

Diversity

NC-IPMA 2012 Spring Conference

March 28-30, 2012

Wilmington, NC

**“A Workplace Can Only Be Diverse If The
People Who Work There Can Be Themselves”**

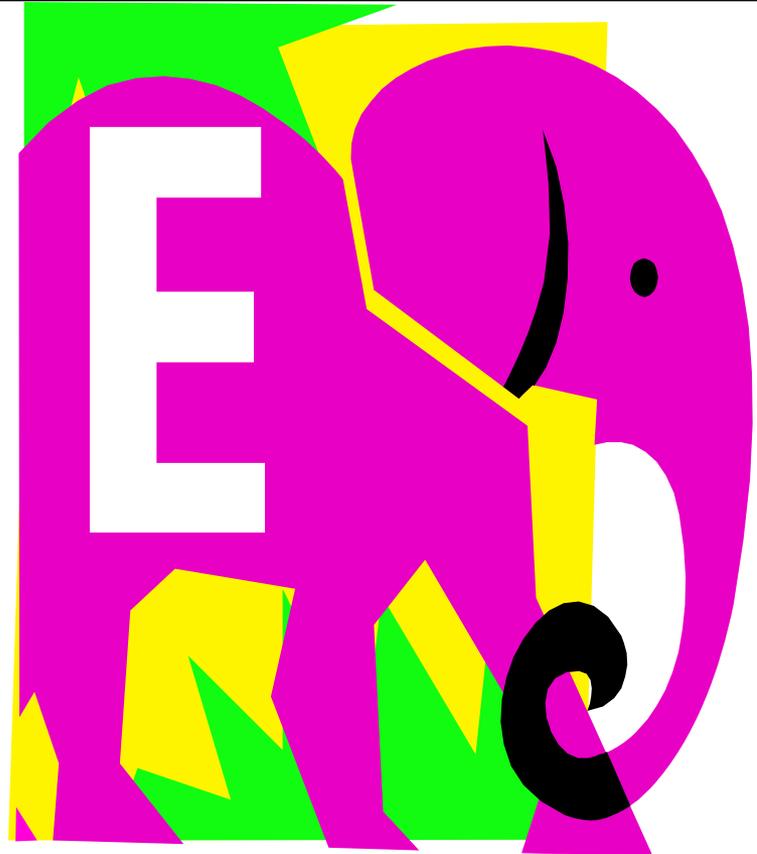


The Pink Elephant in the Room

“This diversity session is about coming together to address one of the pink elephants in our rooms: diversity ; and becoming more culturally competent. If we see diversity as a barrier to how we treat each other and value each other’s humanity, then it should have no place in our workplaces and our dealings with one another.

