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Diversity in People: Women’s History Month—March 2008

National Women’s History Month’s roots go back to March 8, 1857, when women from New York City factories staged a protest over working conditions. International Women’s Day was first observed in 1909, but it wasn’t until 1981 that Congress established National Women’s History Week to be commemorated the second week of March. In 1987, Congress expanded the week to a month. Every year since, Congress has passed a resolution for Women’s History Month, and the president has issued a proclamation.

*National Women’s
History Week to be
commemorated the second
week of March.*

As of Oct. 1, 2007, there are **153.6 million** females in the United States. The number of males is 149.4 million. As of July 1, 2006, males outnumbered females through age 41. Starting at 42, women outnumbered men. At 85 and older, there were more than twice as many women as men.

Motherhood

- 82.8 million is the estimated number of mothers of all ages in the United States. (Source: Unpublished data from Survey of Income and Program Participation)
- The average number of children that women 40 to 44 had given birth to as of 2004 is 1.9. That percentage is down from 3.1 children in 1976, the year the Census Bureau began collecting such data. Likewise, the percentage of women in this age group who were mothers was 81 percent in 2004, down from 90 percent in 1976.



Earnings

- The median annual earnings of women 16 or older who worked year-round, full time, in 2006 was \$32,649. Women earned 77 cents for every \$1 earned by men.
- Women in the District of Columbia, who worked year-round, full time, earned \$48,586 or 98 cents for every \$1 their male counterparts earned (\$49,544) in 2006. Among all states or state equivalents, the district was where women were closest to earnings parity with men. Connecticut, Maryland and New Jersey were the only states where median earnings for women were greater than \$40,000.
- The median earnings of women working in computer and mathematical jobs is \$61,081. This is the highest for women among the 22 major occupational groups. In the community and social services group, women’s earnings as a percentage of men’s earnings were higher than 90 percent.



Education

- Thirty-two percents (32%) of women 25 to 29 had attained a bachelor’s degree or higher in 2006, which exceeded that of men in this age range (25 percent). Eighty-eight percent of women and 84 percent of men in this same age range had completed high school.
- Eighty-six percent (86%) of women 25 and older had completed high school as of 2006.



We’re on the Web!
<http://diversityeducation.cas.psu.edu/>

High school graduation rates for women continued to exceed those of men (85 percent).

- Of women 25 and older, 26.8 million (or 27%) held a bachelor's degree or more education in 2006, more than double the number 20 years earlier.
- The projected number of bachelor's degrees that will be awarded to women in the 2007-08 school year is 894,000. Additionally, 380,000 women are also projected to earn master's degrees during this period. Women would, therefore, earn 59 percent of the bachelor's and 61 percent of the master's degrees awarded during this school year. In addition, women would earn a majority (52 percent) of first-professional degrees, such as law and medical.



- In 2004, among women 20 to 64 39% did not work for four or more consecutive months, the percentage taking care of children or others. This was the primary reason among such women for not working. By comparison, 2 percent of corresponding men did not work for this reason.
- There is a 60% chance that your taxes will be prepared by a woman, as this is the percentage of tax preparers who are women. In addition, 77 percent of travel agents are women, so it is likely a woman will help you plan your next vacation.
- There are 84,000 female police officers. In addition, there are about 9,000 women firefighters, 315,000 lawyers, 278,000 physicians and surgeons, and 37,000 pilots.

Businesses

- Nearly 6.5 million women-owned businesses in 2002. The revenue for women-owned businesses in 2002 was more than \$939 billion. There were 116,985 women-owned firms with receipts of \$1 million or more. Women owned 28 percent of all nonfarm businesses.
- More than 7.1 million is the number of people employed by women-owned businesses. There were 7,231 women-owned firms with 100 or more employees, generating \$274 billion in gross receipts.
- Nearly one in three women-owned firms operated in health care and social assistance, and other services, such as personal services, and repair and maintenance. Women owned 72 percent of social assistance businesses and just over half of nursing and residential care facilities. Wholesale and retail trade accounted for 38.2 percent of women-owned business revenue.



