

Diversity Equity Inclusion in the Workplace

Inclusion:

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

Diversity:

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

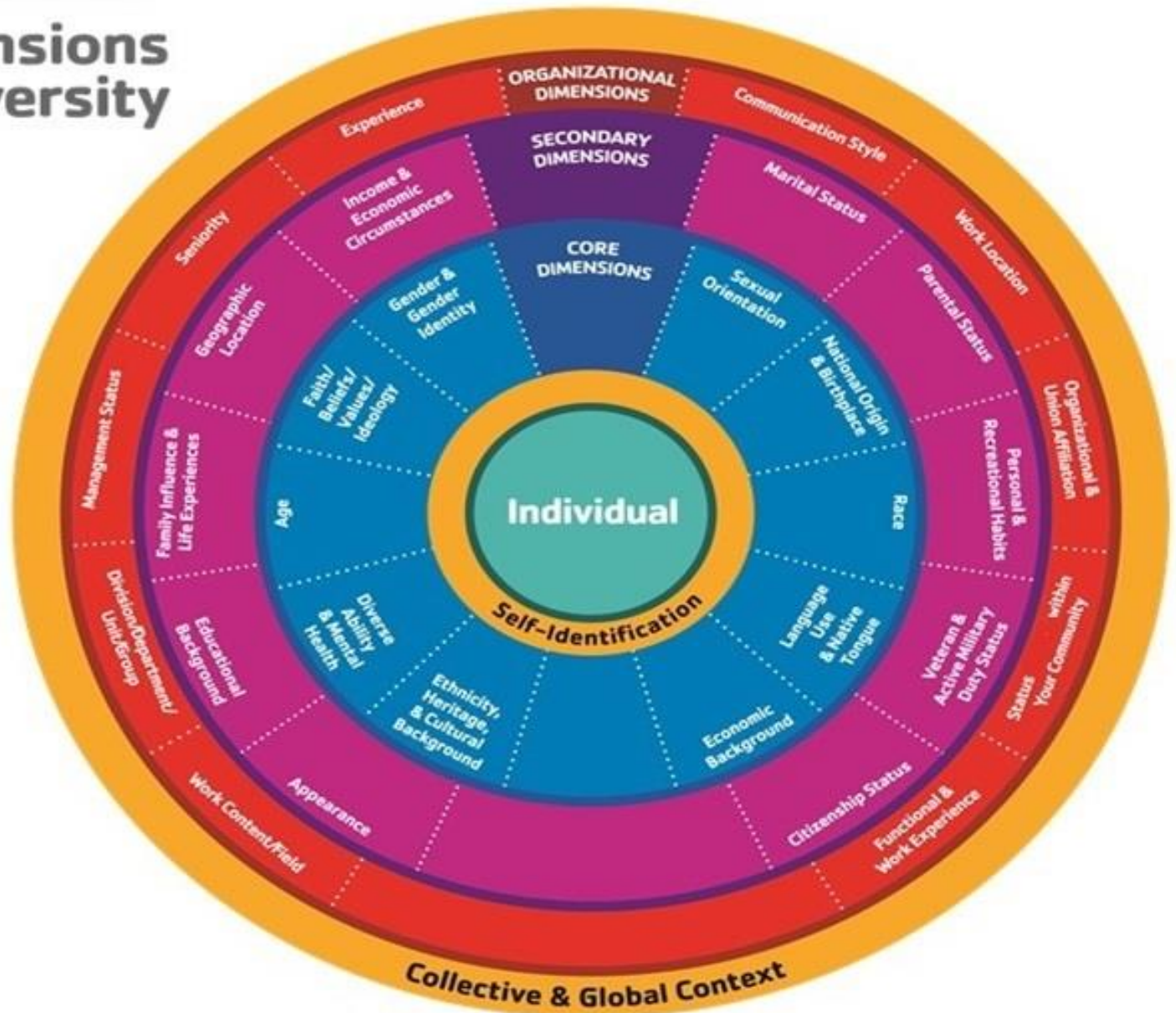
These practices relate in the workplace in most every relationship: with co-workers, with supervisors/staff, with Clients, with the public in general.

