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## Suggestions for Using “Assessing the Impact of Global Diversity in Your Organization”

### Objectives:

- To increase understanding about the dimensions of diversity operating in a global organization
- To raise awareness about the impact of these dimensions on inclusion in the organization
- To engage staff in discussing and giving input regarding their perceptions about the impact of the dimensions

### Intended Audience:

- Participants in a global diversity awareness training session
- Members of a diverse workgroup
- Managers of diverse teams and departments
- Members of a Global Diversity Council

**Time:** 45 minutes

### Materials:

- Copies of *Assessing the Impact of Global Diversity in Your Organization* for all participants
- Pens/pencils

### Processing the Activity:

- Facilitator gives a brief lecture on the dimensions of global diversity giving and soliciting examples.
- Facilitator distributes worksheets and asks participants to consider the impact of each dimension of diversity on organizational life by responding to the worksheet. Participants rate the degree of difference in treatment (1 = Very little difference to 5 = A great deal of difference) resulting from each of the dimensions. Facilitator emphasizes that there are no “right” answers, but that each person’s perceptions are important.
- Participants gather in small groups (4 to 6 people) and share their responses, focusing on those dimensions which seem to make the most difference in how people are treated as well as on those dimensions where there are large variations in rating.
- Facilitator leads a total-group discussion of issues and insights.

### Questions for Discussion

- Which dimensions seem to make the most difference in how people are treated?
- How are those differences in treatment shown?
- On what dimensions are there variations in ratings among group members?
- To what do you attribute these differences in perception?
- How might/do these differences in treatment impact performance? Morale? Teamwork? Productivity? Service?

### Caveats, Considerations, and Variations

- Enlargements of the worksheet (18" x 24") can be posted around the room. Participants, can each chart their responses and have a discussion in small groups about their responses.
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