Diversity Works: An Interactive Exploration into Diversity Awareness

HOST

Aja Rendek

CHIEF LEARNING OFFICER AT IDEA LEARNING GROUP

CO-AUTHOR OF LET THEM CHOOSE: CAFETERIA LEARNING STYLE FOR ADULTS
ANITA
That was pretty easy at first, but it didn’t get any harder to fill the time.

JARED
Agreed. I read to really third hand about what I wanted to share.

5.
What two things do you think it matters in the pepper, besides the flavor?
- What were these conversations like?
- What was the tone of these conversations?
- Are your languages similar or different?
- Can you describe the voice or sound of these conversations?

ANITA
We have a few things in common. Our third for example, and we. Dad knows to fish for it.

JARED
I have never shared what I said about my daughter with someone. I don’t know before.

5.
What else did you find a ton of for the pepper, besides the flavor?
- What was the tone of these conversations?
- What was the tone of these conversations?
- Can you describe the voice or sound of these conversations?

ANITA
That must have been hard. Thanks for listening to.

JARED
It was, but it felt good. I love her a lot. She’s a great kid.

5.
What else did you find a ton of for the pepper, besides the flavor?
- What was the tone of these conversations?
- Can you describe the voice or sound of these conversations?

ANITA
I can’t see the pepper is, we. I was talking about the pepper.

JARED
What was the tone of these conversations?
- Can you describe the voice or sound of these conversations?

ANITA
That must have been hard. Thanks for listening to.

JARED
It was, but it felt good. I love her a lot. She’s a great kid.
ANITA
I'd be happy to talk more if you are up for it.

JARED
That would be nice. I'd be interested in hearing your family story.

5.
- How are you feeling today? Let's start with the basics: How do you feel?
- What steps have you taken to care for your family?
- What are some of the challenges you face and how do you manage them?

6.
- Can you describe your family's current situation in terms of work, finances, and overall well-being?
- What steps are you taking to ensure the well-being of your family?
- How do you handle stress and challenges within your family?
This book tells the story of six employees of a fictitious company. Read through this book to learn all about them.

**Me:**
I work as a senior manager.

**You:**
I have worked in the industry for ten years.
SHREYA
As a physician, I have a pretty different experience from people who work in “management.” But I have seen plenty of patients with high stress jobs that sometimes create chronic health issues.

ALEX
My experience with “management” is pretty varied. I’ve had some great managers, and some pretty crummy ones. Generally, the higher up the food chain they get the less likely they are to have any idea what is really going on.

MAYA
I live at and grew up in North Dakota.
SHREYA

So, he or she is a skilled senior manager with lots of experience, and lives in North Dakota. I guess I don’t know much about North Dakota, but I’d love to learn more about it. I think it’s an interesting place. I don’t really imagine meeting people there...

ALEX

Yeah, not a lot to go on yet. I’m pretty good at reading people! I can see them. Being in retail, means I’m always trying to identify potential shoppers. But just reading these facts isn’t very useful for getting to understand someone.
Hi! My name is Briana. You learned that my father is full Native American but I tell you couldn’t speak that my mother is Russian. Just tell her I am Muslim. One of my favorite things to do is volunteer at my daughter’s school and programs that help young girls get interested in entering the science and technology fields. And if I were you, what would you like to see them do?

- How could you make a personal connection with Briana?
- What would you learn from Briana?
SHREYA

Wow, I didn't see that coming! I had assumed it was a woman from the school scholarship, but the Native American part is quite cool. I guess I hadn't thought of Muslim women being involved and not wearing head coverings. I'm really intrigued by it right now. I've just been thinking about my own circumstances.

ALEX

Interesting. I sometimes feel like I am misunderstood. I imagine she has felt similarly from time to time. I'm curious about her field since she works with girls. I'm interested in math and science. I like that she gives talks to girls who are interested. I've been thinking about my time working with LGBTQ teams.

JARED

WHO AM I

SHREYA

CAN'T JUDGE A BOOK BY ITS COVER

DALLIANA

CASE BY CASE
DALIANA
What?! This is ridiculous. It’s nobody’s business if she decides to work after having a baby! I would just quit if I were her.

PETE
Well, I can see why you might be upset, but maybe you are overreacting just a bit. Nothing wrong with good old-fashioned family values.

DALIANA
You have got to be kidding me! I know I am passionate about this sort of thing, but I just don’t think I could even tolerate being around people like this.

PETE
Well, good thing you aren’t in her shoes. So, we are supposed to figure out what she should do to improve the situation. I guess she has to decide if she wants to speak up or just let it go.

DALIANA
Well, she obviously can’t just let it go. She’s upset, and that is just going to get worse over time.

PETE
So, what should she say?
DALIANA: Well, I suppose the least antagonistic thing would be something like, “Nice, he loves his job, and so do I.” We are happy with our situation.

PETE: Super, that works. And I guess the areas on the Diversity Wheel that are relevant are: parental status, marital status, religion, and spirituality.

DALIANA: And gender. Nobody would ever hold male that comment to his husband.

PETE: ... And the last question asks what we could apply in our own workplace. I guess I need to keep my fury, temper, to myself, and remember to speak respectfully to people even when I strongly disagree with them.

PETE (in a whisper): For me, I guess I need to keep in mind how much things have changed since I started working. My daughter helps me try and look at things through her experience, and that helps.
“IT’S BOTH SHOWING DIVERSITY AND THE FACT THAT IN A TON OF WAYS WE’RE THE SAME.

IT WAS INTERESTING THAT THE LEARNING WAS DRIVEN BY WHAT WE WERE SAYING TO EACH OTHER IN THE MOMENT RATHER THAN FROM WHAT WE’RE HEARING IN A ROTE PRESENTATION.”

“This experience made me think in so many ways, I learned how other people think.”
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