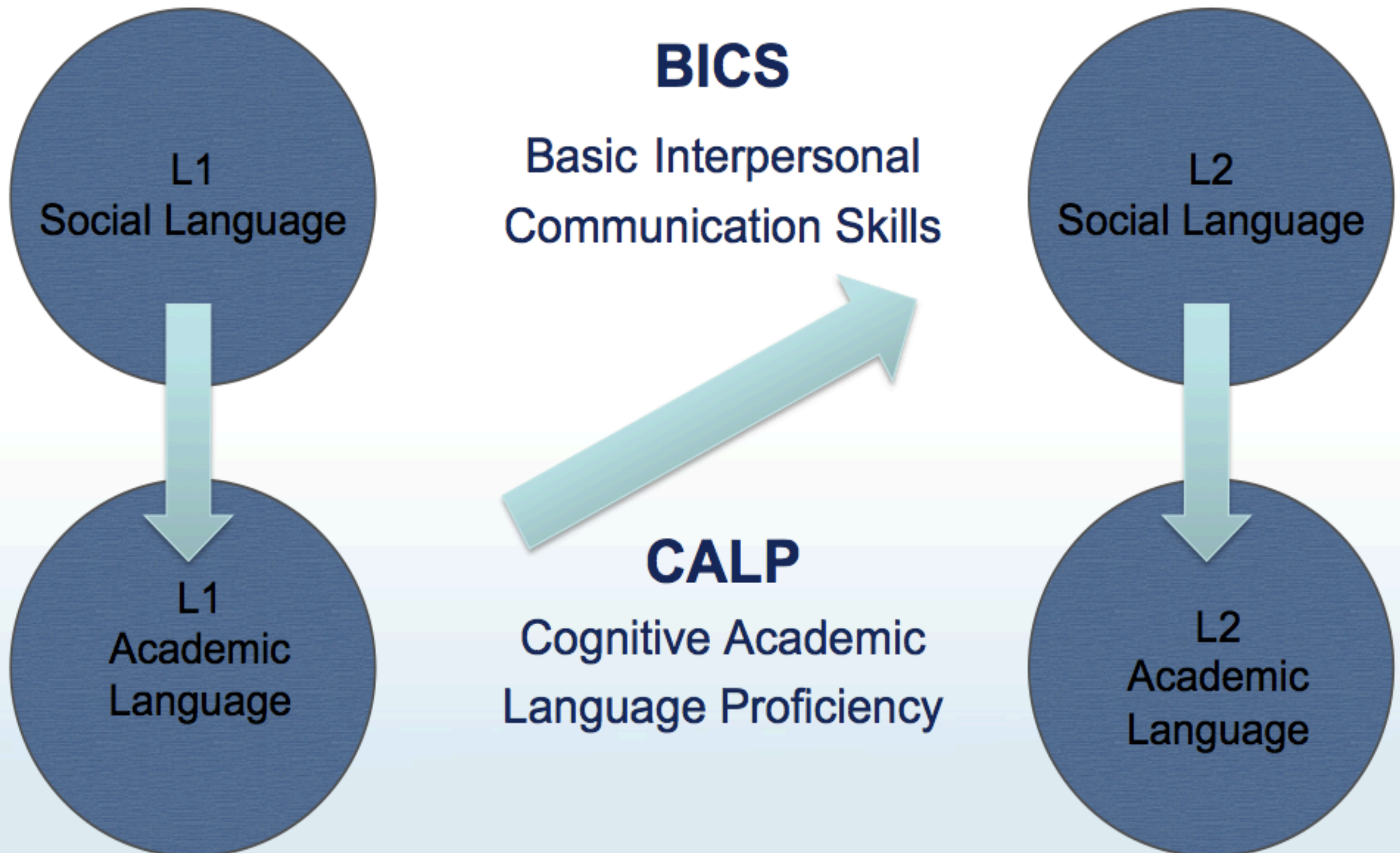
Audiological Implications

Social Skills

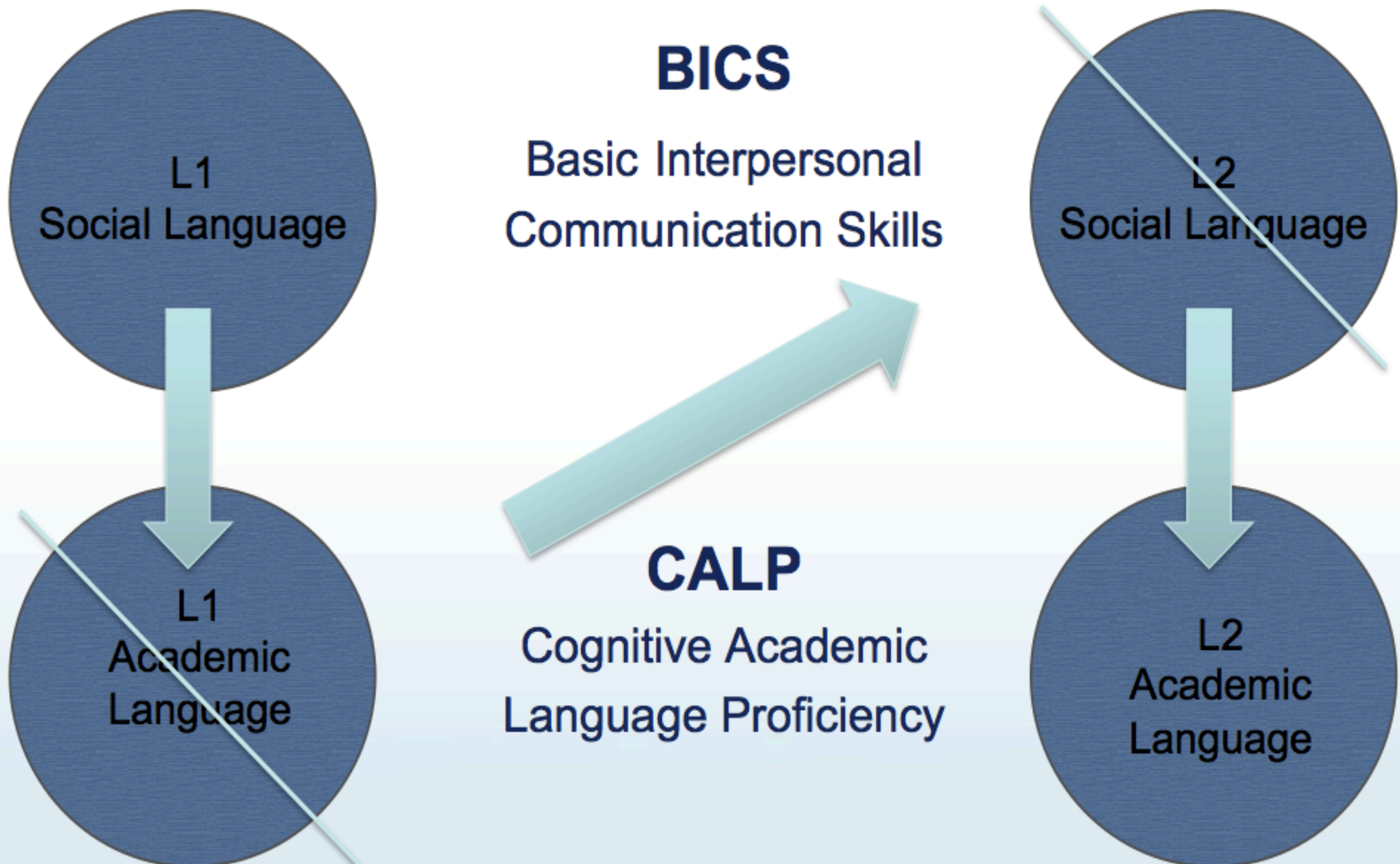
Lack of Intersectionality Awareness Leads to...

- lack of self-awareness can lead to poor and/or misperceptions about self
- delay in cognitive and emotional developments
- delay in psychological and social developments
 - lack of self-confidence and self-esteem
 - lower performance in school and on tests

The Truth about Deaf/HOH Students Education



The Truth about Deaf/HOH Students Education



Gallaudet University Regional Center - Southwest Provides Youth Leadership Training



INDIVIDUAL ASSESSMENT
CULTURE AWARENESS
COMMUNITY CONNECTION

"Building Tomorrow's Youth Leaders."

