Dynamic of Diversity

Moving Beyond Tolerance

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Objectives

• Understand the negative effects of prejudice and sub-conscious discrimination.

• Know the steps leading to prejudice and sub-conscious discrimination.

• Appreciate the positive aspects of diversity in an organization.

• Learn the steps to move from tolerance to acceptance to respect.
Are the Red Lines Parallel?
Which White Circle is Really Bigger?
Which Line is Longer?
Which Vertical Line is Longer?
“A lot of people in our industry haven't had very diverse experiences. So they don't have enough dots to connect, and they end up with very linear solutions without a broad perspective on the problem. The broader one's understanding of the human experience, the better design we will have.”

Steve Jobs

“When there is no guidance a people fall; but in an abundance of counselors there is safety.”

“Iron sharpens iron and one man sharpens another.”

Solomon

“The dynamism of any diverse community depends not only on the diversity itself but on promoting a sense of belonging among those who formerly would have been considered and felt themselves outsiders.”

Sonia Sotomayor

“When all men think alike, no one thinks very much.”

Walter Lippmann

“The ultimate tragedy is not the oppression and cruelty by the bad people but the silence over that by the good people.”

Martin Luther King Jr.

“Do unto others, as you would have them do unto you.”

Jesus Christ
Power of Diversity

• Helps Create a Vision of the Current Reality

• Helps add Synergy to Generating Ideas

• Helps Identify new markets and new opportunities
What is Racism?

The belief that all members of a race possess characteristics or abilities specific to that race, especially so as to distinguish it as inferior or superior to another race or races.

Associated Words
- Prejudice
- Discrimination
- Bigotry
- Antagonism directed against someone of a different race based on the belief that one's own race is superior.
Degrees of Prejudice

Attributes leading to productive diversity
- Respect
- Understanding
- Acceptance

Attributes restricting the power of diversity
- Tolerance
- Political Correctness
- Feelings of Superiority
- Fear
- Hate

Empathy
- Compassion
- Sympathy

Endurance
- Pretense
- Discrimination
- Avoidance
- Bigotry
<table>
<thead>
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<th>Degrees of Prejudice</th>
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<th>Definition</th>
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<tr>
<td>Treating other people the way you would want to be treated. Valuing yourself to the point that you can treat others as having equal viewpoints.</td>
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<td>A conscious effort to value another person’s viewpoint with the goal of learning about oneself better.</td>
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<td>The first step of valuing the opinions, point of view, and culture of another person.</td>
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<td>Making a conscious effort to say and do the right things without really considering underlying factors.</td>
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<td>A belief that I have better qualities or character than others based on my ethnic, educational background, or station in life.</td>
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Humility is a state of being that allows you respect others. You must believe in your own worth to have the self-assurance to truly respect others.

Understanding requires patience. You must avoid thinking you understand others on a superficial level and realize they have a lifetime of experiences that comprise their point-of-view.

Acceptance is the first step in learning from diverse viewpoints. You must continually remind yourself that other peoples’ points-of-view matter.

You do not enjoy nor are you enriched when you tolerate or endure something. You must embrace any opportunity to create a more complete picture of the human experience.

Saying the right thing is not doing the right thing. You must take inventory of yourself to insure your thinking matches your words.

Life is about learning not entitlement. You must make an effort to see what you can learn from others.

All people breathe the same air, occupy the same planet, and deal with similar emotions of hope and fear. You must make a conscious effort to treat others fairly.

If you are driven by hate and fear, you are dangerous person to everyone...including yourself. You must acknowledge a need for change.
To improve on your ability to use diverse viewpoints to enhance your vision of the current reality, you must:

- Acknowledge a need for improvement.
- Make a conscious effort to treat others fairly.
- See what you can learn from others.
- Take inventory of yourself to insure your thinking matches your words.
- Embrace opportunities to create a more complete picture of the human experience.
- Continually remind yourself that other peoples’ points-of-view matter.
- Avoid thinking you understand others on a superficial level and realize they have a lifetime of experiences that comprise their point-of-view.
- Believe in your own worth to have the self-assurance to truly respect others.
Other Tips

• Look around the room and see who is not represented. Make an intentional effort to gain that point-of-view.

• Don’t be afraid to look in the mirror and understand we can all improve on accepting other’s viewpoint.

• Tolerance is not a stopping point, but a launching point for Acceptance, Understanding, and Respect.

• Respect means that we understand the other person and ourselves enough to disagree agreeably.