Recognizing Diversity

1. Diversity defines Today’s volunteers and workers
   - Today’s workforce represents our population’s many different segments.
     - They include men and women of varied races, religions, ages, sexual preferences, lifestyles, and social, ethnic, and cultural backgrounds.
     - Some organizations also have employees or affiliates in other countries.
     - Today’s volunteers are equally diverse.

2. Diversity values differences, but doesn’t stereotype them
   - Stereotypes assume all people in a group share characteristics.
     - They tend to be limiting and often negative (e.g. lazy, indecisive, good at details but not the big picture)
     - They fail to recognize individual differences
     - They usually reflect lack of exposure to members of stereotyped groups

3. Diversity is not affirmative action or a quota system
   - Diversity
     - Accepts people’s differences rather than focusing on them
     - Applies to all members of the workforce or organization, including white males.
     - Is not required by any law or regulation.
     - Creates a level playing field for all employees and volunteers.
       ✓ It does not set quotas
       ✓ It does not favor or leave out members of particular groups in terms of hiring, promotion, and other job decisions or organizational decisions.

4. Employers and Organizations benefit from the differences of Diversity
   - Individual’s backgrounds may contribute to different perspectives, but not to different abilities.
   - Different experiences, skills, approaches, talents, and perspectives benefit all organizational functions.
     - Diverse employees can help employers and organizations better identify and respond to diverse customer needs.
• Diversity enables employers and organizations to make the most of a person’s difference rather than worrying about them.
  ➢ It recognizes that the human desire to contribute and succeed is not limited to, and doesn’t exclude, members of any group.
• It allows employers and organizations to recognize that people who share a common background may share certain perspectives, experiences, or tastes.
  ➢ It shouldn’t assume that all members of any group share any specific perspective, experience, or taste.
• It encourages employers and organizations to tap diversity for a new perspective on their markets, including finding:
  ➢ New or expanded markets for their products, services or volunteers.
  ➢ New ways of marketing their products, services or organization.
  ➢ New ways to enhance the image to new customer, and members.
• It encourages employers and organization to be open to diverse talents and work approaches, including:
  ➢ New ways to organize and manage teams and projects.
  ➢ New communication approaches.
  ➢ Untapped talents in the organization (e.g. skills in other languages)
  ➢ Employee experiences that provide different perspectives and knowledge.

5. Seeks ways to welcome and benefit from Diversity
• Mix diverse co-workers to help open minds and reduce bias and stereotypes.
• Encourage all individuals to express views, suggestions, insights, and ideas.
• Emphasize to employees and members that expressions of bias or stereotype are not acceptable.
• Judge all members as individuals.