

Human Relations Initiative, Inc. is a non-partisan organization which advocates for cultural social transformation by advancing diversity, equity, and inclusion through awareness, education, and dialogue.
(mission statement)

Diversity, Equity, & Inclusion Training HANDOUT

Topic: Appreciating Culture and Gaining Effective Cross Cultural Communication Skills

➤ Clarifying Values

- Values are important to an Individual and/or a shared in Group association
- Values drive behaviors and motivations

➤ Understanding Diversity

- Primary Dimensions of Diversity (Characteristics that cannot change)
 - Ex: Age, Ethnicity, Gender, Mental/Physical abilities and characteristics, Race, Sexual Orientation, etc.
- Secondary Dimensions of Diversity (Characteristics that can change)
 - Ex: Communication Style, Education, Family Status, Religion, etc.

➤ Appreciating Culture

- Geert Hofstede 6-D Model of National Culture
 - Individualism (Independence/Interdependence), Power Distance (Disparities/Distribution), Masculinity (Force), Uncertainty Avoidance (Ambiguity Tolerance), Long-term Orientation (Change), Indulgence (Good)
- Organizational Culture Styles
 - Caring, Purpose, Learning, Enjoyment, Results, Authority, Safety, Order
- Personality Profile (DISC Assessment)
 - Dominance, Influence, Steadiness, Conscientiousness

➤ Gaining Effective Cross-Cultural Communication Skills

- Multicultural, Cross-Cultural, or Intercultural
- Aspects to Remember: Cultural Traits, Discussion (On Differences)