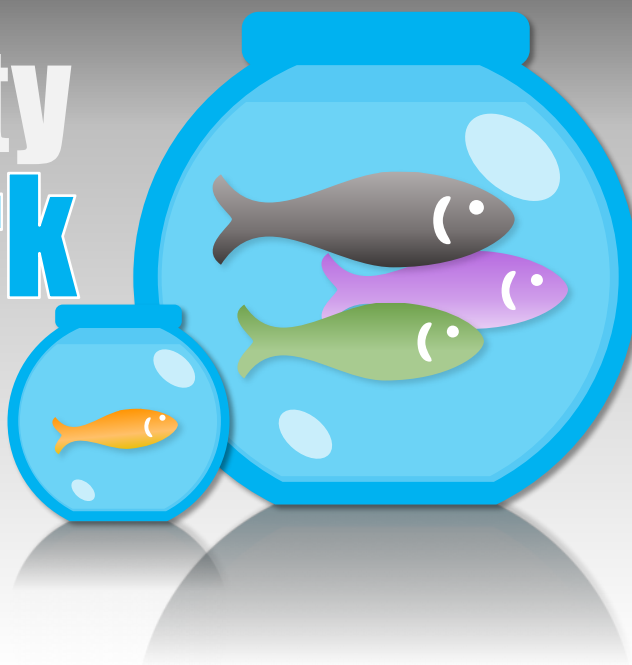


Diversity At Work



The Guessing Game

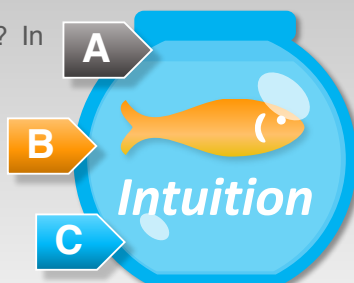
What conclusions can you draw about me just by looking at me?

How do our minds jump to conclusions?

Do I have a degree? In What?

Where did I grow up?

What activities do I enjoy?



Best Guess

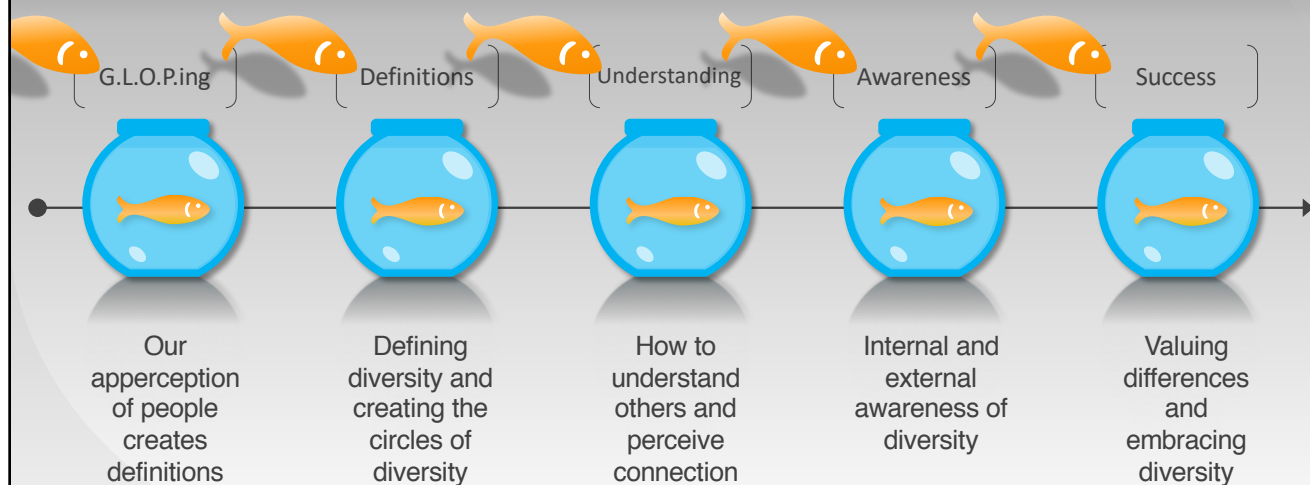
D What kind of car do I drive?

E What did my parents do?

