
Suggestions for Using
“Assessing the Impact of Diversity in Your Organization”

Objectives:

- Increase understanding about the dimensions of diversity
- Raise awareness about the impact of these dimensions on organizational life
- Share perceptions about inclusion and exclusion in the organization

Intended Audience:

- Participants in a diversity awareness training session
- Diversity council members
- Members of a diverse workgroup
- Managers of diverse teams and departments
- Executives leading diverse organizations

Time: 45 minutes

Materials:

- Copies of *Assessing the Impact of Diversity in Your Organization* for all participants
- Enlargements (18" x 24") of the worksheet (one for each 5 participants)
- Colored markers

Processing the Activity:

- Facilitator gives a brief lecture on the Four Layers of Diversity, giving and soliciting examples.
- Facilitator distributes worksheets and asks participants to consider the impact of each dimension of diversity by responding to the worksheet. Participants rate the degree of difference in treatment (1 = Very little difference to 5 = A great deal of difference) resulting from each of the dimensions. Facilitator emphasizes that there are no “right” answers, but that each person’s perceptions are important.
- Participants count off into groups of 5-6 and go to the enlargement posted on the wall with their number and put their responses on the chart.
- Participants discuss the responses on their chart, focusing on those dimensions that seem to make the most difference in how people are treated as well as on those dimensions where there are large variations in rating. They also discuss the consequences for the organization.
- Facilitator leads a total-group discussion of issues and insights.

Questions for Discussion

- Which dimensions seem to make the most difference in how people are treated?
 - How are those differences in treatment shown?
 - On what dimensions are there variations in ratings among group members?
 - To what do you attribute these differences in perception?
 - How might/do these differences in treatment impact performance? Morale? Teamwork? Productivity? Service?
 - Which dimensions are priorities to be addressed to create an environment that gets the best from everyone?
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