

# Creating 21<sup>st</sup> Century Leaders:

## *Diversifying your Involvement Portfolio*



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# Goal of Presentation

- ∞ To educate student leaders on the importance of having a diverse leadership and campus involvement portfolio.
- ∞ To create opportunities for student leaders to share their involvement and leadership experiences.
- ∞ To openly discuss the challenges and advantages of mainstream and cultural specific organizational involvement at Predominately White Institutions.

# Basis for Understanding

- ☞ Oftentimes students of color find solace, comfort and a sense of belonging in student organizations with a mission or membership that mirrors their cultural/racial/ethnic identity.
- ☞ If students of color desire to become leaders in the 21<sup>st</sup> century, they must engage in leadership opportunities and organizations that are outside of their realm of familiarity.
- ☞ Echols, Hwang and Nobles (2002) maintain that if students are not encouraged to participate in activities outside their immediate comfort zone, they may not do so.

# Activity

Gather into small groups and create a list of organizations/ campus involvement opportunities that you think would reflect the perfect student resume.

*Why did you chose the organizations that your group listed?*

# Questions to Consider

- ∞ Why do you (or don't you) choose to be involved in student organizations on your campus?
- ∞ What does it mean to be a 21<sup>st</sup> century leader?
- ∞ What are the top 5 characteristics and/or skill sets of a 21<sup>st</sup> century leader?

# Top 5 Skills that Students Need to Learn

- ☞ Leadership Skills
- ☞ Service to the Community
- ☞ Teamwork
- ☞ Tolerance/Civility
- ☞ Emotional Intelligence

# Leadership Skills

- ∞ Leadership Programs
- ∞ University Programming Boards
- ∞ Student Government
- ∞ Leadership Conferences
- ∞ Student Organization Retreats
- ∞ Leadership Courses or Minors
- ∞ Business Based Organizations
- ∞ Others?

# Service to the Community

- ☞ Alternative (fall and spring) breaks
- ☞ Volunteer Programs
- ☞ Greek Service Hours
- ☞ Service Based Organizations (i.e. Alpha Phi Omega)
- ☞ Others?

# Tolerance/Civility

- ∞ Multicultural Organizations
- ∞ Multicultural Center
- ∞ Student Legal Services
- ∞ Disability Services
- ∞ Study Abroad Experiences
- ∞ Others?

# Emotional Intelligence

- ∞ Leadership Programs
- ∞ Career Center
- ∞ Counseling Center
- ∞ Residence Hall Involvement
- ∞ Study Abroad Experiences
- ∞ Others?

# Activity

- ☞ List each of the 5 skills just presented.
- ☞ Are you involved with any organizations on your campus that provides you with any of the skills listed?
- ☞ *What areas are you lacking in?*

# Real Skills, Real World

- ☞ All of these skills translate into necessary components of a successful career.
- ☞ Skills such as time management, budgeting, working with a diverse population and working outside of your comfort zone are imperative in the “Real World”.
- ☞ Are you receiving these skills through the organizations you are involved with?

# “Mainstream” Organizations

- ☞ What do you consider to be a “mainstream” organization?  
Do you belong to any?
- ☞ If you attend a Predominately White Institution (PWI) do you find it difficult to be involved in mainstream organizations?  
Why or why not?
- ☞ Considering the “Real World” and life after college, do you feel that it is important to participate in mainstream organizations?

# Top 5 Qualifications Employers Seek

1. Excellent interpersonal skills
2. Ability to plan, manage and lead
3. Problem solving and analyzing skills
4. Global attitude
5. Initiative

# Properly Displaying Your Involvement

- ☞ Use common language (exp. Polemarch v. President)
- ☞ How much you list depends on how much is necessary to show (relevant to job applying for, how much job experience you have to list already)
- ☞ Develop accomplishment statements  
Example:  
President, Native American Student Association
  - Supervised a six member executive board
  - Oversaw planning of three campus-wide activities
  - Managed budget of \$5,000

Remember to utilize the Career Center on your campus for assistance with resume building and interview preparation.

# Begin With the End in Mind

- ✎ Considering the conversations we've had today, if you could go back and give yourself advice as a first semester freshman regarding campus involvement, what would you say?

# Things to Consider...

- ☞ Be intentional about the types of organizations you belong to, as well as the leadership positions that you hold.
- ☞ Create a diversified leadership portfolio, future employers are looking for well-rounded, not one dimensional, leaders.
- ☞ Take the time to chronicle your involvement activities in one document (resume' or portfolio) to assist with scholarship, employment and graduate school applications.
- ☞ Don't let being at a PWI inhibit the types of organizations you are involved in. You should have a balance of mainstream and cultural organizations in your leadership/involvement portfolio.

# Thank you for participating!

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