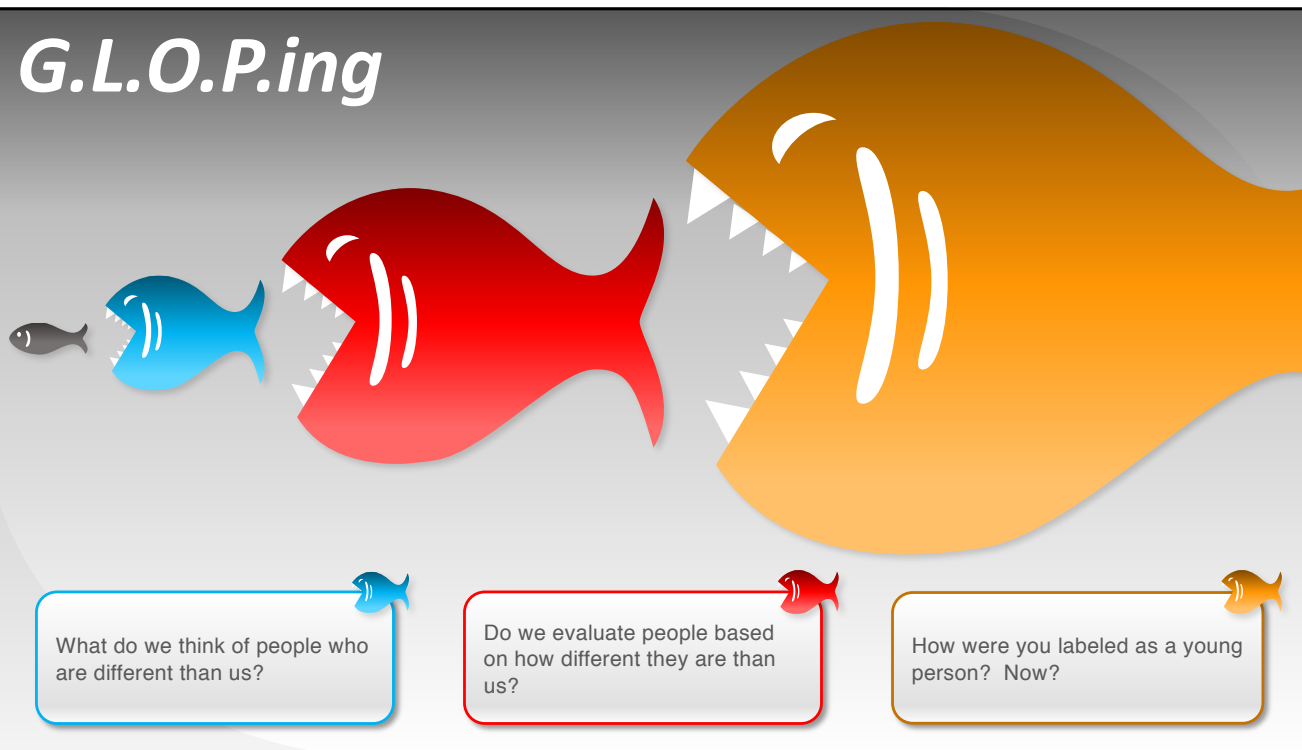
F What do I know about diversity?

Agenda

What we will cover today...



G.L.O.P.ing



Definitions

Here are a few definitions of diversity.

Embracing the differences that make our world whole.



Loving people for the content of their character rather than some external characteristic



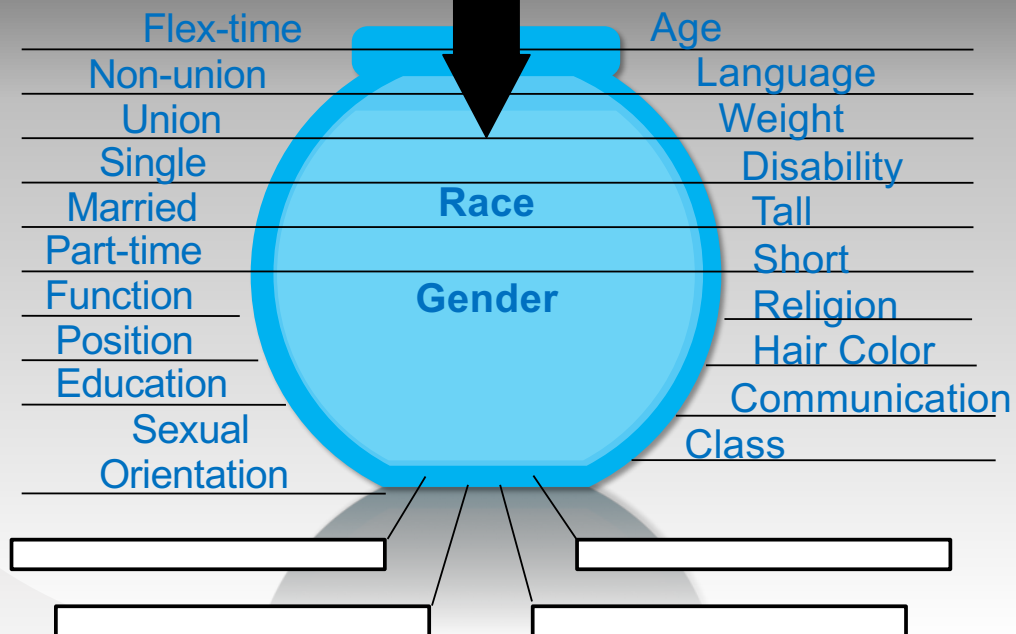
Being comfortable with who I am and hoping that each person I encounter is comfortable being themselves at all times



What other definition(s) of diversity can we think of?



