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Suggestions for Using the “Diversity Awareness Continuum”

Objectives:

- Assess individual awareness and attitudes about diversity
- Give management information about staff attitudes and potential sources of resistance to diversity
- Give individuals information about potential areas of personal/professional development

Intended Audience:

- Members of diverse and/or changing work teams
- Managers dealing with diverse staffs
- Trainees in diversity awareness and managing diversity seminars

Processing the Activity:

- Individuals place an X representing where they fit along each continuum on the sheet. They then connect their Xs.
- In groups or in a team, they discuss their responses, focusing on the farthest-left and farthest-right marks. Discussion continues about reactions and feelings about diversity, and the consequences of those reactions.
- Individuals target one or two areas for personal development.

Questions for Discussion:

- Where are you most/least aware and knowledgeable about diversity?
- What do you need to learn?
- What is the impact of these?
- Where are your greatest strengths and weaknesses?
- What are the team's/group's greatest strengths or weaknesses regarding diversity?
- What do you need to do as a team to grow? As an individual?

Caveats, Considerations, and Variations:

- In addition to its value as a tool for growth for the individual and team, this activity can provide data to training and development professionals developing diversity training programs.
- It also serves as a subtle teaching tool, suggesting areas of development regarding diversity.