

***Diversity:***

***Handouts***

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## Dimensions of Diversity

Some differences gain more attention than others. Rate how important you think the following differences are to people in your community or workplace.

1. *Little Importance*

2. *Fairly Important*

3. *Very Important*

\_\_\_\_\_ **Gender**

The world treats us differently because we are male or female.

\_\_\_\_\_ **Ethnicity**

People find the characteristics which result from a common genetic bond important.

\_\_\_\_\_ **Age**

People of the same general age group experience others in a unique way.

\_\_\_\_\_ **Income level**

Whether we are poor, middle class or wealthy influences how people see us.

\_\_\_\_\_ **Occupation**

People make judgments according to the type of work we do.

\_\_\_\_\_ **Education**

People judge us according to our educational level.

\_\_\_\_\_ **Physical make up (appearance)**

Our body size and shape, whether fat or thin, tall or short, affect our interactions.

\_\_\_\_\_ **Physical and mental limitations**

People who are disfigured, mentally impaired, or physically challenged experience the world differently.

\_\_\_\_\_ **Sexual preference**

Our choice of a sexual partner, or the choice not to have a sexual partner affects relationships with others.

\_\_\_\_\_ **Geography or Region**

People make judgments based on where we live or where we come from.

\_\_\_\_\_ **Religion**

People judge other according to their religious beliefs.

Repeat this activity rating the list according to your membership in a different group of which you are affiliated.

*Shrink, L. W. (1995)*

*Adapted from: Valuing Diversity: Multi-Cultural Communication. Illinois: The Learning Seed.*

**Penn State is an affirmative action, equal opportunity university.**

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Handout #1*



## Commitment To Diversity Plan

Make a commitment to diversity. Take the following steps:

1. Choose one thing you will do in the next 30 days to increase your understanding of diversity. Jot it down in the two places indicated on the lower portion of this form.
2. Select a member of this group to serve as your “buddy” over the next 30 days. Exchange names, phone numbers, and the bottom section of your diversity commitment plan with your “buddy.”
3. Carry out the activity you have selected within the next 30 days.
4. At the end of the 30 days(or sooner), call your “buddy” to discuss what you learned and how you increased your understanding of diversity.

To increase my understanding of one aspect of diversity, I make a commitment to do the following activity within 30 days:

My Name \_\_\_\_\_ Date \_\_\_\_\_

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\_\_\_\_\_(Buddy’s Name) Date \_\_\_\_\_

To increase my understanding of one aspect of diversity, I have made a commitment to complete the following activity. Please contact me within the next 30 days.

\_\_\_\_\_ My Name Phone Number \_\_\_\_\_

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Handout #3*