

Diversity and Cultural Competence

Integrity Based Business Performance

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Performance Consulting Services
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Objective

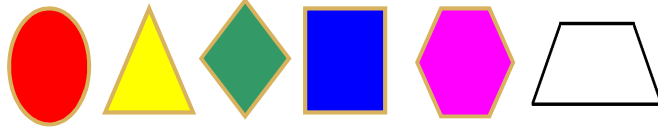
Provide a philosophical view of culture and diversity

To Review:

- where we began,
- where we are,
- what is needed to move forward

Familiarity Comfort and Trust

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Familiarity



Comfort



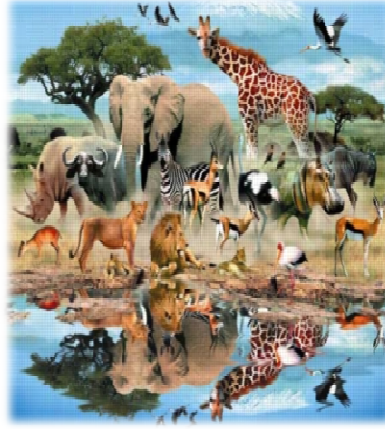
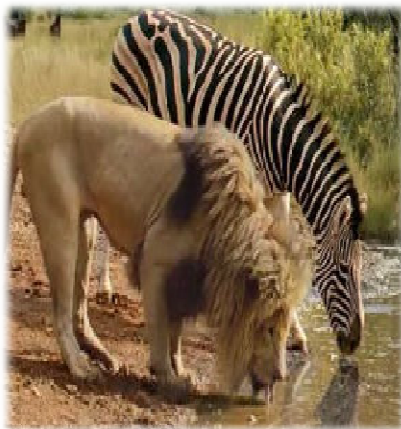
Trust

How Do I Get To The Trust Level?

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Why Can't We All Just Get Along? "Distribution of Resources"

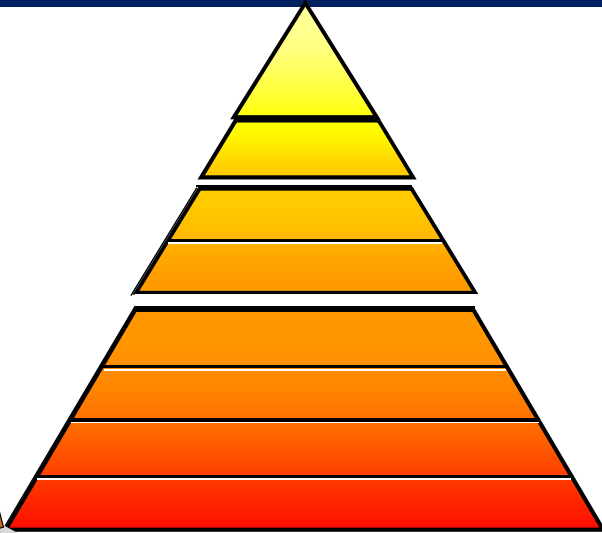
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Maslow's Hierarchy of Needs

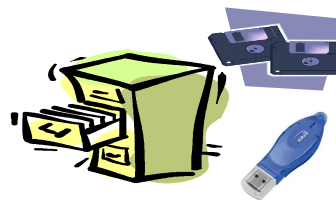
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The 7/11 Phenomena

7/11



What Is Diversity?