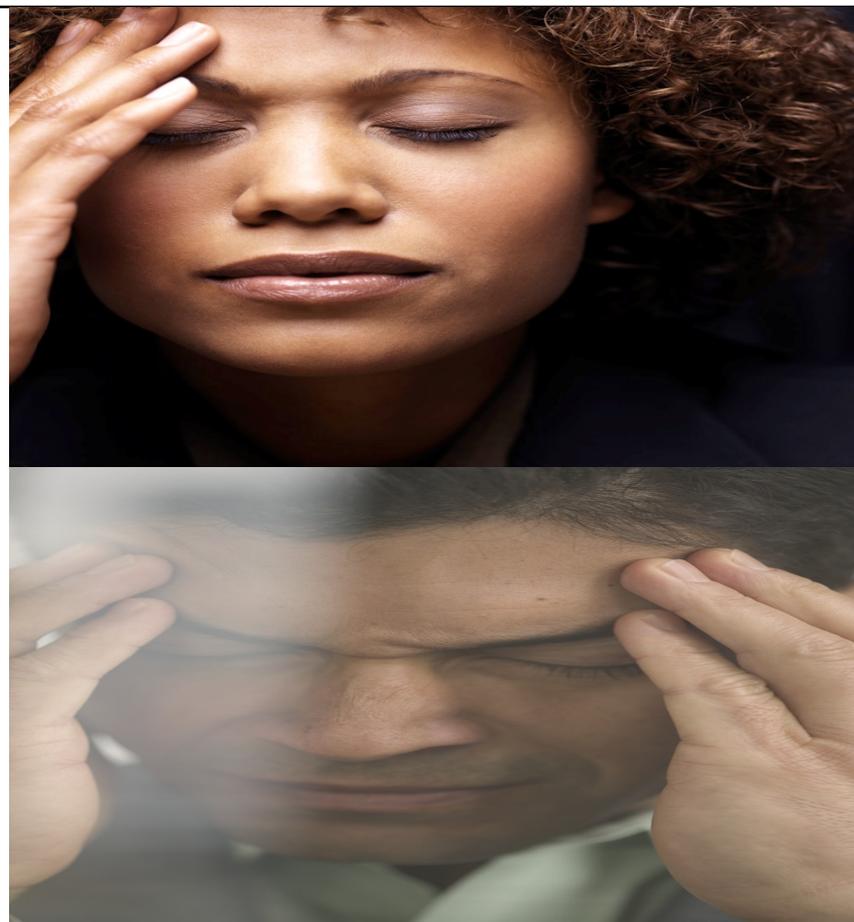
We should be committed to creating space where we value and respect each other based upon our individual contributions to our world. No one should feel less than; or that they are not valued or respected because of their race, color, ethnicity, age, sexual orientation or what makes them different. After all, I believe that we all are meant to be here together.”

Willie Ratchford, Executive Director, CM-CRC



Race and Racism – What It Feels Like

The objective of this activity is for each participant to look at what values are important to him/her; shaped his/her point of view, and how the inner conflicts between those values might shape their point of view on race, ethnicity, diversity and inclusion. In the activity, you will choose between your values, which simulate the discomfort of racism and discrimination.



You And Your Mask

“A Workplace Can Only Be Diverse If The People Who Work There Can Be Themselves”



When you left for work this morning, what did you leave behind?

- Your opinion?
- Your background?
- Your earring?
- Your native language?
- Your doubts?
- Your children?
- Your secrets?
- Your real hairstyle?
- Your race?
- Your politics?
- Your ethnicity?
- Your gender?
- Your sexual orientation?
- Your personality?
- Your uniqueness?
- Your ideas?
- Yourself?

