

ACTIVITY 11.6 | Implementing Diversity: Making Structural Change

Aspect of Structure*	Diversity Obstacles	Suggested Strategies
Accountability		
Reward		
Reporting Relationship		
Communications		
Decision-Making		
Norms		

Adapted from John E. Jones, "The Organizational Universe," in William Pfeiffer and John E. Jones, eds., *The 1981 Annual Handbook for Group Facilitators* (San Diego: University Associates, 1981).