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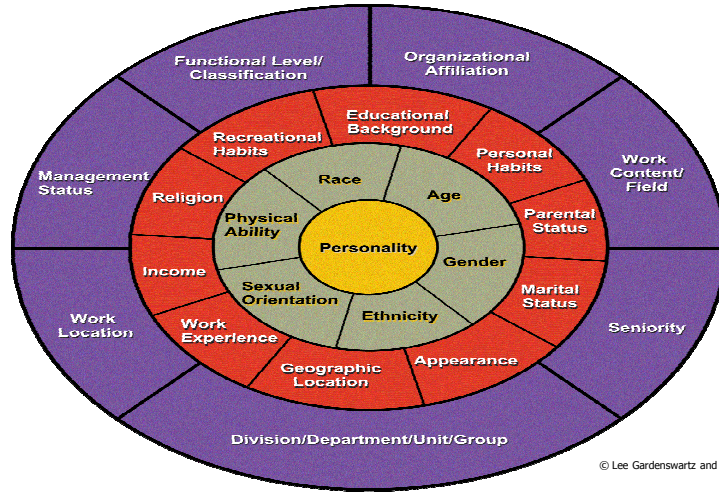
Do you know how your attitudes, comments, behaviors and mindset impacts the health, safety and welfare of your systems, (organization, community, family).

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Definition of Diversity

Adapted from Edwin Nichols, Ph.D.

The Dimensions Of Diversity With Awareness But ...Without Consciousness



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Workplace Diversity Training

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How Much More **Diversity** Awareness Do We Need?

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As of 2011 - We Have been teaching Diversity Awareness for 30 plus Years!

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How Much More **“Awareness”** Do We Need?

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Awareness

- Having or showing realization, perception, or knowledge.

- _____

- Concern about and well-informed interest in a particular situation or development.

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All the Documentation Is In Place

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- The Preamble
- We the people of the United States, in order to form a more perfect Union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this Constitution for the United States of America.
- The U. S. Constitution
- 13th, 14th and 15th Amendments

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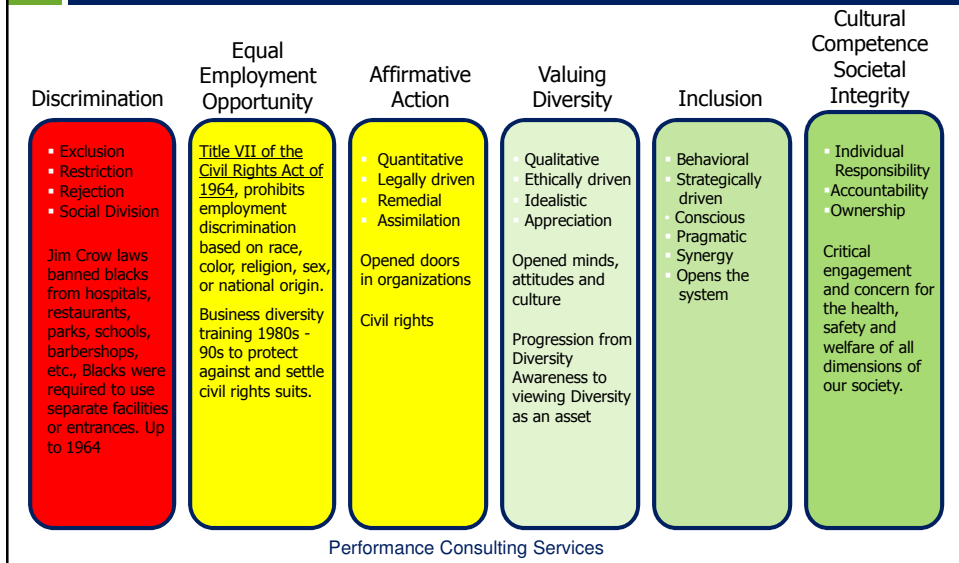
All the Documentation Is In Place

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- **The Declaration of Independence**
- We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. That to secure these rights, Governments are instituted among Men, deriving their just powers from the consent of the governed, --That whenever any form of Government becomes destructive of these ends, it is the Right of the People to alter or to abolish it, and to institute a new Government.

Diversity and Cultural Competence Continuum



What Gets In The Way Of Diversity Inclusion

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The Lack Of Consciousness And Integrity About Differences!

