

BARRIERS FOR MINORITY POPULATIONS

IN KOSCIUSKO COUNTY





DIVERSITY

***“WE NEED TO UNDERSTAND THE REQUIREMENTS OF INCLUSION
BY EXPLORING THE BEHAVIORS OF EXCLUSION.”***

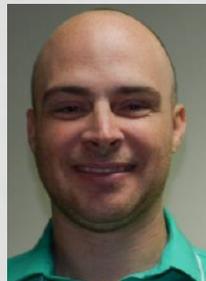
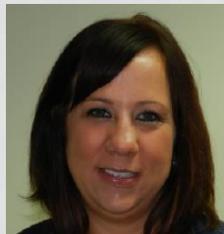
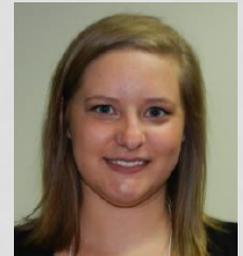
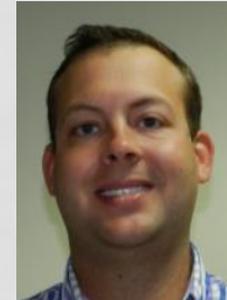
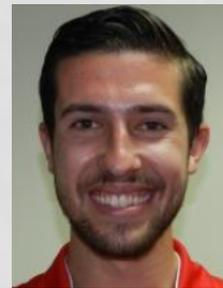
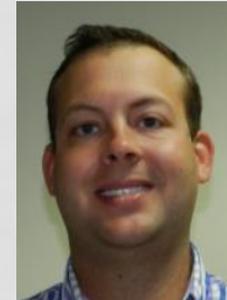
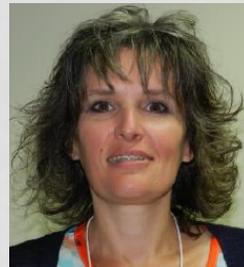
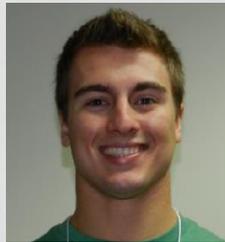
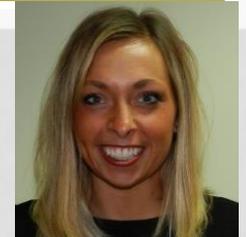
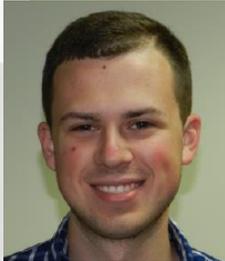
~FORMER U.S. ATTORNEY GENERAL, ALBERTO GONZALES

