

Working Effectively Across Differences

2018 Pathfinder Program



VALLOT KARP

Objectives

- Provide an overview of diversity and why inclusion matters
- Participate in an activity designed to:
 - Create a dialogue about how to work more effectively across differences
 - Provide an opportunity to step outside of your comfort zone
 - Debunk myths and stereotypes
- Have fun



2

VALLOT KARP

Diversity & Inclusion: an Overview



VALLOT KARP

Our
assumptions
and
expectations
can shape
how we interact



4

VALLOT KARP

Dimensions of Diversity



VALLOT KARP

Sexual Orientation & Gender Identity

Sexual Orientation: An individual's physical, romantic, emotional and/or spiritual attraction to another person

Gender Identity: An individual's internal sense of being along the male/female spectrum of gender

Gender Expression: The external characteristics and behaviors that are socially defined as either "masculine," "feminine" or "androgynous" (e.g., dress, mannerisms, speech patterns and social interactions)

LGBT[QIA]: Lesbian, Gay, Bisexual, Queer or Questioning, Intersex, Asexual or Allied

Transgender: An adjective used to describe an individual whose gender identity does not match the sex

Gender Transition: The process of changing gender from one's birth-assigned gender to one's gender identity



6

VALLOT KARP

Intersectionality

How the overlap of various social identities, may either contribute to the increased marginalization or privilege experienced by an individual.



7

VALLOT KARP

Defining Inclusion

Inclusion is creating an environment that acknowledges, values and respects differences and enables everyone to do their best work.



VALLOT KARP

Why Inclusion Matters

What makes people feel included?

BELONGING

- Feeling welcomed, valued and part of the group
- Being able to “find common ground”

UNIQUENESS

- Sense that one’s individuality (difference) is acknowledged and value

9
VALLOT KARP

Why Inclusion Matters

What makes people feel excluded?

- Feeling devalued, ignored or like outsiders because of differences (*e.g.*, race, gender, religion, sexual orientation, socio-economic background, accents, age/generation, culture, disability, etc.)

10
VALLOT KARP

Your Inner Circle

List your top 5 friends at work (folks you trust the most):

Name	Race/ Ethnicity		Gender		Sexual Orientation		Age/ Generation	
	Like Me	Different from Me	Like Me	Different from Me	Like Me	Different from Me	Like Me	Different from Me
1.								
2.								
3.								
4.								
5.								

11
VALLOT KARP

Dialogue Across Our Differences

11
VALLOT KARP

Self-Sort

- We each have multiple identities
- To support today's conversation, please select one of the following identities and stand by that sign: (*6 - 8 people per group*)

Men	White	Extravert
Women	MENA	Introvert
LGBTQ	Multi-Racial	Black/A. American
Heterosexual	Hispanic/Latinx	Asian



13

VALLOT KARP

Round 1

- Generate a list of:
 - “Myths and Stereotypes” that you think others have about your identity group.
- You don't have to agree. If one person says/thinks that, write it on the chart.



14

VALLOT KARP

Round 2

- Generate a list of:
 - “Information you would like other groups to know and/or better understand about your identity group.”
- You don't have to agree. If one person says/thinks that, write it on the chart.



15

VALLOT KARP

Round 3

- Generate a list of:
 - “Suggestions/Advice to colleagues about how to:
 - Work effectively/interact respectfully with your identity group, and/or
 - Be an ally to your identity group.”
- You don't have to agree. If one person says/thinks that, write it on the chart.



16

VALLOT KARP

Round 4

- **Form cross-identity dialogue groups** (6-8 people per group):
 - Men and Women
 - Whites, Hispanic/Latinx, and Multi-racial
 - Blacks/A.Americans, Asians and MENA
 - Extraverts and Introverts
 - LGBTQ and Heterosexuals
- **Discuss:**
 - How might you apply any of the insights, advice, and/or lessons learned from this dialogue going forward?
 - Designate someone in your group to report out 1-2 insights/take-aways



17

VALLOT KARP

What You Can Do



VALLOT KARP

Your action plan

Identify one insight/take-away that you can apply to help you work more effectively across differences



19

VALLOT KARP

Thank you!

VallotKarp Consulting LLC
 1501 Broadway #1310
 New York, NY 10036
 (212) 222-0339

Neonu Jewell
 E: njewell@vallotkarp.com

Mitchell Karp
 E: mkarp@vallotkarp.com



20

VALLOT KARP