By far the most frequent issues in a workplace are based on communication, and these principles will help prevent the vast majority of those issues before they even arise.

How do we do it? Practice of tangible inclusion initiatives. *(handout)*

Perception Vs. Intention *(handout)*

Dimensions of Diversity



Historical Background

Personal culture influenced by the historical nature of the person's country of origin

Influence of colonialism on worldview

Relationship between country of origin and the USA

Faith / Spirituality / Secularism

Recognizing and respecting religions and faiths.

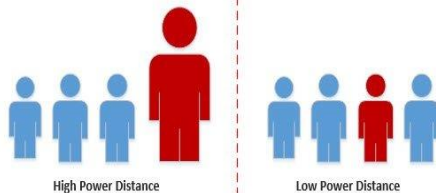
Generational Aspects

Period of time when people are born, grow up and have children of their own.

People born within a given period of years.

Generations/age influence the practice of symbols, heroes, rituals and values.

Power Distance

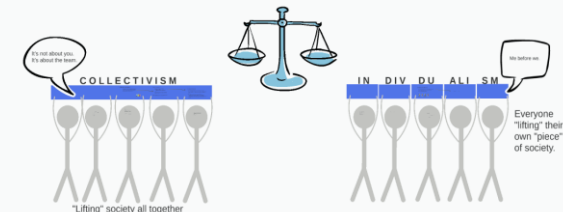


Relationship equity vs. formal and economic status

Cultural Lenses

additional influences on perception of behavior and societies

[Collectivism VS. Individualism]



Individualism: Social ties between individuals are loose. Collectivism: Integrated into and loyal to strong, cohesive groups

By Kiley Carson

* COOPERATION VS. COMPETITION



Weak

Strong



A society's tolerance for uncertainty

UNCERTAINTY AVOIDANCE

Time Orientation

Long-term orientation encourages thrift, savings, perseverance toward results, and a willingness to subordinate oneself for a purpose.

Short-term orientation is consistent with spending to keep up with social pressure, less savings, preference for quick results, and a concern with saving face.

Any Questions?



Statement	Understanding 1	Understanding 2	Understanding 3	Understanding 4
I hear what you say	I disagree with you	I understand what you just said before	I understand	I understand don't have to repeat
With the greatest respect	I disagree	I respect you and what you do/feel...	I do not mean to offend but that's bullshit	I have my say too
That's not bad	Quite good	That is ok	It's quite good	I don't like it
That's a very brave proposal	Very stupid, you're crazy, not a good idea	That is ok, but maybe we have to think about it again	Something I wouldn't do	Can you do it?
Quite good	Ok, not great, not as good as it could be	It's alright	very good?	I don't like it
I would suggest	I'm telling you, do it my way	Let me make a proposal	You better take my advice	Try another way
Oh, incidentally/ by the way	An important matter I wish to address	Changing the topic...	this is the main idea	I have another idea
I was a bit disappointed that	I was annoyed, very disappointed	I didn't like that/ I disapprove (but don't want to tell it openly)	very upset	Why don't you listen to me
Very interesting	A bit boring or that's rubbish	The person is interested in what I'm telling	not feasible	I know that you idiot!
I'll bear it in mind	I'll totally ignore it I won't do it	The person will remember it when it becomes actual again	will try to remember	I don't care what you think
I'm sure it's my fault	It's your fault but I'm the bigger person	It's not the speakers fault, but maybe mine? (depending on context)	and yours too	It's your fault
You must come for dinner	You'll never get an invite	I'm invited for dinner sometime which we still have to agree upon	must come for dinner	Not for real
I almost agree	I disagree	I don't agree, some little things have to be changed in order to agree	except that I don't	Totally disagree
I only have a few minor comments	Sit down, this is going to take a while	There are some things which need to be changed	very major comments	Change the whole thing
Could we consider some other options	Your option is rubbish	What you propose is not good enough.	We MUST consider other options (the current option is horrible)	This doesn't work
Take your time	Hurry up Don't bother me with it	Relax and take your time to finish the taks.	hurry up!	Come on!!
Aww...bless	Condescending, you ignorant fool	Finally it is accomplished/over.	that's sweet...god bless! Or it could mean good riddance	Thank you