

Welcome to Training!

A Practical Approach
to Diversity in the
Workplace

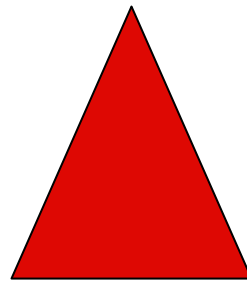
CSUEB Human Resources
Dorian West, Director of EEO

Program Objectives

- Recognize that diversity is different from EEO and Affirmative Action
- Understand what it means to be culturally competent and use that awareness to be more effective
- Understand the benefit of mutual respect in the workplace
- Understand the importance of personal responsibility in promoting respect in the workplace
- Use the M.E.E.T. model to help promote a “mutual respect” working environment

EEO/AA/Diversity

EEO



Affirmative Action

Diversity

Culture

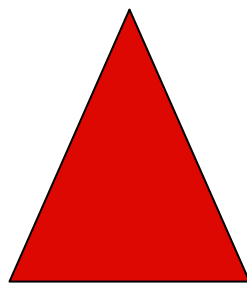
Culture is a system of shared beliefs, values, customs, and behaviors that members of a group or society use to cope with their world and with one another.

Cultural Diversity

Cultural Diversity is about differences that exist in society that come into every workplace through the hiring process. It can include things such as gender, sexual orientation, race, national origin, religion, and age differences.

EEO/AA/Diversity

EEO



Affirmative Action

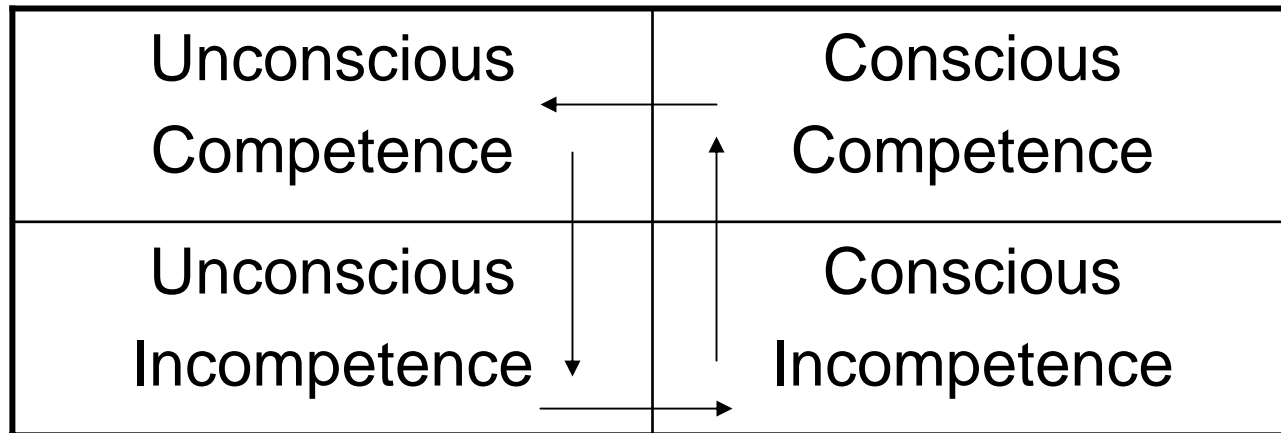
Diversity

Diversity & Cultural Competency

Cultural Competency means having the ability to recognize and respond to our cultural similarities and differences.

Diversity competency is about recognizing and responding effectively to the similarities and differences.

Cultural Competency Matrix



Are You F.A.I.R.?

- Feedback
- Assistance
- Inclusion
- Respect

Feedback

1. Do I give others adequate information?
2. Do I have all the information I need?
3. Am I open to feedback from others?
4. When I give feedback, do I practice giving “good” feedback?

Assistance

1. Do I provide the appropriate assistance and support?
2. Do I need assistance or support?
3. Have I asked for the assistance and support that I need?
4. When I offer assistance, does my approach facilitate or hinder assistance?

Inclusion

1. Do I take steps to ensure everyone feels included?
2. Do I behave in a way that causes people to feel included or excluded?
3. Do I tolerate other people behaving in a way that causes people to feel excluded?

Respect

1. Do I demonstrate appropriate respect and regard for others?
2. Am I responsive to indications of disrespectful behavior or perceptions that people feel disrespected?
3. Do I demonstrate my awareness that respect may mean different things to different people?

M.E.E.T. Model

- M - Make time to discuss
- E - Explore the differences
- E - Encourage respect
- T - Take personal responsibility

Behaviors

- Could my behavior offend or hurt others?
- Could my behavior be misinterpreted as intentionally harmful or harassing?
- Could my behavior be sending out signals that invite harassing behavior?

Behaviors (continued)

- Is this proper conduct or behavior in the workplace?
 - Is it legal?
 - Is it affecting productivity, teamwork, or student service?
- Could this behavior in a way be seen as discriminatory or offensive based upon race, color, sexual orientation, religion, national origin, age, or disability?

Behaviors (continued)

- Could the behavior have a disruptive effect upon an employee or organizational unit?
- Act immediately to eliminate any offensive conduct or behavior.