Diversity and Equity

Diversity – Ensuring that people from all walks of life and all backgrounds (ethnic, racial, religious, national origin, gender orientations, age, and physical abilities) are included in the life of an organization.

Equity – Ensuring that people from all walks of life and all backgrounds are given an equal opportunity to achieve success within an organization, dependent only upon the skills and work ethic they possess.

Part 1 – Some Great (But Not Perfect!) Universities

<table>
<thead>
<tr>
<th>University</th>
<th>Founded</th>
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</thead>
<tbody>
<tr>
<td>Harvard</td>
<td>1636</td>
</tr>
<tr>
<td>UVA</td>
<td>1819</td>
</tr>
<tr>
<td>MIT</td>
<td>1861</td>
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<tr>
<td>SMU</td>
<td>1911</td>
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<tr>
<td>Princeton</td>
<td>1746</td>
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<tr>
<td>Tuskegee</td>
<td>1881</td>
</tr>
<tr>
<td>Rice University</td>
<td>1912</td>
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<tr>
<td>TWU</td>
<td>1901</td>
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</tbody>
</table>

Part 2 – Some Champions of Diversity and Equity in Education

Julius Rosenwald (1862-1932) and Booker T. Washington (1856-1915)

Marian Anderson (1897-1993)

Albert Einstein (1879-1955) and Emily Noether (1882-1935)

Abraham Myerson (1881-1948)

Shirley Jackson (b. 1946) and Nancy Hopkins (b. 1943) at MIT

Questions We’ve Touched On During This Session

1. Have American universities been leaders or followers on matters of diversity and equity?
2. Should colleges encourage discussion of prejudice that occurred on their campuses in the distant past?
3. How does learning from history help us react more effectively to the diversity and equity issues of today?

Following Up On Today’s Session

Be aware – Learn from history and apply the lessons it teaches so we can all move forward together.

Find opportunities for conversation, collaboration and community among people from diverse backgrounds.

Be wary of movements and individuals who oppose diversity and equity, for example, those who spread hatred of others, deliberately cite incorrect facts, speak or act in abusive or unethical ways (including bullying), seek power only for themselves, and insult or punish those who disagree with them.

Some References from Today’s Discussion

- Booker T. Washington, *Up from Slavery*, 1901
- Frieda Wishinsky, *Albert Einstein, a Photographic Story of a Life*, 2005
- William Simon, “Breaking the Color Bar at SMU” 2012 (Search “Legacies Simon” at [https://texashistory.unt.edu](https://texashistory.unt.edu))

Learn Even More – Museums to Visit in North Texas

- African American Museum, Dallas, Fair Park
- Dallas Holocaust Museum Center for Education and Tolerance, downtown Dallas
- Museum of International Cultures, Duncanville
- Many other museums at universities, historical societies, libraries, airport historical displays, etc.