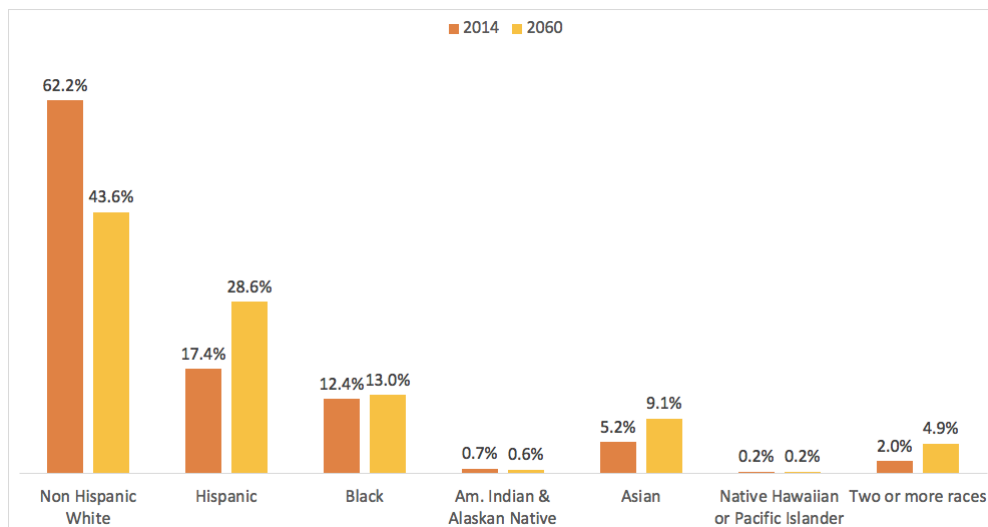


## WHAT IS YOUR CHOICE?

1. You are leaving for a meeting with a colleague. If you go now, you won't be late. Another colleague asks for an urgent help that will only take you a couple of minutes. What do you do?
  - a. I tell the colleague I can't help her now because that will make me late. I tell her I'll help her after my meeting.
  - b. I help the colleague and tell the colleagues with whom I'm meeting I am a few minutes late because I had to help another colleague.
2. Your daughter or son says she/he would rather go to school close to home and live at home during at least part of the college years. She/he feels that she/he will feel homesick. Assume your daughter/son has no psychological or physical problems.
  - a. I encourage my daughter/son to go explore the world. It's time to stretch her/his wings and build independence.
  - b. I encourage my daughter/son to do exactly what makes her/him comfortable. There is plenty of time to spread her/his wings later.
3. You are spending (enter here a very important religious holiday for you) with your family. You know that a new colleague has recently moved to your town and may be alone for the holiday. Assume you are not the party host. What would you do?
  - a. I am sure my colleague will be fine and would probably be uncomfortable in a family gathering. Besides, I'm not the host.
  - b. I ask the host to welcome one more person and ask the colleague to come spend the holiday with my family.
4. Your grandmother's cousin's daughter is coming to town. She has never visited your town before. She contacts you and politely lets you know she is coming. You:
  - a. Say: "That's lovely - let me know if there is any information you need!"
  - b. Invite the rest of your family to visit with your grandmother's cousin's daughter.

## POPULATION DISTRIBUTION



Source: Census.gov

## MYTH OR REALITY?

1. Sharing demographic information is a good way of starting to discuss diversity in the workplace.
2. We should start our diversity initiatives by encouraging our co-workers to value diversity.
3. Our diversity initiatives should focus mostly on helping people find connections.

## WHERE ARE YOU?



Sources: Milton Bennett's Model of Intercultural Development, Mitchell Hammer's Intercultural Development Inventory

## INTERVENTION EXAMPLES

**Denial:** There are no differences (or just surface ones)

**Goals:** Awareness, positive feelings, go beneath the surface

**Interventions:**

**Defense:** I don't like differences

**Goal:** reduce fear or anxiety, movement to "we're all in this together"

**Interventions:**

**Minimization:** Aren't we all the same?

**Goals:** confidence, movement to acceptance

**Interventions:**

**Acceptance:** We respect differences

**Goals:** in-depth knowledge, cultural imagination, adaptation

**Interventions:**

## IN GENERAL

- 1.
- 2.
- 3.
- 4.