



Diversity

It's about all of us.



Goals & Objectives

Raise awareness of diversity.

Respect & value differences.

Introduce the Four-Step M.E.E.T. Model.

Improve relations with fellow team members.

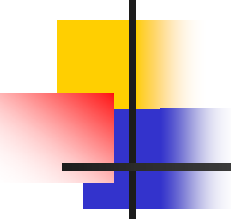
Detail the changing dynamics of our total community.

Recognizing signs of stereotypes and prejudice.

Take responsibility for any negative, insensitive or inappropriate behavior, including comments, related to diversity matters in the workplace.

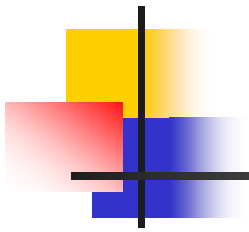
Examining biases.

Establishing trust on a Diverse Team.



“We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.”

Jimmy Carter



In an inclusive organization, each person's resources and contributions are recognized, respected, and used in service to the organization's goals; it is a place where people feel valued, respected, heard, and where people are fully able to contribute.

Adapted from Richard Friend & Assoc. (2002)



What is Diversity?

Is it color?

Is it race?

Is it religion or ethnicity?

Is it gender or age?

Is it geography or lifestyle?

Is it education?

Is it experience and occupation?

Is it function and departments?



What is Diversity?

It is all of these.



What is Diversity?

It is reality.



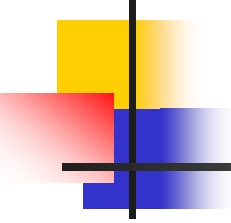
What is Diversity?

It is opportunity to learn and to grow.

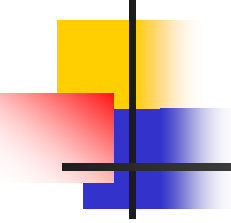


Diversity

“ The collection of similarities and differences that we carry with us at all times based on characteristics we were born with, experiences we have had, and choices we have made.” In this context, everyone is diverse.



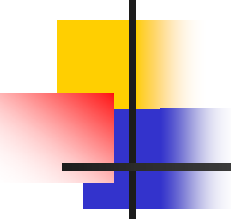
Getting to know people is how we discover what makes them unique as individuals.



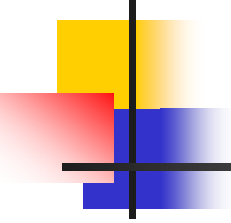
Recognizing that uniqueness – or their diversity – helps us draw on everyone's talent, strengths, and enthusiasm to produce the best possible outcome on a project or a task.



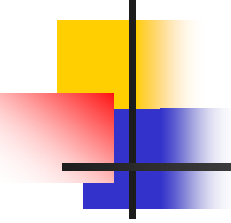
By 2008, 70% of new labor force entrants will be women and minorities.



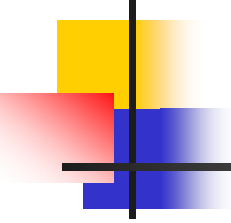
By 2010, over 1/3 of the U.S.
workforce will be non-caucasian.



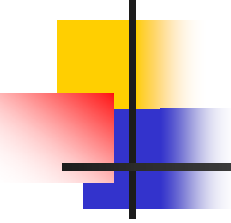
Behaviors and beliefs, once thought to be insignificant or irrelevant in business, have become major considerations.



A common assumption is that people and businesses are the same all over. This really means that we think that people and businesses all over are “just like us.”

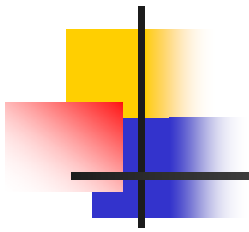


In reality, people have different thought patterns, work ethics, business philosophies, beliefs, personal histories, cultural traditions, and values that actively shape behavior and priorities at home and in the workplace.



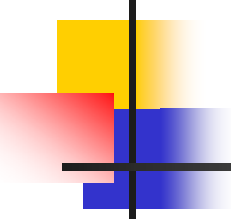
“It is a great shock at the age of five or six to find that in a world of Gary Coopers you are the Indian.”

