

*Issues of Diverse Backgrounds in the
Work Place*

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What is Diversity?

- **Dictionary def:**
 1. the state or fact of being diverse; difference; unlikeness.
 2. variety; multiformity.
 3. a point of difference.
- **What does diversity really mean?**
 - Race/ethnics
 - Nationality
 - Gender
 - Age
 - Discipline
 - Interest
- **Diversity is ubiquitous!**

Why is Diversity an Issue?

- **Difficult to communicate**
- **Different ways to do things**
- **Different opinions**
- **Different needs/interests**
- **Difficult to understand where the other person is coming from**

How Can Diversity Help?

- **Provide different perspectives**
- **Project needs different types of people**
 - Different talents
 - Different ways of thinking and doing things
- **Creativity needs different viewpoints**
- **Diversity can be more resourceful**

What Can We Do to Turn Diversity from a Problem to a Friend?

- **Embrace the differences**
- **Learn how to be in other people's shoes**
 - See from other people's view points
 - Think in ways how others think
 - So we can have mutual understanding
- **Learn how to communicate with people different from you**
 - How do we start talking to people who are different from us or we know nothing about?
 - » Learn how to be good at asking questions, find common interests
 - » Practice being a good listener, listen without judgements
- **Learn how not to have our own views/opinions color our lens**

Resources

- **Virginia Valian**