

Cultural Diversity

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Objective

Participants will

- Understand the language and imagery of diversity.
- Understand what diversity is and isn't and its importance.
- Explore the dimensions of diversity, the attitudes they spawn, and the ways people are different.
- Explore their own attitudes, assumptions, perceptions and values regarding diversity.

Good or Bad?

Perceptions, Assumptions and
Values









ASSUMPTIONS

What role do assumptions play in
your job as a member of law
enforcement?

Do you make them? Why?

PERCEPTIONS

One of the easiest types of conflicts
to resolve.

Usually it requires a bit of education.

VALUES

One of the hardest types of conflict
to resolve.

Why?

CRASH



Talk about one scenario when you clashed
with someone else's culture.

The situation and how you handled it.

The Lost Boys

A Case Study

The Lost Boys

- <https://www.youtube.com/watch?v=6-R5YNZxj2E>

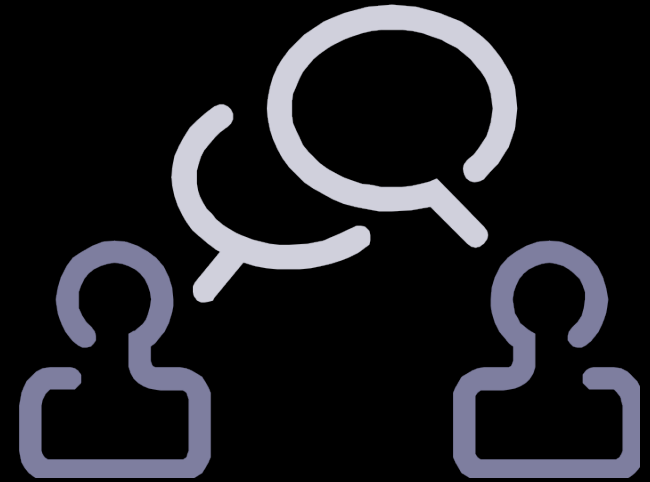
Culture shapes our...

- Perceptions
 - Judgments
 - Ideas of oneself and others
-
- Each of us belongs to multiple cultures
 - Culture is powerful and often operates unconsciously

Cultural Messages

- Cultural Messages are what everyone in a group knows that outsiders don't
 - The hidden rules
- Consist of:
 - ***Starting points:*** assumptions, where we start our assessments of a situation
 - ***Currencies:*** those things we care about that influence and shape our interactions

Hidden Rules



What are some of the hidden rules that Schools have
that Law Enforcement don't know?

Vice Versa?

What hidden rules have you come across in other
peoples' cultures?

Quantity of Time

■ Limited Time Culture

- Punctuality is a virtue
- Insulting to waste someone's time – ability to do so and get away with it, is an indication of superiority/status
- Time is Money

■ Time is Plentiful Culture

- No problem with making people wait all day and then tell them to come back the next day.
- Rely on trust to do business.

High Context vs. Low Context

■ Low Context

- Things are fully spelled out.
- Things are made explicit and there is considerable dependence on what is actually said or written.
- Anglos, Germanics and Scandinavians

■ High Context

- Communicators assume a great deal of commonality of knowledge and views – so less is spelled out explicitly and much more is implicit or communicated in indirect ways.
- Japanese, Arabs and French

Future vs Present vs Past Orientation

■ Past-Oriented

- Concerned with traditional values and ways of doing things.
- Tend to be conservative in management and slow to change those things that are tied to the past.
- China, Britain, Japan and most Spanish-speaking Latin American countries.

■ Present Oriented

- See the past as passed and the future as uncertain
- Prefer short-term benefits
- The rest of the Spanish speaking Latin American countries

■ Future Oriented

- Great deal of optimism about the future
- Think they understand it and can shape it through their actions
- View management as a matter of planning, doing and controlling (as opposed to going with the flow, letting things happen)
- United States – and increasingly Brazil

Talk about it...

How does different cultural
perspectives about law enforcement
effect your job?

