

DIVERSITY, RESPECT, & LEGAL COMPLIANCE

THE “TAKEAWAY” FOR MANAGERS™

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

DIVERSITY, RESPECT,
& LEGAL COMPLIANCE

THE “TAKEAWAY”
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Cultural Competence

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It’s illegal to discriminate on the basis of race, color, religion, sex (including gender-identity and pregnancy, childbirth, or pregnancy-related medical conditions),

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**national origin, age (for those over 40),
sexual orientation, parental status, disability,
or genetic information.**

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Cultural competence is the ability to appreciate differences while emphasizing commonalities.

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**Culturally competent managers recognize
the advantages of a diverse and respectful
workplace.**

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Cultural Competence

THE TAKEAWAY

Focus on commonalities, but
appreciate differences.

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Unconscious Bias

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**Unconscious biases are cultural prejudices
that we’re not even aware we have.**

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It’s especially important for those in supervisory positions to try to recognize unconscious bias in themselves and to avoid stereotyping.

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To overcome the effects of unconscious bias, treat everyone the same, in as fair a manner as possible.

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Unconscious Bias

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Recognizing our own prejudices is
the first step.

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The Meaning of Respect

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**Being respectful in the workplace means
being fair, polite, and professional.**

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Being fair means applying the same standards and affording the same opportunities to everyone, without discriminating against any particular category of people.

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**Managers should discourage harassment,
bullying, and abusive conduct of all kinds.**

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The Meaning of Respect

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**Treat others as you would like to be
treated.**

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Diversity in Action

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**Acknowledge and celebrate the diversity at
work in an inclusive manner.**

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**Encourage the group to do something
together that expresses people’s
individuality.**

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**Welcome diverse perspectives on reaching
common goals.**

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**Acknowledge and celebrate our
diversity.**

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