Voting

- Sixty-five percent (65%) of female citizens 18 and older reported voting in the 2004 presidential election. Sixty-two percent of their male counterparts cast a ballot.

Jobs

- On average, 59% of females 16 and older participated in the labor force in 2006, representing about 70.2 million women. More than 50 million women worked full time. The participation rate for males in this age category was 74 percent.
- Thirty-seven percent (37%) of females 16 or older work in management, professional and related occupations, compared with 31 percent of males.
- There are 22 million female workers in educational services, health care and social assistance industries. More women work in this industry group than in any other. Within this industry group, 11 million work in the health care industry and 8.4 million in educational services.

Military

- The total number of active duty women in the military, as of Sept. 30, 2006 was 202,000. Of that total, 34,000 women were officers, and 168,000 were enlisted. Women represented 15% of the armed forces. In 1950, women comprised less than 2 percent.
- There are 1.7 million military veterans who are women.



Marriage

- There were 62.4 million married women (including those who are separated or have an absent spouse) in 2006, compared to 59.8 million unmarried (widowed, divorced or never married) women.
- In eighteen percent (18%) of married couples, the wife earned at least \$5,000 more than the husband in 2006. Among 22 percent of married couples, the wife had more education than the husband.
- There were 5.6 million stay-at-home mothers nationwide in 2006, up from 4.6 million a decade earlier.

The Spirit of Volunteerism

- Thirty percent (30%) of women volunteer. The corresponding rate for men is 23 percent. Overall, 36 million women perform unpaid volunteer activities.

Sports

- Three million girls participated in high school athletic programs in the 2005-06 school year. In the 1975-76 school year, only 1.6 million girls were members of a high school athletic team.
- The number of women who participated in an NCAA sport in 2005-06 was 168,583.



Source: U.S. Census Bureau

Diversity in People—Jehovah’s Witnesses

There are many denominations that fall under the Christian umbrella. One such denomination is Jehovah’s Witness. Today, more than 6.4 million people are practicing members. This religion had its beginnings in Pittsburgh, Pennsylvania.

History

In 1872, Charles Taze Russell (1852-1916), the second son of devout Presbyterian parents, founded the International Bible Students Association in Pittsburgh, Pennsylvania. It was his belief that Christianity had suffered a gradual divergence over the centuries from the original teachings of Jesus after the death of the apostles. He believed that through intense biblical study, there could be a return to original Christianity.

In 1931, the Association under Russell’s successor, Joseph Franklin Rutherford (1869-1942), changed its name to Jehovah’s Witnesses. Witnesses accept the name of Jehovah as God’s name. Its Hebrew translation, Yahweh, is also acceptable. Adherents of this religion have dedicated themselves to bearing witness to Jehovah’s name and His Kingdom.

The Holy Book

The Witnesses use the Bible, both Old and New Testaments, as the main text for their beliefs. The terms Greek Scriptures and Hebrew Scriptures are preferred to Old and New Testaments. These scriptures are seen as the inspired, inerrant word of Jehovah. The Bible is used as the basis for all beliefs. The interpretation and application of scripture is the responsibility of the Governing Body. All members are expected to abide by the doctrines and organizational requirements as determined by the Governing Body.

Organization and Practices

Three corporations direct the activities of the Witnesses: the Watchtower Bible and Tract Society of Pennsylvania, the Brooklyn-based Watchtower Bible and Tract Society, Inc., of New York, and the International Bible Students Association. According to their figures, nearly five million “publishers” are presently active in 69,558 congregations in 229 countries (United States, 2008).

The Witnesses are organized into congregations and meet in churches called Kingdom Halls for weekly meetings. Men are selected by representatives of the Governing Body to teach and direct the preaching work. All mem-

bers are referred to as either “Brother” or “Sister”. Women do not teach the congregation, though female Witnesses do participate in meeting programs.

