



## **DIVERSITY: How does it make us see, hear, feel, think and act?**

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***“Yes, we are all different.  
Different customs, foods,  
mannerisms and  
languages, but not so  
different after all...if we  
will disagree without  
being disagreeable.”***

**- J Martin Kohe**

# Objectives

1. Define diversity
2. Introduce “Isms”
3. Stereotyping
4. About...
5. On the flip side...
6. Consciousness Checks
7. Rules of Thumb

## **ACTIVITY – Living in a Diverse Environment**

- Pick a card any – any card
- Don't look at it
- Hold it to your forehead
- Now we will mingle and interact
  - The ACES are most popular and liked – you will be treated with lots of positivity and respect
  - The Sixes are averagely liked – you will be treated with muted respect and some amount of positivity
  - The Twos are the lowest on the totem pole – you will be ignored or treated with little to no regard
- Can you guess which you were? An Ace, Two or a Six?
- What did it feel like to be ignored/not so ignored/much loved?

If audience is too large – divide them in to smaller groups so the activity has an impact. Use the provided template to make cards. Lotion can be used to stick paper to the forehead or for small groups laminate the cards – shuffle well before distributing.

## Train-the-Trainer

### For a 30 minute presentation –

- Do the card exercise
- Define diversity
- Discuss ageism, ableism, racism, ethnicity and stereotyping
- Teach the consciousness checks and rules of thumb

### For a 1-hour presentation –

- Do the card exercise
- Define diversity
- Discuss all “isms”
- Teach the consciousness checks and rules of thumb

**Handouts –  
Complete ppt;  
survey**

### For a 15-minute lesson –

- Do the card exercise
- Define diversity
- Discuss racism, ethnicity and stereotyping
- Teach the consciousness checks and rules of thumb

## What is diversity?



Diversity is all the ways that we are different from each other age, race, sexual orientation, socio-economic status/class, religion, gender, physical and mental abilities, education, language, family and marital status.

Ask audience to define diversity as well.

# The “ISMS”

## Ageism



Ageism is discrimination based on age. You are being insensitive when you think:

- You are too young – what do you know?
- Your generation will never get it!

Ask audience to provide examples of any of the isms they may have experienced.

# Ableism

**Ableism is discrimination based on physical or mental disabilities. When you:**

- Feel uncomfortable with visible disabilities
- Look at somebody in a wheelchair and automatically go to aid them. Just ask – can I help? And don't be surprised (or hurt) if they say "no".
- Apologize to someone who has a visual impairment because you said, "You see...", "Let me show you..."
- Use words like "retard" or "handicapped" even in a humorous context



## Sexism

Sexism are behaviors and beliefs that rank the sexes (the physical characteristics that define male and female) and genders (the cultural definitions of what is feminine and what is masculine), placing more value on one than another.



## Female - ism

### When you:

- Say, (before the person is more comfortable with you)  
“Ooh I like your skirt/dress, where did you get it?”
- Think, “I have a female boss – bet she’s “moody”!”
- Gossip with a female colleague because that’s what women do.
- Motherhood vs. Singlehood



## Male - ism



### When you:

- Think, “The boss is a male, how not surprising!”
- Say, “The males get all the breaks”.
- Are surprised that the males at work cook, are hospitable or perform “womenly” tasks

## Weight-ism

**Bias or discrimination against people who are over or under-weight.**

- Wow he is big!
- She needs to eat a sandwich
- At the gym you think “they don’t need to exercise”, or “it’s too late for them to be here”.



## Racism

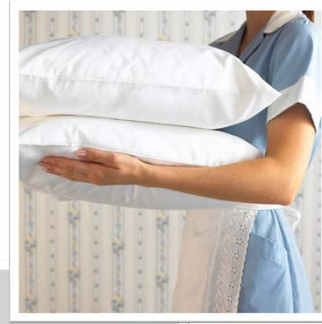


Racism is discrimination based on color and/or race and/or ethnicity. This includes discriminatory practices that protect or promote the power of the dominant group. Racism may also be the belief in the inherent superiority of one group over another.

## Ethnicity

### When you:

- Are surprised that the Latino/a/Hispanic person holds a high position
- Assume that the African-American woman is a secretary
- Are shocked that the custodial staff is Caucasian



Discuss ramifications of changing minds when the evidence shows that most Latino/African Americans do not hold high positions.

## Stereotyping

- Oh you must be good at Math, Engineering
- Oh you probably don't know what that means...
- Oh you must be familiar with rap, hiphop etc.
- I am sorry I can't say your name
- I have been to India, do you know...?
- Bet you love dancing!
- Do you play basketball?
- Wow you have a Masters?
- You speak great English!
- I have a friend who is...



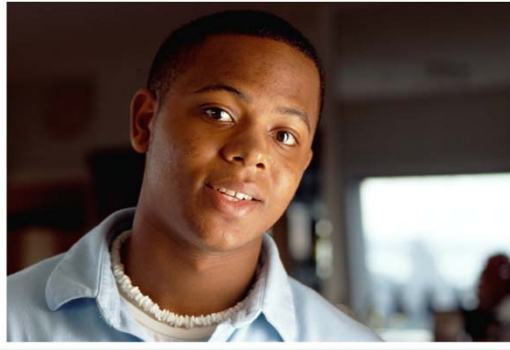
Ask audience examples of stereotyping they may have experienced.

## About...

- Lack of eye contact – often a sign of respect; not inattentive/unmotivated/rude – give it time.
- Physical contact– handshakes – wait till they extend their hand. Do not be too touchy-feely.
- Saying no – you may not always receive a direct answer.



## On the flip side:



### I feel that:

- People think I am privileged because I am one of the majority
- Everything is easier for me
- I should prove that I have earned my place

This slide is what the majority feels. Ask audience if this is true and if not what would they define as the “flipside”.

## Consciousness “Checks”

You need to **explore your sub-conscious self** if you answer yes to the following questions -

- Are you assuming?
- Is it easy for you to make racist jokes?
- Are you over-explaining; over-justifying?
- When your mind triggers a discriminatory thought are you starting the conversation by apologizing?
- Are you trying to be too sensitive?
- Take a Diversity Survey – are you really biased or do you simply put your foot in your mouth?
- If you are biased accept it and be more mindful of how it manifests itself.
- Know that nothing is really offensive unless you mean it to be.
- Most people appreciate it when they see you are making an effort.

Pause between each question so audience has time to consider.

## Rules of Thumb

- Listen patiently and let the person finish talking
- Smile
- Make small talk
- Be positive
- Be courteous and attentive
- Don't be self-conscious
- Be observant of culture
- Ask for help
- Think before you speak
- Don't gossip
- Clarify your doubts



## Additional References

- <http://www.ncehs.com/strategy.htm>
- [http://www.aacounty.org/Partnership/Resources/Cultural\\_Sensitivity.pdf](http://www.aacounty.org/Partnership/Resources/Cultural_Sensitivity.pdf)
- <http://www.culturecoach.biz/culturalquicktip.html>



## Website and Contact Information

For more information please go to:

<http://ctsp.tamu.edu>

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