Program Requirements

Students will complete the following experiences at any point during a year of beginning the certificate program.

A. **Leadership Bias Education (participate in 7)**
   1. Completion of Implicit Association Tests

The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. Complete all Implicit Association Test (IAT) by visiting this site https://implicit.harvard.edu/implicit/takeatest.html. Documentation of completion of all tests are required.

Once you go to the indicated website, you must agree to the statement below in order for all test results are recorded. **Print the completion document to submit as proof of completion.**

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*I am aware of the possibility of encountering interpretations of my IAT test performance with which I may not agree. Knowing this, I wish to proceed

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Disability IAT	*Disability* ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.
Age IAT	*Age* ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
Native IAT	*Native American* ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
Religion IAT	*Religion* ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
Gender-Science IAT	*Gender - Science.* This IAT often reveals a relative link between liberal arts and females and between science and males.
Skin-tone IAT	*Skin-tone* ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
Weapons IAT	*Weapons* ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
Gender-Career IAT	*Gender - Career.* This IAT often reveals a relative link between family and females and between career and males.
Arab-Muslim IAT	*Arab-Muslim* ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
Presidents IAT	*Presidents* ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
Transgender IAT	*Transgender* ('Transgender People – Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.
Race IAT	*Race* ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
Asian IAT	*Asian American* ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

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B. **Leadership Social Justice Experiences (participation in 4):** To increase understanding and an affinity for social justice programs, workshops, trainings, and events participation in such events are vital.
   1. **Attendance in a minimum of 4(four)** social justice or diversity focused opportunities such as:
      i. Office of Multicultural Services and Programs workshops
      ii. ISU sponsored Social Justice programs and/or events

C. <u>Curriculum Based Leadership Development (complete both parts):</u>
1. **Support 3(three) campaigns via Color of Change or other such avenues**
    i. Color Of Change, the largest online racial justice organization in the country, and help us fight to end the war on Black people in our country
    ii. Review the petitions on the website <u>https://colorofchange.org/</u> and select **3(three)** campaigns to **sign** in support
    iii. **<u>After signing the petition</u>**, you must post on your social media sites (i.e. Facebook, Twitter, Instagram, etc.) **and** share with friends via email)
    iv. Include MSP Office at <u>isu-msp@mail.indstate.edu</u> to the email list of friends

You are not required to donate any funds. Please do not donate any funds to any organization.

2. **<u>Create 1(one) campaign</u> you believe is missing from Color of Change by visiting Organize For at** <u>https://organizefor.org/</u>
    i. Print a copy of posted campaign and submit in order to obtain credit

D. <u>Final Projects - your choice of two final projects</u> (only complete one project):
1. **<u>Project one</u>** – You must complete both parts of Project one to obtain credit.
    i. **Collage of Concern -** This task allows you to express your thoughts and feelings about important social justice issues
        o **Digital Visual Component***
        o The visual component is the means we will use that provides a powerful combination of images and ideas.
        o Gather photos, magazines, newspapers, catalogs and other recycled images to use.
        o Write a description to accompany your collage and the concern and ideas represented

*Instructions on how to design and submit your collage will be provided.
        o **Written Component**
        o In a one-page, double spaced, document discuss the following:
        o Reflect on the process of creating the collage
        o Describing how their collage connects to central themes
        o Share how their collage can impact the community
        o Provide possible solutions to concerns

2. **Project two – Self & Us & Now**
    i. You are to follow this worksheet <u>http://marshallganz.usmblogs.com/files/2012/08/Public-Narrative-Worksheet-Fall-2013-.pdf</u>.

ii. The worksheet focuses on your "*story of self*", the goal is to identify sources of your own calling to the purpose in which you will call upon others (*story of us*) to join you in action (*story of now*).

iii. This is how to get started:

o **Consider:** *A story of now*: What urgent challenge do you hope to inspire others to take action on? What is your vision of successful action? What choice will you call on members of your community – in this case, your classmates - to make if they are to meet this challenge successfully? How can they act together to achieve this outcome? And how can they begin now, at this moment? Describe this "now" in two or three sentences.

o **Consider:** *A story of us*: To what values, experiences, or aspirations of your community – in this case your classmates at the very least - will you appeal when you call on them to join you in action? What stories do you share that can express these values? Describe this "us" in two or three sentences.

o **Consider:** *A story of self*: Why were you called to motivate others to join you in this action? What stories can you share that will enable others to "get you." How can you enable others to experience sources the values that move you not only to act, but to lead? Focus on this section, trying to identify key choice points that set you on your path.

Certificate Management

Students participating in the ISU Social Justice Certificate Program will find all certificate information on the Office of Multicultural Services and Programs, University College, and Career Center website. Participation and completion will be tracked and monitored by the Office of Multicultural Services and Programs.

The Office Multicultural Services and Programs will meet with the student and verify that the requirements are completed.

The Career Center will process the certification and note it on the student's Co-Curricular Record. The Career Center, University College, and Office Multicultural Services and Programs will jointly issue the ISU Social Justice Certificate.

For more information, please contact ISU-MSP@indstate.edu or call 812-237-8513.