Additional meetings are held during the week, some in private homes. Members are expected to intensively participate in evangelism. Those who are active in door-to-door preaching and submit a monthly report of their proselytizing activities are called “publishers.” The Watchtower and Awake magazines are offered to those who engage in communication with “publishers.”

The *Watch Tower* and *Awake* publications appear in more than 100 languages and over 2300 nations. Other expectations include reading the Bible on a daily basis and holding a weekly family Bible study.

Practices and Beliefs that May Differ From Other Christian Groups

While Jehovah Witnesses hold many of the same beliefs and practices of other Christian groups, some beliefs and practices diverge from mainstream Christianity.

The Trinity

Jehovah’s Witnesses believe that Jesus Christ is a divine being, the son of God and His first creation, but is not God himself.

Nationalism and Neutrality

Jehovah’s Witnesses avoid singing the national anthem or saluting the flag. The practice is not intended as disrespect to any nation. The belief is that allegiance should only be given to Jehovah and not to man-made institutions. Jehovah’s Witnesses also refuse to serve in military organizations, citing the principle they call *Christian Neutrality*. They take a neutral stand concerning political and military controversies. They will, however, accept alternative civil service assignments instead of military service.

Political Activity

Believing that religious involvement in politics may result in division among members, Jehovah’s Witnesses do not vote in political elections, nor do they run for political offices.

Heaven and Hell

The soul is believed to be mortal and therefore does not continue to live after one dies. Death is considered a state

Continued on page 4

of non-existence. Hell is not believed to be a place of fiery torment, but rather a place of unconsciousness. Those not saved simply cease to exist, rather than suffer eternally. Those who have committed an unforgiveable sin will become eternally extinct at death.

Witnesses believe that the future will bring an Armageddon – a final battle between the forces of good and evil. Following Armageddon will be the time of judgment and resurrection. Those who are resurrected will be judged on the basis of their works. Only 144,000 Christians who die are instantly resurrected to life in Heaven to rule over the Earth with Jesus Christ. Others will be resurrected with the potential to live forever in an earthly paradise under God's Kingdom.

Disfellowshipping

If a member of Jehovah's Witness does not comply with the organizations interpretations, they can be excommunicated, termed *disfellowshipping*. This involves being shunned by all members of the religion, including any family members that do not live under the same roof. *Disfellowshipping* is intended to protect the congregation from the influence of those who practice gross wrongdoing.

Holidays and Celebrations

Contrary to many other Christian religions, Jehovah's Witnesses do not celebrate Christmas or Easter. The belief is that Christmas and Easter are not based on biblical teachings, and thus are pagan holidays. They also challenge the December 25th date as Christ's birthday. The holiday chosen to commemorate, due to biblical reference, is the Memorial of Christ's death. As the date is calculated using a lunar calendar, the date changes every year. In 2007, the date fell on April 2nd. Jehovah's Witnesses believe this is the only celebration commanded for Christians in the Bible. Similarly, birthdays are not celebrated. Weddings, anniversaries, and funerals are typically observed.

Blood

Jehovah's Witnesses refrain from accepting blood transfusions and storing their own blood for use in a later transfusion. This practice is based on several passages from the Bible that suggest that blood should not be eaten. While many other religions interpret these passages to mean dietary consumption of blood, Jehovah's Witnesses extend the interpretation to include taking blood into the body through the use of transfusions. As the ability and practice of breaking blood down into its component parts has become more common, transfusions using certain components of blood instead of whole blood, have become more acceptable to some.

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Diversity Resource

TEACHING FROM A HISPANIC
PERSPECTIVE
A HANDBOOK FOR NON-HISPANIC
ADULT EDUCATORS

MAY 1996

BY
ANNEMARIE PAJEWSKI, PH.D.
AND LUIS ENRIQUEZ, B.B.

<http://www.literacynet.org/lp/hperspectives/>

Diversity Resource—

“Jeopardy-Styled” Diversity Challenge



Most people are familiar with the game Jeopardy. The game is designed to test one’s knowledge on a variety of information related to a broad array of topics. **Diversity Challenge** is a special version of a Jeopardy-styled game.