Programs/Schools Received Training

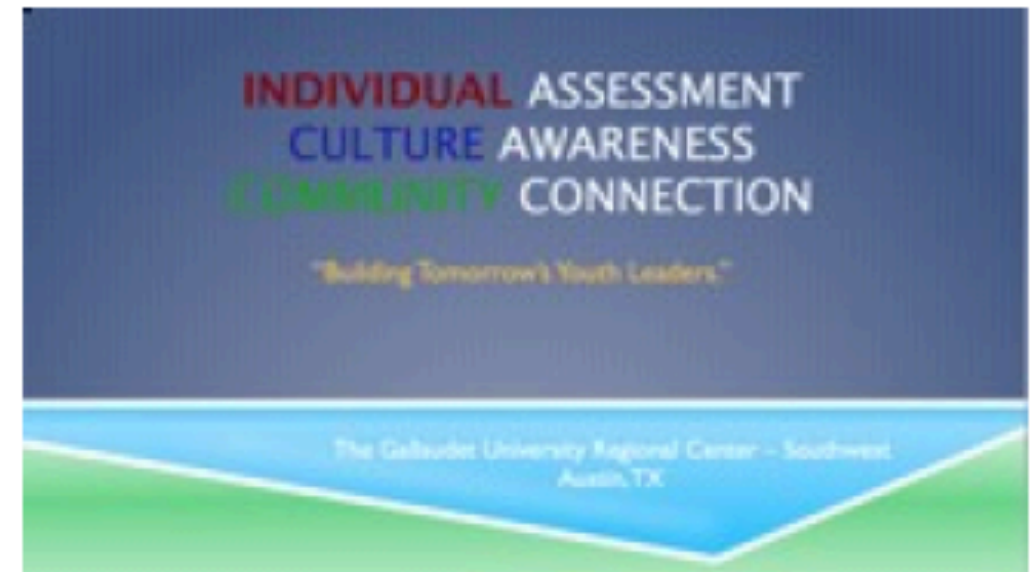
- ✓ • Latino Youth Program: National Council Hispano for Deaf & Hard of Hearing Conference - Austin, TX
- ✓ • San Marcos ISD - San Marcos, TX
- ✓ • Campus Connections - Boulder, CO
- ✓ • Youth Empowerment Summit: Black Deaf Advocates Conference - New Orleans, LA
- ✓ • Clearcreek ISD - Galveston-Brazoria, TX

This workshop is geared for youth of varied cultures giving them a voice in sharing what they know about and/or may they discover all about their own



This workshop entails:

- Ice Breaking Activities
- Self-Assessment
- Critical Thinking Skills
- Self-Surveys
- Individual Expressions
- Group Discussions and More...



YOUTH WORKBOOK

Name: _____

Gallaudet University Regional Center - Southwest
1020 Grove Blvd. Building A.
Austin, TX 78741
Email: gncc.aust@gallaudet.edu
Website: www.austibcc.edu/legncc
Facebook: www.facebook.com/gunccar

Free Training Workbook
Provided to Each Individual

an opportunity to:

analyze their **individual**'s identity based
on their own **experiences** within their
culture and their **community** **influences**
them as well.

INDIVIDUAL

CULTURE

COMMUNITY

The Principle of Buildership

- Buildership is elevating people by providing them the right resources and tools to build more people through
- character,
 - competence, and
 - commitment.



Darnall, 2011
NAD Leadership Training, 2013

The Principle of Buildership

- Buildership begins with what the builder must be, the values and attributes that shape a builder's character.
- Builder's skills are those things they know how to do, their competence in everything from the technical side of their job to the people skills a builder requires.
- But character and knowledge—while absolutely necessary—are not enough. A builder cannot be effective, they cannot be a builder, until they apply what they know, until they act and DO what they must.

The Principle of Buildership

- The Positive Psychology
- The Four Fundamental Human Needs
 - 1) Worth
 - 2) Belonging
 - 3) Competence
 - 4) Purpose
- The Losada Line - 3:1

Qualities of a Leader



Prioritize

- 1.
- 2.
- 3.
- 4.
- 5.

What makes **YOU** a **GOOD LEADER**?



ONE ADJECTIVE WORD:

Perceptions in Diversity

How would you...?

LOOK



THINK




WRITE



The first thing you think of typical thoughts or stereotypes on each poster paper.

Be Aware

- stereotypes, attitudes, values, beliefs, norms & cultural differences
 - language & communication
 - appearance & dress
 - food & eating habits
 - time & time consciousness
 - rewards & recognitions
 - roles & responsibilities
 - sense of self and of space
 - mental processes & learning styles
- 
- reduce incorrect assumptions about diverse cultures
 - embrace the intersectionality identities
 - not to set expectations that others will conform
 - minimize or prevent every biases against the unfamiliar
 - internalize the traditional American values to identify what is in conflict with values of others
 - reduce language problems that leads to miscommunication and misinterpretation

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