

# CULTURAL DIVERSITY SERIES

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# INTRODUCTION

- World has grown since the 1990's
- Americans speaking different languages
- Different methods of HR Management
- Cultural Diversity workforce

# Purpose?

- Focuses on legal, ethical, and practical definitions of diversity.
- The needs of workers and the responsibility of management.
- Cultural Diversity is not only sensible but it increases competitive edge.

# Purpose?

- Focuses on legal, ethical, and practical definitions of diversity.
- The needs of workers and the responsibility of management.
- Diversity is not only sensible but it increases competitive edge.

# 5-PART-SERIES

- CHANGE
- GENDER/SEXUAL ORIENTATION
- RACE/RELIGION
- AGE/PHYSICAL CAPABILTIES
- WORKPLACE ISSUES

# Module One: Change

## Goal

- To present an overview of diversity in the work place as it related to different backgrounds.

## Objectives

- To define the cultural characteristics of cultural diversity.
- To present the issue of how individual differences, when managed positively, can strengthen an organization.
- To show that in order to embrace cultural diversity individuals must broaden their perspective consciousness by education, exposure and experience.
- To discuss the nature of conflict as it relates to cultural diversity.
- To define how Equal Employment Opportunity laws and Affirmative Action relate to the concept of cultural diversity.
- To discuss how diversity management can enhance the competitive edge of an organization.
- To identify the skills that help individuals relate to people who are different from themselves.

# Module One: Change Continued Activity

## ● Video

- > <http://www.youtube.com/watch?v=fNAfHG6FDxl&feature=related>

## ● Questions

- > What do we mean when we say cultural diversity?
- > What is “diversity” as it relates to the workplace?

# Module One: Change Continued Activity

- **Acting Out**
- **Walk apart Walk together**



# Module 2: Sexual Orientation

## ● Goals

- > To present an overview of gender and sexual orientation issues.
- > To provide ways in which individuals and organizations can maximize potential benefits through respecting and working with cultural diversity.

# Objectives:

- > To discuss the range of issues that impact individuals based upon gender and sexual orientation.
- > Illustrate how men and women often perceive situations differently.
- > Prevent sexual harassment in the workplace
- > Explore the responsibility of each employee when it comes to cultural diversity.

# Sexual Harassment

- Sexual harassment is unwelcome sexual advances, requests for sexual favors, and/or other verbal, visual or physical conduct of a sexual nature.

# Traditional Forms of Harassment

- Harassment by a male supervisor of a female subordinate.
- Harassment by co-workers based on a “hostile work environment.”

# Now It Includes:

- Harassment by a female supervisor of a male subordinate;
- Harassment by a supervisor of the same sex as the subordinate;
- Harassment of employees by non-employees, such as clients, contractors, vendors, etc.
- Harassment based on a supervisor's consensual relationship with another employee.

# Activity

- ◎ Sexual Harassment
- ◎ Groups of four
- ◎ Viewing Time: 2.06mins
- ◎ Discussion Time: 5-10mins

# Benefits of Diversity

- ◎ Diversity Day
  - > Viewing time: 1:02mins
  - > Discussion time: 5-10mins
- ◎ Acknowledge Stereotypes and prejudices.
- ◎ Be sensitive to the impact we have on co-workers and employees.
- ◎ Respect others dignity, values, beliefs, and feelings.
- ◎ Maintain open communication.