First, all of the topics focus on various aspects of diversity. The word “diversity” means differences, and human diversity means differences in people. We are all similar and different in many ways. As the population of this country becomes increasingly diverse, we can all benefit from learning more about people from different cultures and groups, since we will likely need to interact with all kinds of people now or in the future.

Second, this Jeopardy-styled game is designed not only to test your knowledge, but also to help you learn about the topics raised by the questions. Therefore, it comes with an answer guide. So, if you don’t know the answer while playing the game, you can go back later and learn more about the topic, including the correct answer.

Warning

Just like the television version of Jeopardy, not many people will know all of the answers to all of the questions. That is okay. The purpose of the game is to learn while having fun. So, if you miss a question, just consider it an opportunity to gain new knowledge.

Who Can Play This Game

This game is most appropriate for older teens and adults, and can be used in a variety of settings. It is a good way to introduce the topic of diversity into formal and informal educational settings, spark curiosity about different cultures, and encourage players to further explore diversity topics of interest.

How to Access “Jeopardy-Styled” Diversity Challenge

Diversity Challenge game and the Learning Guide are both available online by pointing your mouse to <http://diversityeducation.cas.psu.edu>. Click onto the Resources button, and look for “Jeopardy-Styled” Diversity Challenge. Have Fun!!

Diversity Around the State— Westmoreland County JAYS After School Group

Members of the JAYS after-school youth group in Westmoreland County engaged in an activity that helped them understand what it may be like to have a disability or work with someone who has a disability. In small groups, youth drew their “dream house.” At least one person in each group, however, had a pretend “disability.” For example, in one group one youth was blindfolded. In another group, one youth was not allowed to talk to the others. According to the Extension Educator, Cindy Arblaster, who lead the activity, “*It was an enlightening experience for them.*”



Diversity in the Workplace: Guidelines for Challenging Racism and Other Forms of Oppression

By Patti Rosa, of ChangeWorks Consulting

CHALLENGE DISCRIMINATORY ATTITUDES AND BEHAVIOR. Ignoring the issues will not make them go away and silence can send the message that you are in agreement with such attitudes and behaviors. Make it clear that you will not tolerate racial, ethnic, religious, or sexual jokes or slurs, or any actions that demean any person or group. Your intervention may not always take place at the exact time or place of the incident, but it must be addressed promptly.

EXPECT TENSION AND CONFLICT AND LEARN TO MANAGE IT. Sensitive and deep-seated issues are unlikely to change without some struggle and in many situations, conflict is unavoidable. Face your fears and discomforts and remember that tension and conflict can be positive forces that foster growth.

BE AWARE OF YOUR OWN ATTITUDES, STEREOTYPES, AND EXPECTATIONS and be open to discovering the limitations they place on your perspective. We have all been socialized to believe many myths and misconceptions and none of us remain untouched by the discriminatory messages in our society. Be honest with yourself about your own prejudices and biases. If you do not know something, or are not sure how to handle a situation, say so, and seek the information or help that you need. Practice not getting defensive when discriminatory attitudes or behaviors are pointed out to you.

ACTIVELY LISTEN TO AND LEARN FROM OTHERS' EXPERIENCES. Don't minimize, trivialize, or deny people's concerns. Make an effort to see situations through their eyes.

USE LANGUAGE AND BEHAVIOR THAT IS NON-BIASED AND INCLUSIVE of all people regardless of race, ethnicity, sex, disabilities, sexual orientation, class, age, religion, or other identities.

PROVIDE ACCURATE INFORMATION to challenge stereotypes and biases. Take responsibility for educating yourself about your own and other's cultures. Do not expect people from different backgrounds to always educate you about their culture, history, or to explain racism or sexism

to you. People are more willing to share when you take an active role and the learning is mutual.