- _____
- _____
- _____
- _____
- _____
- _____
- _____

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The Solution

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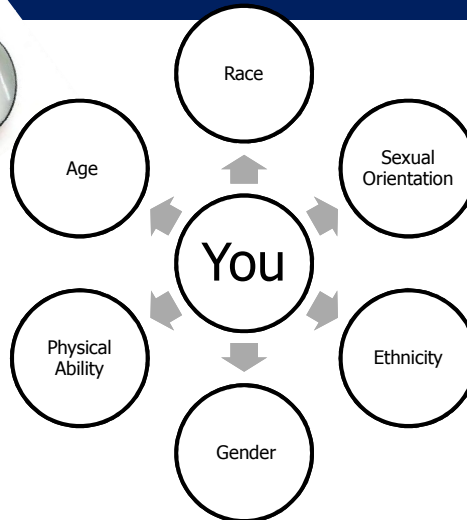
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Where Are You Relative To Diversity Consciousness, Cultural Competency, Integrity?

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Take A Closer Look
How do you really feel?

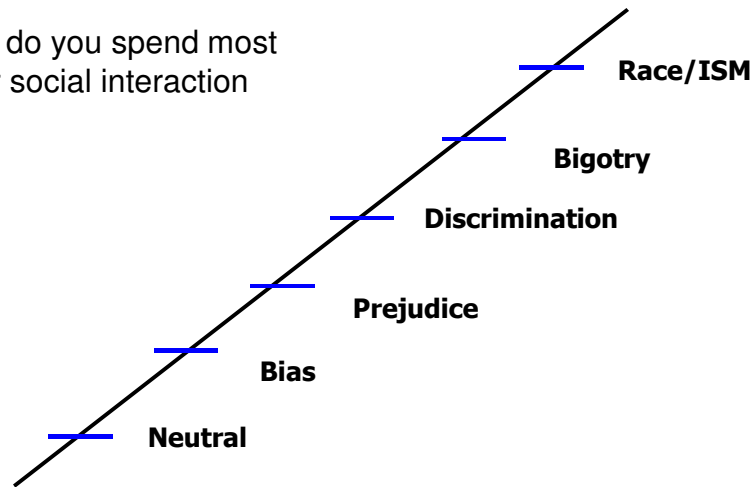


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Diversity/Culture Integrity Continuum

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Where do you spend most of your social interaction time?



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Have We/You Done Enough?

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Where are you as an individual relative to diversity and cultural competence?

1 ___ 2 ___ 3 ___ 4 ___ 5

What is your comfort level with the notion of diversity inclusion?

1 ___ 2 ___ 3 ___ 4 ___ 5

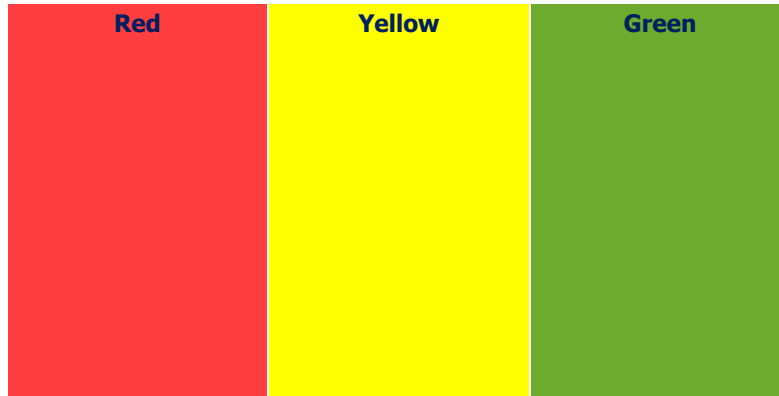
How well do you deal with clients and inclusion?