March 2005 Edition of Diversity, Incorporated



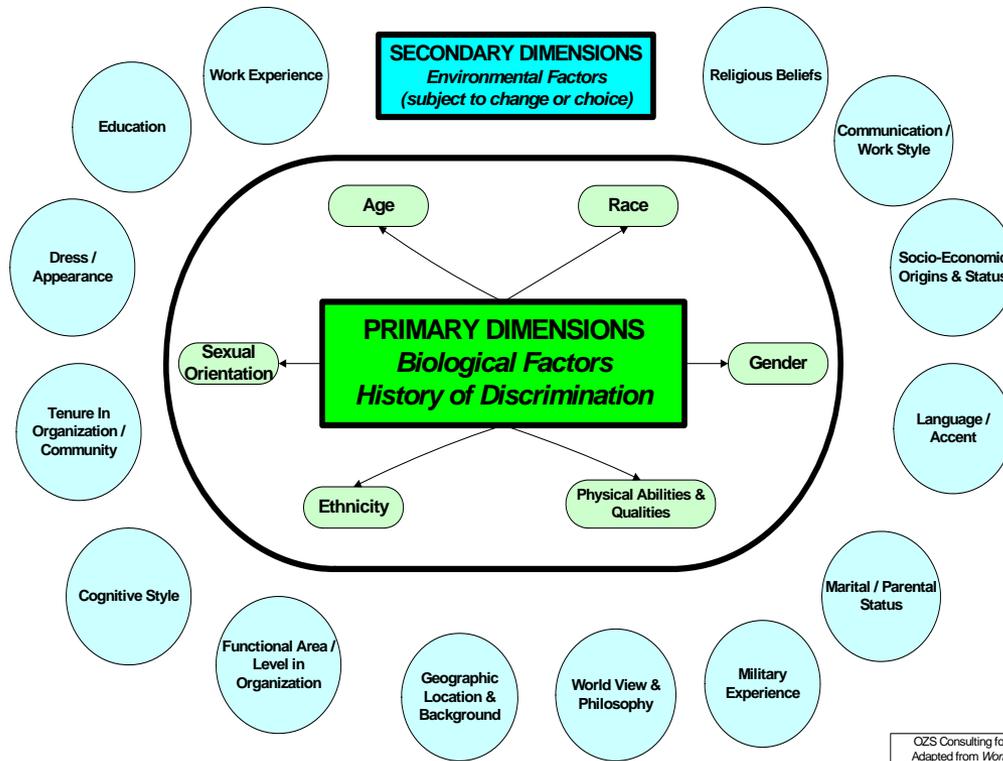
Diversity Defined

“Diversity, generally understood and embraced, is not casual liberal tolerance of anything and everything not yourself. It is not polite accommodation. Instead, diversity is, in action, the sometimes-painful awareness that other people, other races, other voices, other habits of mind, have as much integrity of being, as much claim upon the world, as you do. No one has an obligation greater than your own to change, or yield, or to assimilate into the mass. The irreconcilable is as much a part of social life as the congenial. Being strong in life is being strong amid differences while accepting the fact that your own self can be a considerable imposition upon everyone you meet. I urge you to consider your own oddity before you are troubled or offended by that of others. And I urge you, amid all the differences present to the eye and mind, to reach out and create the bonds that will sustain the commonwealth that will protect us all. We are meant to be together.”

William M. Chance in the Language of Action (Wesleyan LXII, #2, Fall 1989, p.36),

Dimensions of Diversity

DIMENSIONS OF DIVERSITY



Primary Dimensions – qualities you are born with and have no control – biological factors with a history of discrimination

Secondary Dimensions – qualities over which you have some control – environmental factors subject to change or choice



Diversity & Inclusion

What it is:

- ❑ About demographics
- ❑ Good business
- ❑ Values
- ❑ Behavior
- ❑ Removing obstacles
- ❑ Mosaic, not a melting pot
- ❑ Long-term journey

What it is not:

- ❑ Buzz words
- ❑ An us versus them mentality
- ❑ Blame game
- ❑ Affirmative action
- ❑ White male bashing
- ❑ Political correctness
- ❑ Special treatment

Components of Diversity

Race

Gender / Sexual Orientation

Age

Ethnicity

Physical abilities

Religious beliefs

Socio-economic status

DSS employee

DSS client

Other





Benefits of a Dialogue on Diversity

- Helps people of all races / ethnicities learn more about one another
- Promotes communication between various racial and ethnic groups
- Makes communication more effective
- Helps us become aware of how we think and feel about people who may not look like us
- Helps us to question and evaluate assumptions about people of different racial and ethnic backgrounds
- Explores how perceptions, assumptions and stereotypes impact diversity relations
- Helps develop a sense of awareness and understanding of differences and similarities among people of different races
- Puts us in a better position to manage any conflict which may result from differences
- Promotes contact with individuals of other races and ethnic groups
- Helps us understand that respect is key to understanding and appreciating diversity

Past Experiences

Personal Reflections / Sharing Personal Stories:

- What significant or key experiences have you had in which you've felt different? And/or been discriminated against?
- How have these experiences shaped your personal views and philosophy about race, ethnicity, **diversity** and inclusion?
- How do your personal views and philosophy about race, ethnicity, **diversity** and inclusion affect your working relationships with co-workers and clients?