What is Diversity

- **Diversity is about people.**
- **It's about the environment we work in and all of us reaching our panacea of accomplishments**
- **Its about how we value and appreciate those that are unlike ourselves.**

What is Diversity Cont.

- It's about how we think and how that translate into how we act in all that we do with members of the 'Team'.
- Diversity is a matter of readiness...and the tools for an excellent mission to seriously engages the 'Team' to learn about its perceptions through assessments.

What isn't Diversity

- Affirmative Action
- Sensitivity training or awareness
- Total assimilation

Why is talking about Diversity important



- The demographics of this country are dramatically changed forever.
- Its understanding the differences that make each person unique.

Understanding Diversity

- **In the Past**, this country was called “the melting pot.” Customs and cultures from many lands were expected to blend together, like ingredients in a cream soup.
- **Today**, we’re starting to realize that the U.S. is more like a tossed salad – a variety of flavors, textures, colors and shapes.

Why should I understand Diversity

Because it can enrich your life – and your world.
Understanding and appreciating differences helps.

- **Individuals**, who can gain new insights and outlooks
- **Communities**, which can tap the varied talents of their members.
- **Groups**, that appreciate diversity have the ‘leading edge’ in today’s “global market.”

Diversity is transforming our nation

- For centuries, American education, business and government have reflected the culture of the vast majority: white people of European descent.
- Every year we're seeing some significant changes.

What makes each person unique

- ***Biology***, which determines gender, body size; skin, hair and eye color.
- ***Ethnicity*** and culture, the customs, language and sense of identity often shared by people with similar roots.
- ***Family life***, including family size, values traditions and social class.

What makes us unique

- ***Beliefs***, ones religion or philosophy of life
- ***Geography***, how one feels about being from a certain neighborhood, city or region.
- ***Experiences***, in school, work, travel, recreation...and with other people.

Taking a look within

Understanding diversity begins with understanding yourself

As a start complete each statement below

1. I wear my hair the way I do because _____
2. In my family, children are expected to _____
3. I often feel uncomfortable around people who are _____
4. I am proud to be _____
5. When I hear people speaking another language, I think they're _____

Taking a look within

6. If people must choose between work and family, they should_____
7. I really feel like an outsider when_____
8. The most important thing in life is_____
9. My ethnic or culture heritage is special because_____
10. I'm often attracted to people who_____

Taking a look at others

- When we make a judgment before getting to know someone, we “**pre-judge**” the person.
- When we assume everyone in a group is the same, we “**stereotype**” the individuals in the group.
- Its hard not to form prejudices and stereotypes. But we can keep them from influencing how we act with others.

People differ in many ways

- **Body language;**

People often stand close together or sometime far apart. Direct eye contact.

- **Listening;** listeners tend to look at the speaker, or they tend to look away.

- **Speaking;** speakers tend to look away from the listeners or some may look at their listeners.



People differ in many ways



- Expressing opinions; some cultures believe it's rude to complain or to say "no."
- Working styles; In some cultures people highly value "getting down to business."

People differ in many ways



■ **But watch out!**

Cultural background is only one thing that makes people unique. If you rely only on culture to interpret someone's words and actions, we risk stereotyping.

You can get more out of relationships

- Be open about differences
- Don't assume anything
- Encourage questions
- Make a point to make friends with people different from you.
- Don't make someone a spokesperson
- Avoid telling ethnic or sexual jokes
- Make your feeling known
- Remember that mistakes happen.

Get more information

about our diverse society

- Watch plays and movies about different groups
- Read different magazines
- Contact organizations
- Listen to different radio stations and watch different TV shows
- Attend workshops
- Get first hand experience

So Celebrate Diversity

- Take pride in your own uniqueness
- Welcome others as individuals
- Enjoy your similarities and your differences

**When you appreciate diversity, you
enrich the world!**

Good Research

Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society, Third Edition, by Robert M. Shusta, Deena R. Levine, Herbert Z. Wong, and Philip R. Harris. Copyright © 2005, 2002, 1995 by Pearson Education Inc. Published by Prentice Hall.

<http://wps.pearsoncustom.com/wps/media/objects/4173/4273671/Ch01.pdf>

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