1 ___ 2 ___ 3 ___ 4 ___ 5

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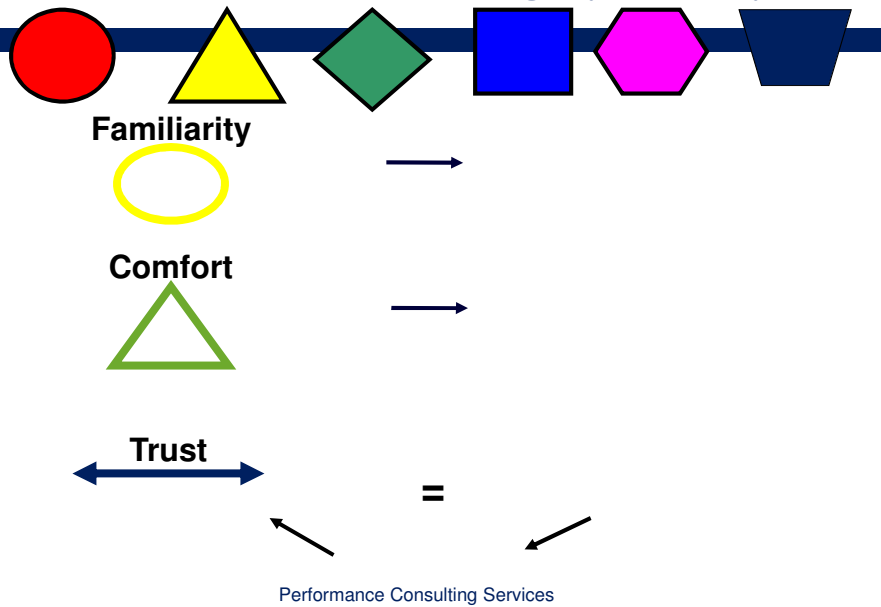
Diversity Consciousness and Integrity

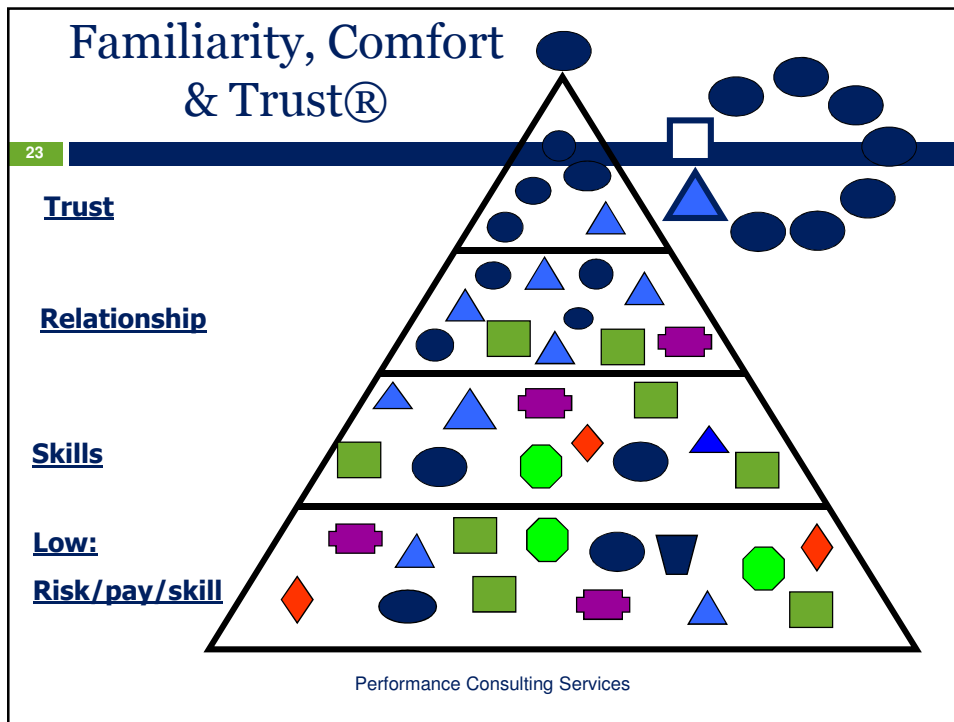
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A Place To Begin Your Diversity Consciousness And Integrity Journey

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Thank You!!!

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*Setting the Standard for Exceptional, Meaningful,
Measurable Results!*



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