



Gender/Cultural diversity Breaking Through Barriers

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Dean of Students
Bayamon Campus
Inter American University of Puerto Rico



Inter-American University of Puerto Rico

- **108 years of legacy**
- 9 campuses with 2 professional schools of with over 100 academic offerings accredited
 - Middle State Commission on Higher Education (**MSCHE**)
 - Accreditation Board For Engineering and Technology (**ABET**)
 - Aviation Accreditation Board International (**AABI**)
 - American Bar Association (**ABA**)
 - Accreditation Council on Optometric Education (**ACOE**)
 - Commission on Collegiate Nursing Education (**CCNE**)
 - International Assembly for Collegiate Business Education (**ICABE**)
 - Joint Review Committee on Education in Radiologic Technology (**JRCERT**)
 - Network for International Business Schools (**NIBS**)
 - Others...



Inter-American University of Puerto Rico

- Rev. John Will Harris and its ideal of intellectual advancement through education, religious values as a foundation of a wholesome soul, and the development through practice/work
- He believed in diversity and inclusion since the inception of this educative project!!



Bayamon Campus

- **Mission and Principles**
 - To develop professionals in the fields of Natural Sciences, Technology, Engineering, Aeronautics, Entrepreneurship, Communications, and the Arts.
- **Principles that guides our daily responsibilities**
 - The integrity and modeling of ecumenical Christian values;
 - Respect for human dignity, the environment and cultural diversity.
 - The democratic and peaceful coexistence.
 - Offering a quality service.
 - Efficiency; and
 - Operational effectiveness.

Bayamon Campus

- Main Campus, Bayamon
- Mata de Plátano Research Station, Arecibo (cavern system where bat research is conducted)
- International additional location in Panamá City – Ciudad del Saber (B.S. Design and Development of Videogames)





PR Demographics

- **Territory** of the US since 1898
- Cultural and socially speaking – our jurisdiction is a **melting pot** (Indigenous, Spaniards/Europeans, Africans, Anglo-Saxons)
- **Population** – 3,195,153

World Perspective 2020



“Evidence suggests that gaps in more advanced accomplishments persist or are widening. For example, disparities in secondary school attendance by ethnic group, wealth quintile and educational level of the household head have increased since the 1990s in developing countries with data. Gaps in learning outcomes are large and persistent as well.

Such inequalities have historical roots, but often continue even after the conditions that generated them change. Ethnic minorities, for instance, often remain disadvantaged even in countries where special efforts are made to promote their inclusion. Members of groups that suffered from discrimination in the past start off with fewer assets and lower levels of social and human capital than other groups. While prejudice and discrimination are decried around the globe, they remain pervasive obstacles to equal opportunity – and to the achievement of the SDGs.”



Diversity & Inclusion

As members of one of the biggest minority groups in the US we greatly value the significance that poses diversity in hiring/recruiting!

Brief Demographic Description

- IAUPR profile –
 - 25,000+ students
 - 100+ offerings island wide
 - 60+ academic offerings at Inter Bayamón
- Students Profile –
 - Age – 88.6% are from 17 to 24 Y/O
 - Sex – 52% men; 48% women
 - 86%+ receive financial aid (Title IV)

Cultural and Social Diversity

Breaking through Barriers

- Breaking through cultural barriers
 - Role of Women/Men – women as caregivers and men as a strong figure and providers.
 - Socio-economic – access to education and professional opportunities through programs and activities that better position our students.

Breaking the Mold

- Academic Initiatives
 - Key goals of the General Education Program (8 goals) – through a combination of courses we aspire that our students value diversity, appreciate other cultures and be aware of their social, ethical, civic, and environmental responsibilities, and exerts leadership (Goal III).
 - Change of student’s mindset; from a welfare attitude to a self-managed and entrepreneurial
 - Required course: “Entrepreneurial Culture” (GEIC 2000)
 - Philosophical and Aesthetic Thought: This category develops competencies related to ethics, social responsibility, and musical, artistic, and theatrical appreciation.
 - Example of Required courses: “Ethics and Social Responsibility” (GEPE 4040); “Global Society” (GEHS 3020)

Breaking the Mold

Professionalization through globalization

- Air Traffic Control EASA Certified – professional program of Air Traffic Control certified by the European Aviation Safety Agency (EASA).
- In partnership with the Spanish corporation Ferrovial and the kiwi leader corporation in Air Traffic, we developed a professional certification under EASA.
- 99% of the certified professionals are controlling air space in Spain; specifically at...
 - Alicante
 - Sevilla
 - Vigo
 - La Coruna





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Breaking the Mold

- Now, Nitzary dedicates her free time in PR to educate students from the public high school (P.S. José Gándara, Aibonito) where she graduated from on higher education and her experience as an air traffic controller, and to study what are their passionate about!!!



