Respecting Individual Differences: Awareness

# Diversity Awareness - What not to do

Ready for some cringe worthy moments? [Watch the video](http://www.youtube.com/watch?v=w6UKcI6xusQ) that plays out some stereotypes and think about if you have seen people do similar things in an effort to demonstrate how “accepting” they are.

# Social Diversity and Awareness

Have you ever heard people say something like, “I think we’re all part of one race, the human race,” or, “We’re all the same on the inside”?

That’s called ***minimization*** and it ignores the experiences of others who have different life experiences.

Seeing the differences in others honors their experiences or even the unique struggles they may face. It builds empathy in a way that “tolerance” or “acceptance” does not. People don’t want to be just tolerated, or accepted, they want to be seen, heard, and appreciated for their lives and experiences.

# Respecting Other Backgrounds

Being able to see how others view and experience the world is mutually beneficial.

It makes you a better problem solver.

[This video helps to highlight that concept.](http://www.youtube.com/watch?v=XEr6MX5CfjQ)

# Importance of Social Diversity

Social Diversity improves products, processes, and services.

Diversity is more than ethnic or racial diversity.

“The word diversity is diverse itself.” [The video](http://www.youtube.com/watch?v=fsOs5kfm7DM) will help explain.

# Expanding Your Definition of Normal

What is normal changes as you expand your understanding of diversity because it expands your frame of reference.

*To change with change is the changeless state.* -Bruce Lee

Meet new people, travel, eat new foods, expand your frame of reference! [This video](http://www.youtube.com/watch?v=F3BbQRhrTmk) helps outline this concept.

# Working Effectively in a Diverse Environment

The workforce today is interconnected and global.

Being able to connect with others from different backgrounds expands the number of connections you make while solving problems, performing a task, or working on a team. [See the video](http://www.youtube.com/watch?v=nm6pFnztHmo) for more detail.