ACKNOWLEDGE DIVERSITY AND AVOID pretending not to see our rich human differences. Acknowledging obvious differences is not the problem, but placing negative value judgments on those differences is! Stereotypes about those differences are always hurtful because they generalize, limit, and deny people's full humanity.

BE AWARE OF YOUR OWN HESITANCIES TO INTERVENE in these kinds of situations. Confront your own fears about interrupting discrimination, set your priorities, and take action. Develop "responsibility" (the ability to respond).

PROJECT A FEELING OF UNDERSTANDING, LOVE, AND SUPPORT when confronting individuals. Without preaching, state how you feel and firmly address the hurtful behavior or attitude while supporting the dignity of the person. Be non-judgmental but know the bottom line. Issues of human dignity, justice, and safety are non-negotiable.

ESTABLISH STANDARDS OF RESPONSIBILITY AND BEHAVIOR and hold yourself and others accountable. Demonstrate your personal and organizational commitment in practices, policies, and procedures, both formal and informal. Maintain high expectations for all people.

BE A LEADER AND A ROLE MODEL and be willing to take the risks that leadership demands. Reflect and practice anti-bias, multicultural values in all aspects of your life. Demonstrate that you respect and value the knowledge, talents, and diversity of all people.

WORK COLLECTIVELY WITH OTHERS AND SUPPORT EFFORTS that combat prejudice, harassment, discrimination, exclusion, and oppression in all its forms. Social change is a long term process and it's easy to get discouraged but together we have the strength and vision to make a difference.



Transformation for a Better Future

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Diversity Calendar

March 2008

Women's History Month

- 2nd *Carnival Sunday* – Orthodox Christian. The last day of meat-eating before the Holy Pascha.
Baha'i Fast – Baha'i. Lasts from the 2nd to 20th. Observed sunrise to sunset.
- 3rd *Hinamatsuri* – Japan. Doll Festival. Families display 15 dolls representing the emperor and empress and their court.
- 4th *Casimir Pulaski Day* – Poland, U.S. Honors birthday of the patriot soldier who fought against foreign intervention.
- 6th *Maha Shivaratri* – Hindu. Honors Lord Shiva.
- 8th *International Working Women's Day*. Int'l. Acknowledges contributions made by working women.
- 10th *Great Lent Day* – Eastern Orthodox Christian.
- 16th *Palm Sunday* – Christian. Marks the beginning of the Christian Holy Week.
Hamaspahmaedem Gahambar - Zorostiran.
- 17th *St. Patrick's Day* – Ireland, U.S. Remembers the patron saint of Ireland who converted the island to Christianity in 432 C.E.
- 18th *Charshanbesuri* – Iran. Celebrates the return of the guardian angels to earth.
- 19th *Mawlid al-Nabi* – Islam (sundown). Honors the prophet Muhammad's birthday ca. 570.
- 20th *Purim* – Jewish. (sundown) Celebrates rescue of Jews of ancient Persia from a plot to destroy them.
- 21th *Good Friday* – Christian. Ends the Lenten season and commemorates the crucifixion of Jesus Christ.
Benito Juarez's Birthday – Mexico. Celebrates the birth of the first Mexican president of Indian descent.
Noruz – Iran (sundown). New Year festival celebration, originates from Zoroastrian Persia.
- 22th *Holi* - Hindu, Sikh. Festival of Color. Celebrates the life of Sri Krishna.
- 23rd *Easter* – Christian. Celebrates the resurrection of Jesus Christ.
- 24th *Annunciation* – Orthodox Christian (sundown). Remembers the visit of Archangel Gabriel to Mary of Nazareth announcing God's wish for her to become a Virgin Mother of the Messiah.

April 2006

Celebrate Diversity Month

- 1st *All Fools Day* – International.
- 6th *Anniversary of the Founding of the Church* – Church of Jesus Christ of Latter Day Saints.
- 8th *Buddha's Birthday* – Buddhist.
- 13th *Buddhist New Year* – Buddhist.
Vaisakhi – Hindu, Jain, Sikh. First day of the Hindu New Year. Birthday of the Sikh nation.
- 14th *Ramnavami* – Hindu. Honors birth of Rama.
- 19th *Passover* – Jewish (sundown). Eight day festival marking the liberation of the Israelites from bondage in Egypt.

