Introductions...

At your table...

• Share your name, your department
• Share one thing about yourself that is pretty easily observable or found out
• Share one thing about yourself that others may find surprising, or not easily found out
Schools of Thought…

• Focus on commonality

• Understand and appreciate differences
Commonality: Universal Human Needs

• **Competence**
  - People need to feel effective in their efforts, be able to make use of their strengths, and feel capable of achieving desired outcomes.

• **Relatedness**
  - People need to feel connected to, understood and valued by others.

• **Autonomy**
  - People need to feel a sense of ownership and self-direction in their behavior and work.
Differences...

Exercise:
• What types of difference exist between individuals?
So now what?

- Traditional “diversity training” focuses on teaching about key demographic differences.

- HOWEVER, this falls short in a couple of ways:
  - Volume of content
  - Timing
So…

You’re off the hook. (Kinda.)

- Here’s the key… you can’t know it all. And you don’t have to.

- So what do you need to know?
Strategies for Navigating Difference

• What are you working with in the current situation – what dimensions of difference are involved?

• What do you need to learn more about to best navigate the current situation?

• What are your resources?

• What’s the best way to navigate the situation with the others involved?
Case Study Exercise

Work in table groups…

• Read your scenario
• Answer the questions:
  • What are you working with in the current situation – what dimensions of difference may be involved?
  • What would you need to learn more about to best navigate the current situation?
  • What are your resources?
  • What’s the best way to navigate the situation with the others involved?
Questions?