

**ACTIVITY 3.1 | Assessing the Impact of Diversity in Your Organization**

Directions: Think about each dimension of diversity and rate the degree of difference each makes in how people are treated in your organization by putting a check in the appropriate column. Then indicate in the last column whether this difference in treatment is a positive or negative one for your organization.

	1 Little difference	2	3	4	5 Great deal of difference	+ or -
<b>Personality</b>						
Different styles and characteristics						
<b>Internal Dimensions</b>						
Age						
Gender						
Sexual Orientation						
Physical Ability						
Ethnicity						
Race						
<b>External Dimensions</b>						
Geographic Location						
Income						
Personal Habits						
Recreational Habits						
Religion						
Educational Background						
Work Experience						
Appearance						
Parental Status						
Marital Status						
<b>Organizational Dimensions</b>						
Functional Level/Classification						
Work Content/Field						
Division/Department/Unit/Group						
Seniority						
Work Location						
Union Affiliation						
Management Status						

Source: Lee Gardenswartz and Anita Rowe. *Diverse Teams at Work*. Alexandria, VA: SHRM, 2003.