April 2008—Continued

- 20th *Festival of Ridvan* - Baha'i (sundown). Commemorates the 12-day period of formal declaration of Baha'ullah to His family and followers in a garden outside Baghdad, Iraq.
Palm Sunday – Eastern Orthodox Christian.
- 22nd *Earth Day* – U.S. Calls attention to pollution and the need to conserve natural resources.
- 23rd *Administrative Professionals Day* – U. S.
- 24th *Gathering of Nations Powwow* - U.S. Native American. A three-day celebration bringing over 500 tribes to Albuquerque, New Mexico.
Great and Holy Friday – Orthodox Christian (sundown). Day of Jesus' crucifixion.
- 25th *Good Friday* – Coptic and Eastern Orthodox Christian.
National Arbor Day – U.S.
National Day of Silence – Gay & Lesbian. Day to protest discrimination and harassment against the LBGT community.
- 27th *Easter* – Coptic and Eastern Orthodox.
Freedom Day – South Africa. Commemorates the day in 1994 when all people were allowed to vote regardless of race or heritage.
- 29th *Showa-no-Hi* – Japan. Commemorates the birth of Emperor Hirohito Michi-no-Miya.

May 2008

Asian Pacific American Heritage Month

- 1st *Ascension Day* – Christian. Celebrates the ascent of Jesus into Heaven.
- 2nd *Yom Ha-Shoah* – Jewish. Holocaust Day.
- 5th *Cinco de Mayo* – Mexico, U.S. – In U.S. a day for citizens of Mexican heritage to celebrate their ancestry.
Kodomo-no-Hi – Japan. Children's Day.
- 8th *Yom ha'Atzma'ut* – Jewish. Commemorates the formation of independent state of Israel, 1948.
- 10th *Golden Spike Day* – Asian American. Marks the day the last spike was driven into the Transcontinental Railroad. Recognizes the contribution of Chinese immigrant laborers.
- 11th *Mother's Day* – U.S.
Pentecost – Christian. Celebrates the descent of the Holy Spirit upon the Apostles following the Ascension of Jesus.
- 18th *Trinity Sunday* – Christian. Celebrates that God is a Trinity of persons: Father, Son, Holy Spirit.
- 19th *Vesak* – Buddhist. Celebrates the birth, death, and enlightenment of Buddha.
- 22nd *Corpus Christi* – Anglican Christian.
- 23rd *Declaration of the Bab* – Baha'i.
- 25th *Corpus Christi* – Catholic Christian.
- 28th *Ascension of Baha'u'llah* – Baha'i. Anniversary of the death of Baha'u'llah, the Prophet Founder of the Baha'i Faith.

Diversity Activity—May is Asian Pacific American Heritage Month. Test Your Knowledge

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3											4			5				
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		7				8												
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		10														11		
								12										
			13															
		14																

Across

- 3. Used instead of knives and forks
- 5. The Great Wall of...
- 6. Capitol of Thailand
- 8. Land of the Rising Sun
- 10. Traditional Japanese dress
- 11. A popular beverage
- 12. Person-drawn cart
- 13. Traditional Indian dress
- 14. Instead of a hand shake

Down

- 1. Leader of North Korea
- 2. Traditional Korean dress
- 3. Fancy writing
- 4. Hill tribes of Laos
- 7. Capitol of Japan
- 9. Warrior
- 13. Capitol of South Korea

Across: 3. Chopstick, 5. China, 6. Bangkok, 8. Japan, 10. Kimono, 11. Tea, 12. Rickshaw, 13. Sari
Down: 1. Kim Jung-Il, 2. Hambok, 3. Calligraphy, 4. Hilltribe, 7. Tokyo, 9. Samurai, 13. Seoul

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