
Workplace Culture

LIVE



WORK



PLAY



“Human conversation is the most ancient and easiest way to cultivate the conditions for change – personal change, community and organizational change. If we can sit together and talk about what’s important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel.”

~Margaret Wheatley

What is Diversity?



Types of Diversity

Internal Diversity

- Race
- Ethnicity
- Age
- National origin
- Sexual orientation
- Cultural identity
- Assigned sex
- Gender identity
- Physical ability
- Mental ability

External Diversity

- Personal interests
- Education
- Appearance
- Citizenship
- Religious beliefs
- Location
- Familial status
- Relationship status
- Socioeconomic status
- Life experiences

Types of Diversity

Organization Diversity

- Job functions
- Place of work
- Management status
- Employee status
- Pay type
- Seniority
- Union affiliation

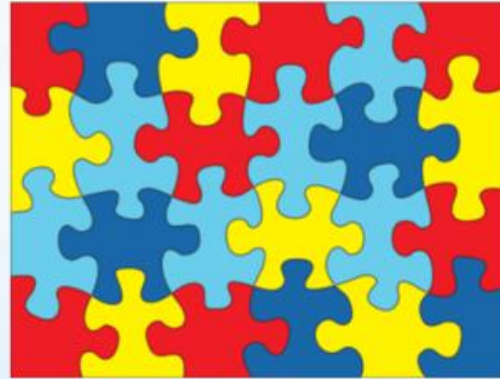
Worldview Diversity

- Political beliefs
- Moral compass
- Outlook on life
- Epistemology

DIVERSITY



INCLUSION



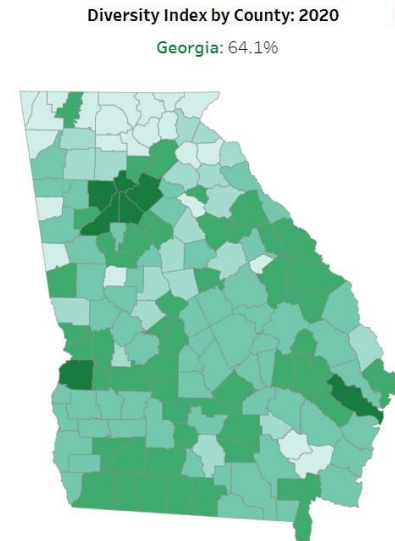
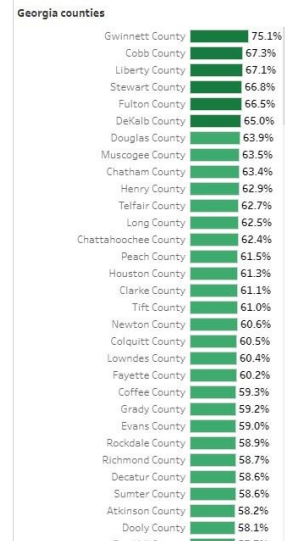
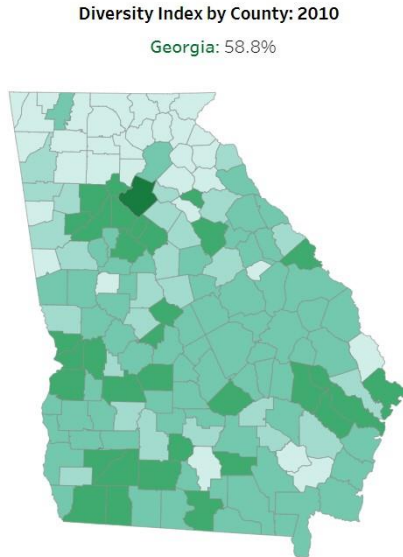
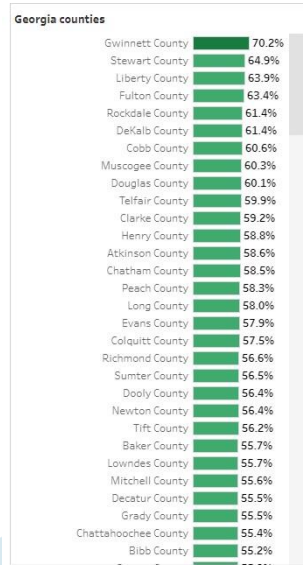
2020 U.S. Population More Racially and Ethnically Diverse Than Measured in 2010

➤ The most prevalent racial or ethnic group for the United States was the White alone non-Hispanic population at 57.8%. This decreased from 63.7% in 2010.

The following groups are used in the diversity calculations:

- Hispanic or Latino.
- White alone non-Hispanic.
- Black or African American alone non-Hispanic.
- American Indian and Alaska Native alone non-Hispanic.
- Asian alone non-Hispanic.
- Native Hawaiian and Other Pacific Islander alone non-Hispanic.
- Some Other Race alone non-Hispanic.
- Multiracial non-Hispanic.

The Diversity Index (DI) measures the probability that two people chosen at random will be from different racial and ethnic groups.





What is Cultural Equity?