~TEAM MEMBERS~

MARK POHL, BART GENSCH

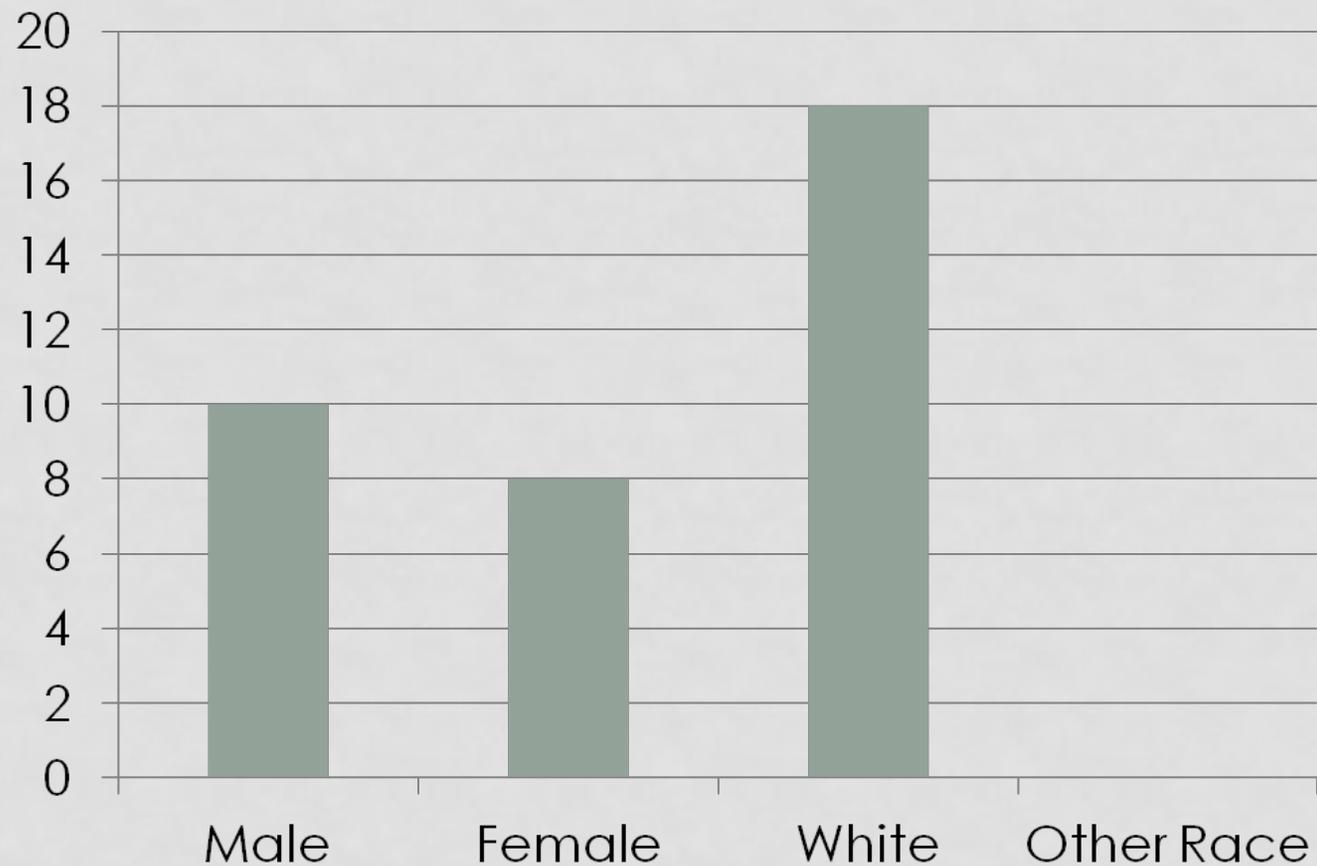
ALICE HITCHCOCK, HEATHER MILLINGTON

2015-2016 FACES OF KLA



2015-2016 KLA DIVERSITY FACTS

**18 KLA
Participants
Completed
Survey**



25 Total Participants

16 Male 64% 9 Female 36%

BACKGROUND OF KOSCIUSKO COUNTY

Racial Characteristics of Kosciusko County		
	(N = 78,564)	
Race	Percentage	Estimated Population
Black or African American	1.1%	864
American Indian or Alaskan Native	0.4%	314
Asian	1.2%	943
Native Hawaiian or Other Pacific Islander	0.1%	79
Two or More Races	1.2%	943
Hispanic or Latino	8.0%	6285
White alone, not Hispanic or Latino	88.6%	69,608

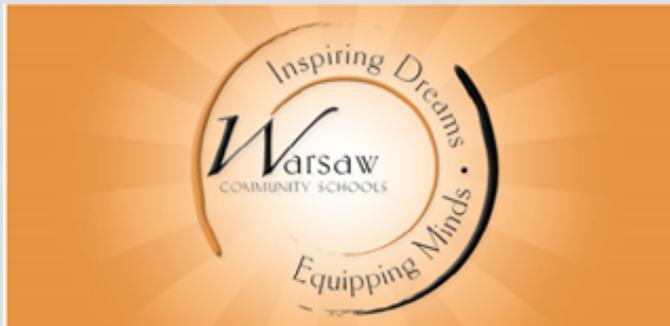
EXISTING EVENTS & ORGANIZATIONS IN KOSCIUSKO COUNTY

“The OrthoWorx Diversity Committee is a great group of people who truly care about making a positive impact on the world around them,” states Gennie Brissette-Tipton, OrthoWorx Communications Specialist.

