
Suggestions for Using “Global Diversity Assessment”

Objectives:

- Assess information needs regarding global operations
- Recognize the impact of the seven aspects of diversity in each country of operation
- Develop a plan for obtaining needed information

Intended Audience:

- Global diversity director
- Global Diversity Council
- Trainers involved in predeparture training for expatriates
- Executives and managers preparing for global assignments or managing global teams

Materials:

- Copies of *Global Diversity Assessment* worksheet

Processing the Activity:

- Explain the multiple layers of diversity, placing special emphasis on the seven dimensions in the countries-of-operation layer.
- Ask participants what they have already learned about these aspects. Have participants jot responses in the middle column, places where they can find necessary information.
- In small groups, participants discuss where they can obtain the necessary information and how this may impact the diversity-and-inclusion process.
- Have participants take responsibility for gathering specific information.

Questions for Discussion:

- In which area do we need the most information?
- What are some ways this impacts the work of inclusion?
- What other aspects do we need to investigate?
- What are some sources of needed information?