Circle of Differences



Groundrules

The ground rules for embracing diversity...



Openness – Be open | Listen | Look for good in others



Self Control – Control your emotions | Respect other opinions |
Speak only for yourself



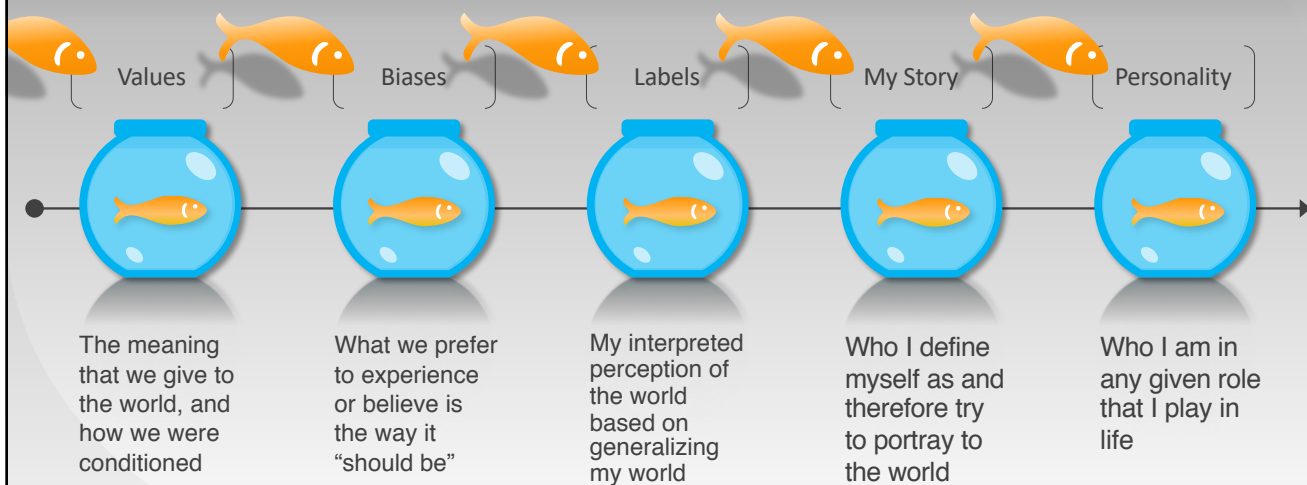
Contribute - Share respectfully | What is said here, stays here | Be open
and honest



Grow Together - Keep contributing | Learn from one another | Have fun
together and realize we are in this together

Perception

We experience both perception and apperception (our
filtered experiences)



The Cold Within

Author Unknown

Six humans trapped by happenstance
In black and bitter cold
Each one possessed a stick of wood,
Or so the story's told.

Their dying fire in need of logs,
The first woman held hers back
For the faces around the fire
She noticed one of them was black.

The next man looking cross the way
Saw one not of his church,
And couldn't bring himself to give
The first his stick of birch.

The third one sat in tattered clothes
He gave his coat a hitch.
Why should his log be put to use
To warm the idle rich?

The rich man just sat back and thought
Of the wealth he had in store
And how to keep what he had earned
From the lazy, shiftless poor.

The black man's face bespoke revenge
As the fire passed from his sight,
For all he saw in his stick of wood
Was a chance to spite the white.

And the last man of this forlorn group
Did naught except for gain.
Giving only to those who gave
Was how he played the game.

The logs held tight in death's still hands
Was proof of human sin.
They didn't die from the cold without
They died from the cold within.

My Commitment to Make a Difference

Each of us must accept responsibility for our individual working environment. As part of that responsibility, we need to be willing to take the actions necessary to make sure our surroundings allow us, and our co-workers, to contribute our very best to the organization.

In the future, I will think carefully about diversity and about what I can do to show I respect and value differences. I will begin using what I have learned today by:

1.

2.

3.

Choosing even one thing to do is okay.
Please make it something to which you feel
you can make an honest and sincere commitment.