“We strive to increase awareness in our community and educate children to help the next generation understand that ‘different’ does not mean ‘bad’ or ‘wrong’.”



OrthoWorx
ADVANCING ORTHOPEDICS for generations to come.



World Language Week



The Committee To
Commemorate
Martin Luther King



ISSUES

- Explore the barriers minority populations experience in our county.
- Increase the involvement and inclusion of minority groups in Kosciusko County.
- Unveil barriers for minority populations in Kosciusko County.
- Inclusion of any group of people into any community.
- Diversity awareness in youth.
- Food, places of worship, interpersonal misunderstandings, and a general lack of diversity awareness.



KLA CLASS SURVEY BARRIERS EXPRESSED

“Language is huge”

“When I first researched this area on-line, a KKK leader living in the area was one thing that came up. I would expect this is significant to a minority person looking at moving to the area.”

“Language – Inability to communicate”

“Community diversity & leadership positions/board positions”

“People are often uncomfortable with different cultures”

“Indian population doesn't have anything embracing their culture”

“Opportunities for leadership positions both in business and other community organizations.”

“Language”

“Attitudes / lack of understanding by the majority”

DESCRIPTION OF PARTICIPANTS

Demographic Characteristics of Minority Sample Population		(N = 12)	
Characteristics		n	%N
Sex			
Male		9	75%
Female		3	25%
Race			
Asian		1	8.30%
Black or African American		3	25%
Hispanic or Latino		7	58.30%
Other (Croatian)		1	8.30%
Job Level			
Lower Management		2	16.70%
Middle Management		3	25%
Upper Management		4	33.30%
Professional Employee		3	25%
Workplace			
Financial		3	25%
Education		2	16.70%
Industrial Services		2	16.70%
Law		1	8.30%
Medical Devices		2	16.70%
Religious		1	8.30%

RESULTS

From our interview data the following words appeared three or more times:

Community	11	Difference	4
Experience	8	Food	4
Family	7	Race	4
Minority	7	Diverse	3
Church	5	Accept	3
Culture	5	Comfort	3
Issue	5	Language	3
Help	4	Status	3
Discriminate	4	Share	3

- Participants described a community that is largely welcoming but lacking resources and support systems.
- Those who work in the county are not all living in our county.
- Majority expressed an attitude of a welcoming and professional environment in the community.
- Some have experienced discrimination on many different levels.
- Participants generally agreed there is a general resistance to embracing diversity in Kosciusko County.

SOLUTIONS

- Make diversity an agent to make our community stronger not build walls to separate people from one another.
- Increase education which plays a role in becoming a community that embraces minority population.
- Raise cultural awareness in the community; more needs to be done.
- Opportunity to expand on this current research project. Survey of minority populations in various languages.
- The county needs to continue to be a welcoming community that actively pursues diversity and seeks to learn from minority populations.





As one interviewee stated; "In the end, regardless of race, gender or sexual orientation, we generally share the same goal of providing our families a chance for a better future and I think that activities that focus on improving the status quo are enriching and can help bring communities together, make communities stronger and increase the sense of affiliation."

**WE WOULD LIKE TO THANK ALL PARTICIPANTS
IN OUR INTERVIEW PROCESS**

ALICE, HEATHER, MARK, BART

“Our workforce and our entire economy are strongest when we embrace diversity to its fullest, and that means opening doors of opportunity to everyone and recognizing that the American Dream excludes no one.”

~Thomas Perez

“PERHAPS TRAVEL CANNOT PREVENT BIGOTRY, BUT BY DEMONSTRATING THAT ALL PEOPLES CRY, LAUGH, EAT, WORRY, AND DIE, IT CAN INTRODUCE THE IDEA THAT IF WE TRY AND UNDERSTAND EACH OTHER, WE MAY EVEN BECOME FRIENDS.”

~MAYA ANGELOU

THANK YOU