



**WHEN THEY ARE TALKING
ABOUT DIVERSITY, ARE THEY
ALSO TALKING ABOUT ME?**



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WHAT IS DIVERSITY (CEREN)

DIFFERENT DIVERSITY APPROACHES (HUATIAN)

DIFFERENT DIVERSITY APPROACHES (EDWINA)

OUTLINE



Go to www.menti.com and use the code 8860 4764

WHAT IS DIVERSITY?

Existence of variations in different characteristics

Everything that makes us unique:

e.g., cognitive skills & personality traits,

e.g., Along with other identity markers

(e.g. race, age, gender, religion, sexual orientation, cultural background).

At work:

- Experiences
- Talents
- Skills
- Opinions
- Personalities

DIVERSITY IS...

- ▶ What are visible aspects of identity?
 - ▶ What we can see, such as physical characteristics or what we choose to share with people
 - ▶ Look at other people, what do you see?
- ▶ What are invisible aspects of identity?
 - ▶ What we cannot see

1. Think about what defines you as a person? What makes you who you are.

- ▶ Come up with as many words as possible and make a list

2. Think about the visibility of the elements that define you identity

- ▶ Visible to everyone
- ▶ Only to some people who know you well
- ▶ Anything you intentionally hide?



Place the elements on the iceberg graph based on their “visibility” or “shareability”:

- elements that are visible to everyone
 - » go above the waterline (e.g. skin colour)
- elements that are visible only to someone under certain circumstances
 - » go at the waterline level (e.g. religion)
- elements that are not visible to people around you
 - » go under the water (e.g. sexual orientation)



You in the Netherlands?



You in a different society?

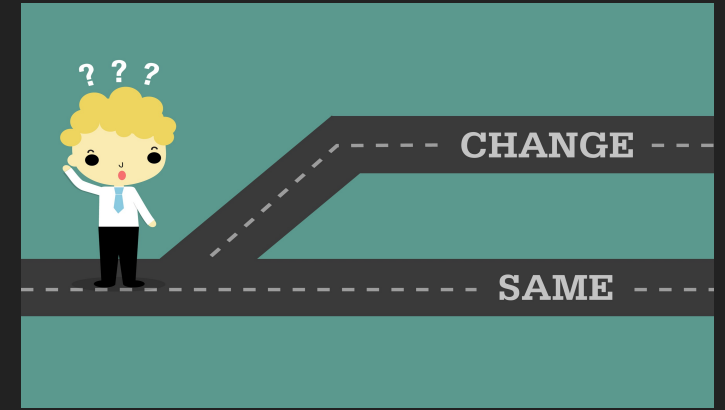
WHAT SHOULD WE DO TO NAVIGATE IN DIVERSE WORK ENVIRONMENTS?



CHANGE MINDSET



REGULATE EMOTIONS



TAILOR BEHAVIORS

CHANGE OUR MINDSET

- Be open-minded to different experiences and perspectives
- Try to see the positive side of diversity

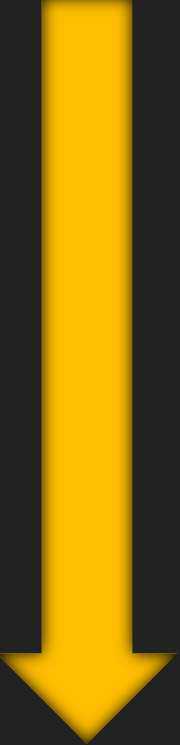


REGULATE OUR EMOTIONS



- Workplace diversity involves conflict, disagreement, emotional exhaustion
- Emotional regulation is an essential personal strategy

TAILOR OUR BEHAVIOR

- 
- SMART goal-setting
 - Initiate customized actions based on the goal. (These actions include but not limited to networking, communication, strengths use)
 - Be self-reflected.