Breaking the Mold

- Extra-Curricular Activities
 - **Professional Development Journey** – 5 module co-curricular activity designed to educate students over:
 1. Professional profile
 2. Confection of resume and cover letter
 3. Professional Networks and Social Media
 4. Effective communication and professional portfolio
 5. Emotional Intelligence, Job Interview/Business Presentations
 6. Table Etiquette



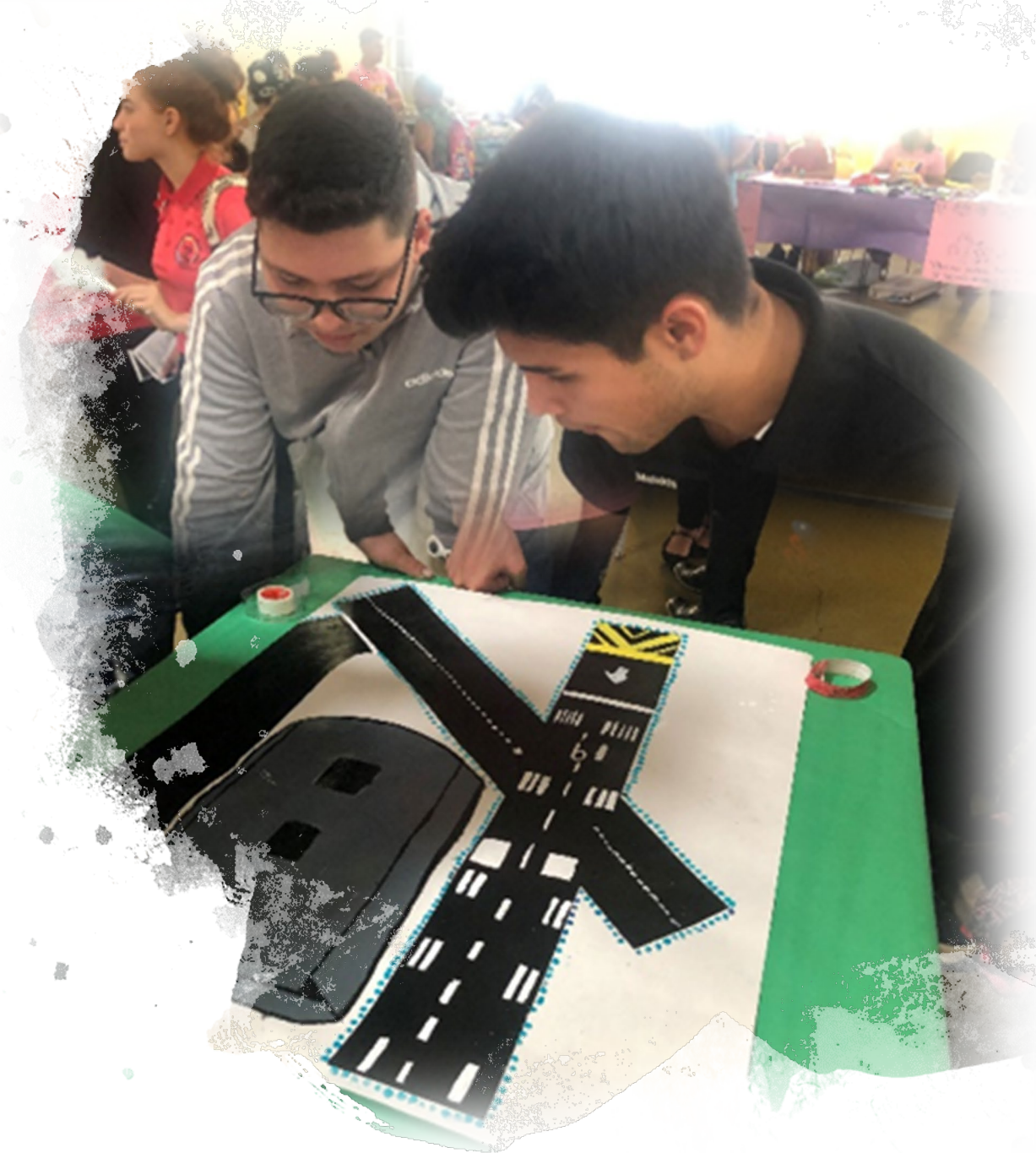


Breaking the Mold

- **Outreach** - Education of students, parents and communities through 3 diverse initiatives:
 - “Inter Emprende” project – incubator of innovation and business ideas
 - Intercessions in communities and local public schools by which student mentors educate younger ones about their field of studies, the importance of creativity and entrepreneurship.

Breaking the Mold

- Intercession: Take-Off Lecture






Breaking the Mold

- **Outreach** - Gender Disparity in STEAM – Girls in Aviation outreach initiative, safe academic environment with a zero-tolerance approach to harassment, sexual assault, and bullying.

Breaking the Mold

- Fighting poverty ... closing the socio-economic gap
 - Access to institutional grants, and other special funds
 - Special stipends for check-rides
 - Partnerships
 - PSA
 - Endeavor
 - Envoy
 - JetExpress
 - JetBlue



What does
inclusion
entail to us?

Diversity is being asked
to the party; inclusion is
being asked to dance!

Verná Myers

*Moving Diversity Forward: How to Go From Well-Meaning to
Well-Doing (2012)*