
ACTIVITY 11.5 | Integrating Diversity into All Training

Check those steps you have taken to integrate diversity into all training.

CONTENT

- 1. A wide range of approaches and methods are taught.
- 2. Advantages and disadvantages of each method are discussed.
- 3. Diversity is depicted through examples and cases.
- 4. Situations and examples do not reinforce stereotypes.
- 5. The influence of culture and background is included in explanations and the analyses of behaviors and situations.
- 6. Assumptions and preconceived notions are challenged.
- 7. Visual materials depict a diverse array of individuals.
- 8. Language used is nonsexist and nonracist.
- 9. Trainers and curriculum designers have a solid understanding of diversity concepts such as cultural differences, stereotypes, and prejudice.
- 10. Training content reinforces understanding and responding to differences in others.

PROCESS

- 11. A variety of learning and teaching methods are used.
 - 12. Participants are clustered in various kinds of groupings.
 - 13. Trainers represent diversity in dimensions such as age, gender, ethnicity, race, level, and education.
 - 14. Both written and visual materials are used.
 - 15. Written materials are provided at an appropriate level of literacy and in other languages if needed.
 - 16. Training is designed and reviewed by a diverse group of staff members.
 - 17. The cultural and individual needs and preferences of participants are assessed and taken into account.
 - 18. Ethnic, gender (or other) slurs, jokes, and comments are not tolerated in training sessions.
 - 19. Participants are not singled out for embarrassment or ridicule.
 - 20. Learning activities are comfortable and engaging for participants.
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