Cultural equity **embodies the values, policies, and practices that ensure** that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—



Equality



Equity



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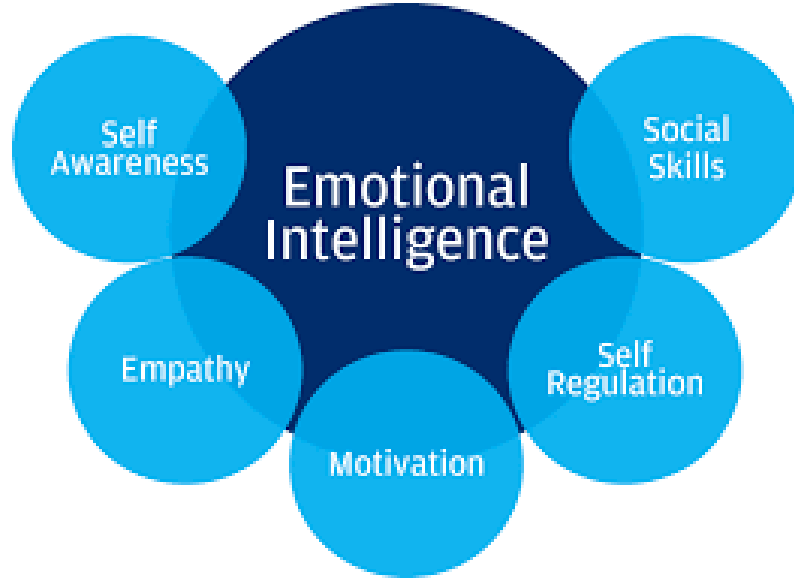
WHAT IS EMOTIONAL INTELLIGENCE?

- The concept of emotional intelligence was introduced by psychologists Peter Salovey and John Mayer in 1990. The idea was generalized in 1995 by psychologist and author Daniel Goleman in his book, *Emotional Intelligence: Why It Can Matter More than IQ*.
- Emotional intelligence is the capability to identify, manage, evaluate and understand our own emotions and of the people around us. High IQ can get you your dream job, but to sustain, grow and evolve, you must have a stronghold on your Emotional Intelligence.

Emotional Intelligence Competencies

- Self-confidence
- Self-control
- Self-actualization
- Optimism
- Conflict management
- Stress tolerance
- Initiative
- Empathy
- Social responsibility
- Interpersonal relationships

According to Daniel Goleman, there are five components



Group Discussion

How do you use empathy to foster relationship to embrace cultural equity and inclusion?

Here are the few statistics collected from several sources to prove why Emotional Intelligence is one of the significant factors for the productivity, growth, and success of an organization.

- **90%** of top performers have above average emotional intelligence.
- Emotional Intelligence is responsible for **58%** of job performance.
- **75%** of the Fortune 500 use emotional intelligence training.

What is Cultural Intelligence?

➤ Cultural intelligence is related to emotional intelligence, but it picks up where emotional intelligence leaves off. A person with high emotional intelligence grasps what makes us human and at the same time what makes each of us different from one another.

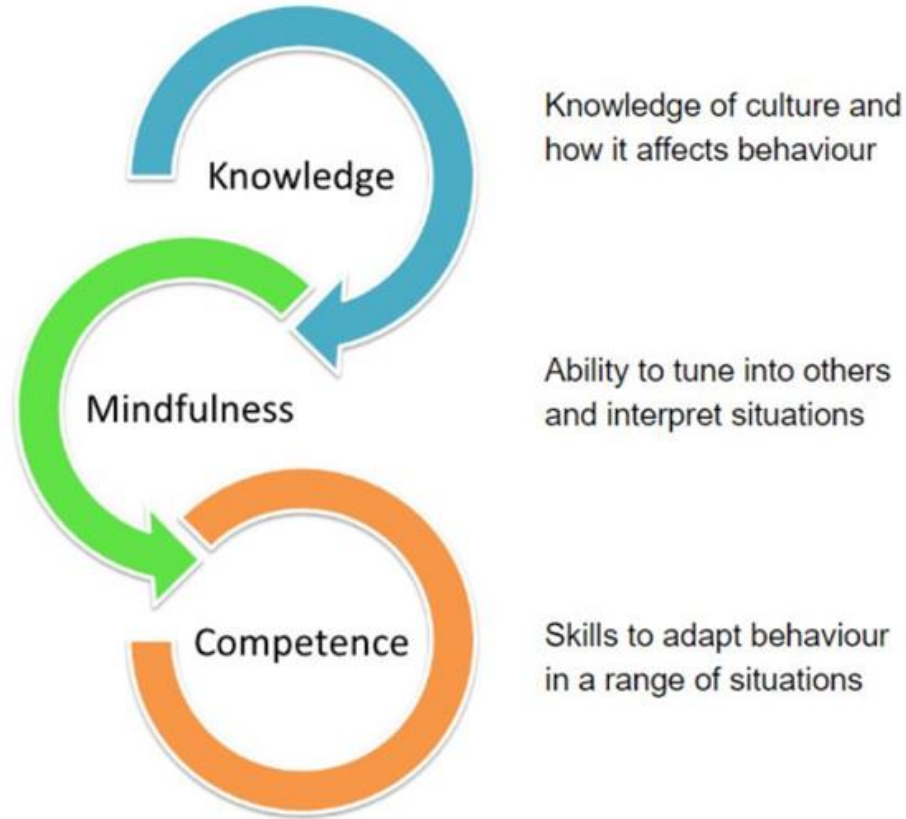
➤ The Cultural Intelligence Centre describes cultural intelligence (CQ) as “the capability to relate and work effectively in culturally diverse situations.” Being culturally intelligent is so much more than being culturally sensitive or even culturally aware. And it’s much more than etiquette. It requires you to be mindful, to be observant and to suspend judgment when you encounter behaviors, customs and ideas that are different from your own.

Why Does CQ Matter?

“In today’s culturally diverse workplace, learning to make sense of different perspectives with intercultural skills and inclusive attitudes is essential.

– Azumme Degun

- Developing cultural intelligence skills creates a competitive edge in a workplace by improving teamwork, communication and general performance. If people are the most important asset to an organization, then equipping them to feel safe and thrive in the workplace is essential. Driving cultural intelligence in the workplace has also been known to promote staff productivity.



Group Discussion

How do you use cultural intelligence to foster relationship to embrace cultural equity and inclusion?





Engagement

Belonging

Diversity & Inclusion



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