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Mentoring Diversity and the Majority Rules: The Power of Purpose

Paul H. Gutierrez
Colorado State University
Cathy Martinez
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Warren Santistevan
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"Tribal Societies selected special individuals to formally guide, grain, and indoctrinate the young in the arts, crafts, and behaviors necessary to function successfully and contribute to the community."

Today mentoring, which had until the mid-1980s been used mainly in organizations as a tool to advance the careers of favored groups, is undergoing a revolution in usage, in form, and in process. Nowhere do these changes offer greater potential for creating an adaptable work force than in the realm of managing diversity.

Mentoring has been a near-universal phenomenon in virtually all societies and cultures, whether it was known by that name or not. Tribal societies selected special individuals to formally guide, train, and indoctrinate the young in the arts, crafts, and behaviors necessary to function successfully and contribute to the community. In immigrant societies such as ours, it seemed natural for the earlier arrivals who had learned "the ropes" to informally indoctrinate and help those who came later to adapt successfully to their new environment. And the practice of master craftspeople, or "knowledge holders," to pass on special skills and know-how to high-aptitude individuals has been traced by anthropologists, archaeologists, and other scientists as far back as the Stone Age.

The purpose of the panel is to present and discuss a diversity training process titled *Mentoring Diversity: The Powers of Purpose* from the perspectives of diverse employees from Colorado State University. This is a process designed to help us reflect on our individual awareness of diversity (i.e., what's in it for me), to provide effective training tools to facilitate diversity workshops, and to generate discussion among staff, volunteers, and clients.

Panel Discussion: Training Process Highlights

I. Behavior and attitudes: "Where did she/he get his/hers?"
II. Power of purpose in education: What is our/your purpose in education?
III. Perspective on diversity: Yours and mine. Does it matter what your "job description" is?
IV. Mentoring diversity: A model for leaders—you.
V. Mentoring diversity: A model for changing behavior and diversity competence.
VI. Awareness: Activities and exercises to increase individual and others' awareness.

PRESENTERS

Paul H. Gutierrez is an Associate Professor in the Department of Agricultural and Resource Economics at Colorado State University. Gutierrez is a native of Grants, N.M., and is one of 12 children (eight boys and four girls). Gutierrez graduated from the University of Wyoming with a B.S., from New Mexico State University with an M.S., and from Oklahoma State University with a Ph.D. All three degrees were in agriculture economics with emphasis on range livestock production systems, cattle, and sheep.

His appointment at CSU is split among teaching, research, and extension. Gutierrez' teaching emphasis is in the area of agricultural business records and financial management. His extension and research complement each other with particular focus on the economics of range livestock production as it relates to sustainable agricultural production systems.

In recent years, Gutierrez has pursued another passion, the work of diversity. He served as Diversity Resource Leader for CSU-Cooperative Extension in a 1994-1996 and Chair of the CSU Equal Opportunity Council. He has committed himself to gaining better understanding, knowledge, and skills of the issues of diversity, in order to be a better role model for diversity.

Cathy Martinezis the Diversity Resource Leader for Colorado State University Cooperative Extension. Her appointment includes being a Nutrition Education Program Extension Agent. Martinez, a native of Pueblo, Colo., is one of six children. She graduated from The Colorado College with a B.A. in sociology. Interdisciplinary work included education, psychology, and cultural studies.

Martinez' passions lie primarily in the commitment to diversity and being a role model for diversity. As Diversity Resource Leader, she has committed herself to (1) diversity advocacy and awareness, (2) cross-cultural and ethnic influences in the workforce and in education, and (3) recruitment and retention of minority students and staff in higher education.

Warren Santistevan is a Facilities Management Painter Supervisor at Colorado State University. Santistevan is the first Hispanic in trades as a supervisor, and he is chair of the CSU Facilities Diversity Group. He is a member of the Planning Board of the Faculty/Staff Minority Caucus at CSU and the National Hispanic Institute.

Santistevan's objective is to help represent the minority population in his area. By being active in the facilities management area, he is helping to create an atmosphere of fairness and equality. He feels that working with the Faculty/Staff Minority Caucus helps bring together people working toward a common goal. In the National Hispanic Institute, he assists middle and high school students in learning leadership skills.

As an employee, parent, and minority member, Santistevan strives to encourage and support the efforts of people of color in leadership roles, areas of work careers, and education.