Identity Groups

- What is it like to be a member of this group? Challenges? Advantages? Disadvantages?**
- What perceptions, assumptions, and/or stereotypes do you think others have about your group?**
- What do you want others to know about your group?**
- What one question do you want to ask others in the other group?**

Organizational Diversity & Inclusion Expectations

Department Heads:

Be a visible champion by communicating and promoting the benefits of diversity and inclusion for Your organization

Ensure all policies, processes and procedures support the organization's commitment to diversity and inclusion

Promote and celebrate workplace diversity and inclusion successes



Organizational Diversity & Inclusion Expectations

Supervisors & Managers:

Lead by example, demonstrate a genuine commitment to workplace diversity and inclusion

Seek a diverse range of views on issues

Learn about people you work with, get to know their skills, knowledge and background

Actively encourage staff to contribute their ideas and provide opportunities for them to do so

Identify and address barriers to diversity and inclusion

Support staff in balancing their work and personal lives



Organizational Diversity & Inclusion Expectations

Employees:

Be aware of how past experiences, personal values and biases affect working relationships

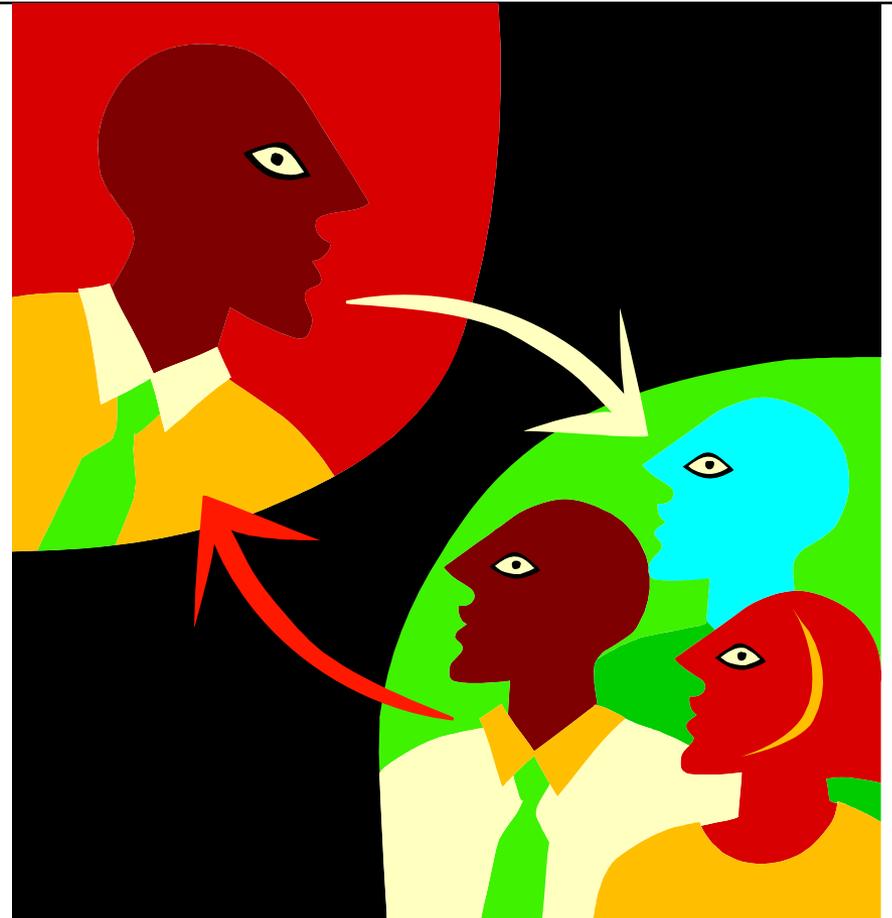
Treat others with respect and dignity

Work to build an inclusive environment in which all employees can fully participate

Be open to learn about others

Contribute ideas and draw on each others skills, knowledge and backgrounds

Recognize and challenge harassment, discrimination and culturally biased behavior



Diversity Philosophy – Its About Service

“We believe that diversity contributes to our performance, the services we provide, the communities in which we live and work, and the lives of our employees and customers.”



Diversity Philosophy – Inclusion & Respect



“By promoting an inclusive environment where everyone respects individuals and values contributions of people of different backgrounds, experiences, and perspectives, we can enrich and strengthen the quality of the products and services we deliver.”

Evaluation

Participants

I found this session:

- Very valuable
- Valuable
- Not valuable
- No response

One thing I'm considering doing in response to participation in this session is:

I am leaving this training:

- More hopeful
- Less hopeful
- Not sure



“No one of us is as good as all of us.”