James Baldwin



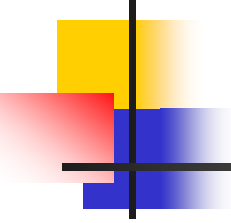
“We send missionaries to China so the Chinese can get to heaven, but we won’t let them into our country.”

Pearl S. Buck



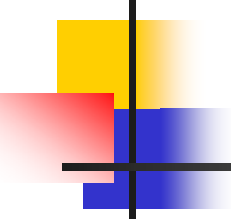
“We aren’t what we ought to be, we aren’t what we should be, we aren’t even what we could be, but thank God we’re not what we were.”

Martin Luther King, Jr.



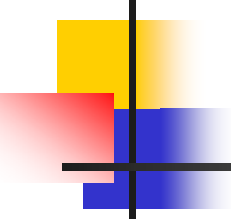
“Diversity is the one true thing we all have in common. Celebrate it every day.”

Anonymous



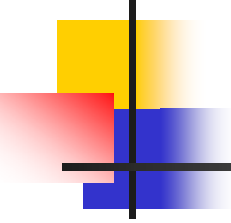
“Diversity: the art of thinking
independently together.”

Malcolm S. Forbes



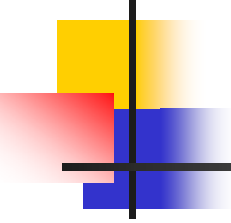
“Everybody can be great... because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love.”

Martin Luther King, Jr.



“For those who have seen the earth from space, and for the hundreds and perhaps thousands more who will, the experience most certainly changes your perspective. The things that we share in our world are far more valuable than those which divide us.”

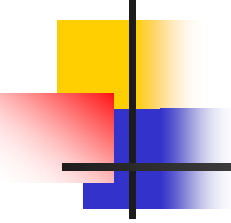
Donald Williams



Culture is the way of life of a given society, passed down from one generation to the next through learning and experience.



Culture is many-layered and complex. Its components include patterns of values, beliefs, communication, language, definitions of family, gender roles, personal space, status, traditions, holidays, and more. Our cultural identities form as we experience membership in groups or societies including ethnicity, nationality, family lineage, sexual orientation, religion, sports, special interest, profession, employer, disability, age, and gender to mention a few.



Inclusion can be defined as the process of ensuring that people feel included and valued in an organization or a community.



M.E.E.T. on Common Ground

Make Time to Discuss

- Communicate your need to M.E.E.T.
- Suggest a time and place
- Use a courteous and considerate tone
- Prepare a 30-second description of the situation

Explore Differences

- Explain the problem, situation, need, or concern from your perspective
- Invite the other person's perspective
- Reframe your statement to include the other side

Encourage Respect

- Demonstrate consideration for the other person's point of view
- Use "open door" communication styles
- Listen "loudly"
- Stay in the present

Take Responsibility

- State what you need and your willingness to help the other person with what they need
- Establish alternatives and follow-up
- Reach agreement
- End on a positive note



Moving Beyond Stereotypes, Biases and Assumptions

Here are some ideas for moving beyond stereotyping, biases, and assumptions and improving communication and teamwork.

- Recognize when stereotypes are operating.
- Avoid using language or telling jokes that could be interpreted as being sexist, racist, or demeaning to someone's national origin or religious beliefs or customs.
- Seeks facts and actively look for information that disputes stereotypes.



Moving Beyond Stereotypes, Biases and Assumptions Continued

- Separate individuals from their group and avoid making assumptions.
- Take a strong positive stand with people of your own race, sex or background by letting them know that negative, cultural stereotyping is destructive in our society.
- A cultural difference can get in the way of clarity. Work hard to make sure you communicate with, and understand, each other.
- If a new employee, get to know the skills and capabilities of the individual.



Moving Beyond Stereotypes, Biases and Assumptions Continued

- Gain knowledge of other cultures' behavioral norms that may lead to misunderstandings.
- Establish strong personal connections with individuals from backgrounds different than your own. Broaden your inner circle of friends.
- Acknowledge your own "screen" regarding biases and stereotypes.
- Check your shoulders. Any "chips" there that need not be?
- Step into the other person's shoes.



Where Do We Go From Here?

- Renewed Awareness of Diversity
- Open Communications
- Understanding & Valuing Differences
- Use of the M.E.E.T. Model
- Follow-up Training