
ACTIVITY 12.2 | Symptoms of Diversity-Related Problems: Internal Checklist

Check any of the following situations you notice and/or are experiencing in your organization:

- Lack of a diverse staff at all levels in the organization
 - Complaints about staff or customers speaking other languages on the job
 - Resistance to working with or making negative comments about another group (ethnic, racial, cultural, gender, religion, sexual orientation, or physical ability)
 - Difficulty in communicating due to limited or heavily-accented English
 - Ethnic, racial, or gender slurs or jokes
 - EEOC suits or complaints about discrimination in promotions, pay, and performance reviews
 - Lack of social interaction between members of diverse groups
 - Increase in grievances by members of specific groups
 - Difficulty in recruiting and retaining members of different groups
 - Open conflict between groups or between individuals from different groups
 - Mistakes and productivity problems due to employees not understanding directions
 - Perceptions that individuals are not valued for their unique contributions
 - Ostracism of individuals who are different from the norm
 - Barriers in promotion for diverse employees
 - Frustrations and irritations resulting from cultural differences
 - Other diversity-related problem—Explain: _____

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