APPROACHES TO DIVERSITY

Emphasis on differences between social groups; differences valued and celebrated

TYPES OF AWARENESS: MULTICULTURALISM

Recognize and preserve of group differences to build a diverse community



TYPES OF AWARENESS: SEGREGATION

Separation of groups, such that they occupy different spheres



WHAT DOES SCIENCE SAY?: MULTICULTURALISM



WHAT DOES SCIENCE SAY?: MULTICULTURALISM



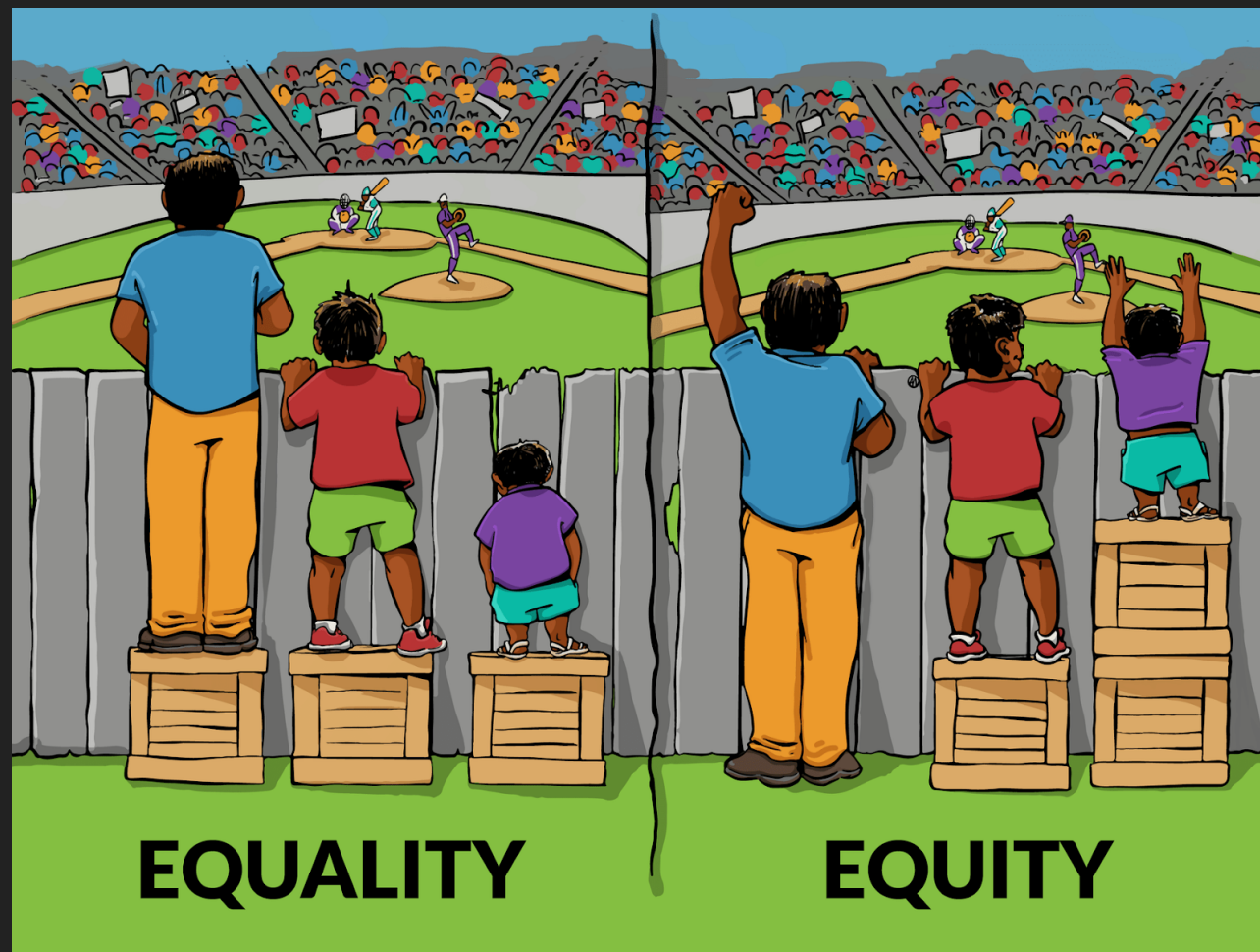
"Sameness" should be defined by the majority group



De-emphasize differences to make minorities feel included



WHAT DOES SCIENCE SAY: BLINDNESS



WHAT DOES SCIENCE SAY: BLINDNESS



WHAT TO DO?



ALL-INCLUSIVE MULTICULTURALISM



TAKE HOME

- We all have complex identities, consisting of visible and invisible components. We are all part of diversity.
- We could proactively make micro adjustments in terms of mindset, emotions, and behaviors to navigate in diverse work groups.
- Organizations should seriously think about diversity approach, and take mixed diversity approaches to create more inclusive working climates