

Diversity and Sensitivity



Professional Learning



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What Exactly is Diversity ?

Diversity refers to all the ways that individuals are unique and differ from one another.



Diversity Involves

- Recognizing our similarities
- Recognizing our unique differences
- Attracting people of all backgrounds
- Creating an environment where all can succeed
- Acting to promote diversity

Elements of Diversity

- Age
- Gender
- Ethnicity
- Race
- Physical Ability
- Sexual Orientation
- Physical Characteristics
- Income
- Education
- Martial Status
- Religious Beliefs
- Geographic Location
- Parental Status
- Personality Type

Approaches to Diversity

- **The Golden Rule**
 - 1960s, assimilation, "stop treating people badly"
- **Right the Wrongs**
 - 1970s, affirmation action, created "us versus them"
- **Value Differences**
 - Year 2000 and beyond, diversity is an asset

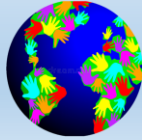
IN THE PAST....

The US was called "the melting pot". Customs and cultures from many lands were expected to blend together like ingredients in a cream soup.

Discussion:
What happened as a result of everyone "blending together" ?

TODAY...

The US has been compared to a "quilt/tapestry" which includes a variety of textures, colors and shapes.



TODAY...

According to the Census Bureau, the U.S. is the only nation in the world where virtually every group represented has its origin in another country.



What is Culture?



- Culture is the total of everything an individual learns by growing up in a particular environment (history, values, patterns of behavior, etc.).
- “Everything you do that enables you to identify with people who are like you and that distinguishes you from people who are different from you.” (Nuri, Robins, and Terrell, 2003)

Directions

Don't read the words, say the colors quickly in the order in which they are printed.



Although we see both the color and the meaning of each word, experience has taught us to pay more attention to the meaning.

James R. Stroop called this the "interference effect."

• Talk at the table:

- Have you ever been the subject of a negative reaction based only on your membership in a group
- How about a positive reaction for the same reason
- Why do people have negative stereotypes about others?



PREJUDICE

Generalized attitude towards members of a group.

STEREOTYPE

Generalized belief about members of a group.

DISCRIMINATION

Behaviors directed towards people on the basis of their group membership.

PREJUDICE, STEREOTYPE & DISCRIMINATION

- Prejudice is learned.

Agree or disagree?

STEREOTYPE.....

- It involves generalizations about "typical" characteristics of members of the groups.



Do your beliefs reflect stereotype?

DANGER OF FIRST IMPRESSIONS

- We make decisions about people every day
- Our first impressions can:
 - Influence our working relationships
 - Be affected by stereotypes of which we are not aware

- We mistakenly believe that:
 - All people **like us on the surface** are **similar** in all other ways.
 - All people who are **unlike us on the surface** are **different** in all other ways.
- We view others through lens of group stereotype

•How are our first impressions of others formed?

Picture Activity:



VIEWS ARE LIKE ICEBREAKERS

•Just as 90% of an iceberg is out of sight, very little can be determined about a person based on their appearance. Stereotypes are opinions based on their appearance.

WHAT IS RACISM?

•The belief that members of a race share a set of characteristics traits, abilities or qualities, that traits of personality, intellect, morality and other cultural behavior characteristics are inherited and that this inheritance means that races can be ranked as innately superior or inferior to others.

DISCRIMINATION

What is it?

When a person is harassed or treated arbitrarily or differently because of their membership in a “protected class”. A protected class is a group of people who share common characteristics and are protected from discrimination and harassment by federal, state and/or local laws.

ACCORDING TO THE LAW, WHAT ARE PROTECTED CLASSES?

- Race
- Color
- Gender (Including sexual harassment)
- Religion
- Ancestry
- National Origin
- Martial Status
- Familial Status (in cases of housing discrimination only)
- Age
- Sexual Orientation
- Disability Status (actual, regarded as having, and/or record of having a disability)

Cultural Sensitivity

- The ability to be open to learning about and accepting of different cultural groups.
- “If we are aware of our biases, we can correct them-as when driving a car that drifts to the right, we steer left to go where we intend.”
-Mahzarin Banaji

KEYS TO WORKING WELL W/OTHERS

- Communicating openly
- Listening
- Establishing respect and understanding
- Discussing issues as they arise

No only can't we judge a book by its cover, we recognize that some books have had their covers, torn off, some are written in a foreign language, and some might contain ideas with which we don't agree.

(Please share your thoughts with the presenter)

Recognize, accommodate and **value** ALL of your **students/co-workers** for what they represent and what they have to offer. Be **positive** and **proactive** in this endeavor.

TALENT COMES IN ALL SHAPES AND SIZES



.....AND IT ALSO COMES IN DIFFERENT CONTAINERS!



PARADIGM SHIFT

- The next time you are in a situation with some number of an out-group, take 2 minutes to:
 - Take their perspective
 - See if you can image how they see the situation differently from you and what aspects they might be concentrating on.

- So how do we get there?
- How do we appreciate others & then communicate that acceptance?



TEN WAYS TO RESPECT DIVERSITY AND APPRECIATE OUR COMMON HERITAGE

1. **Develop** and **understanding of cultures** other than your own.
2. **Notice** people's **similarities**, not their difference.
3. **Respect** the **opinions** and **rights** of everyone.
4. **Understand** how **stereotypes** can be harmful.
5. Treat others the way you would like to be treated.
6. Try to put yourself in another's shoes to understand **his** or **her** viewpoint.
7. **Don't put others down** because of their differences.
8. Include **everyone** in your activities.
9. Remember **everyone** is **special** and has unique qualities.
10. Make a difference by keeping an **open mind** and **heart**.
