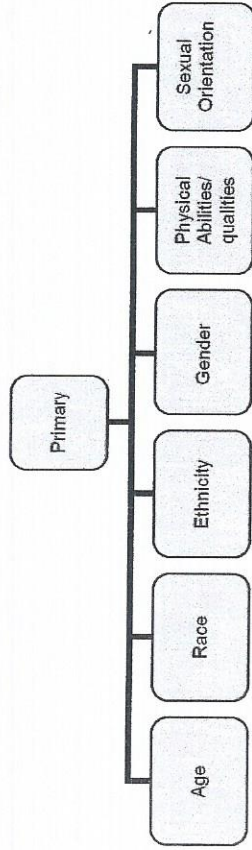


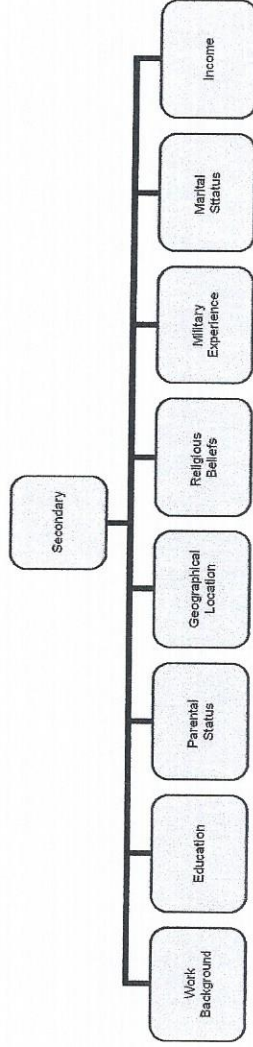
DIMENSIONS OF DIVERSITY

(Source: Loden and Rosener (1991), Workforce America. Homewood, Illinois: Business One Irwin)



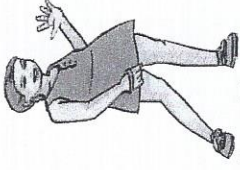
Primary – Shape our self image as people. These characteristics have the most significant impact on individuals and groups in society and within the workplace.

Secondary – differences we acquire, discard or modify throughout our lives.





...Express Yourself



Feb. 10, 2003 -- Dane Pennerman's friends Roberto, Melissa and Hakeem used to be friendly with each other. Not anymore. Dane sounds off about his middle school's social boundaries -- and shares what he's doing to challenge them.

Feb. 10, 2003 -- As Roberto and I entered the cafeteria, I saw my friend Melissa.

- "What's up, Melissa?"
- Roberto punched me and said, "Don't speak to her."
- "Why?"
- "She's a Rocker."
- "Roberto, she's still my friend."
- As Roberto and I proceeded to the lunch line, I saw my buddy Hakeem.
- "Hey Dane, come sit with us?" Hakeem offered.
- "Go ahead, Dane, I'll catch you later," Roberto said, looking at me blankly.
- "No, Roberto you can come to!"
- Roberto looked at Hakeem's table, and said to me, "I'll just see you after school, Dane."
- All these people were some of my best friends in elementary school. What happened? When did I miss this? When did these boundaries go up around me? And more important, why hadn't I noticed them? Was I trying to pretend that they didn't exist?
- The close friendships I had cultivated in elementary school were disappearing. All of my friends were now in their own "cliques."
- The school cafeteria was now divided into Rockers, African Americans, Hispanics, and the Popular Kids. Why couldn't we all hang out together? Why does Hakeem call me "white boy" when he sees me talking to my Caucasian friends? Why does Roberto only know me between classes?
- How am I supposed to handle this?
- I view Hakeem, Melissa, and Roberto as friends, equally. How can I look beyond appearances, when it's the main focus of everyone around me? Am I wrong for not participating in the boundaries my friends create?
- Sometimes I try to discuss the issues my friends have with each other. Is there really any basis for the ill feelings? I feel their dislike for each other is unwarranted. And, I have yet to hear valid reasons from anyone. I remember talking to Hakeem. He told me Roberto's not really my friend: "Just because the two of you have a class together and walk in the halls together means nothing. When his Spanish friends come around, he doesn't know you, Dane."
- I feel social boundaries are a way to avoid the things we are afraid of, things we may not understand about others. The way a person chooses to dress or the color of their skin should not separate us.
- Melissa's black clothing is the way she chooses to look on the outside. Clothes do not make the person. Melissa faces some of the same challenges in life as a teen that Roberto and Hakeem face. When I try to find differences between my three friends, outside of individual appearance, there are none.
- I know the three of them would really like each other if they gave one another a chance. On a daily basis, I push my friends to become friends. I always follow a negative remark with a positive one. I'm always quick to point out good points about one friend to the other.
- I feel I am in the middle of something that may last my entire life, well after my middle school years. This bothers me. How can I get Rockers, Hispanics, and African Americans to accept each other?
- I know communication is one way to mend this rift. If people that look different on the outside can get past appearances, then we will be able to heal.
- Maybe as teens of the new millennium, we can solve this problem and cross all social boundaries.
- **Dane Pennerman is a student at a Miami, Fla., middle school. He wrote this essay for *Mix It Up*, as part of a history class assignment.**
- >> **Talk for a change!**
- Dane believes communication can solve the social rifts in our schools. So do we. If you really want to challenge the border lines at school, start a [Mix It Up Dialogue Group](#). Our [free handbook](#) shows you how.

Sound Off

Dane believes that communication between groups is the only way for everyone to become friends -- or friendly -- with each other. Do you agree? Why? How do you deal with friends who aren't friends with each other? What's the best way to bridge those boundaries? Share your opinion

Term and Definition

Source: *Essentials of Management*, Gary Dessler, 1999

- **Affirmative Action** – a legislated requirement that employers make an extra effort to hire and promote those in a protected group.
- **Attitude** – a predisposition to respond to objects, people, or events in either a positive or negative way.
- **Discrimination** – a behavioral bias toward or against a person based on the group to which the person belongs.
- **Diverse** – describes a workforce comprised of two or more groups, each of which can be identified by demographic or other characteristics.
- **Leadership** – one person influencing another to willingly work towards a predetermined objective.
- **Mentoring** – a relationship between two people in which the more experienced mentor provides support, guidance, and counseling to enhance the protégé's success at work in other areas of life.
- **Stereotyping** – the process of attributing specific behavioral traits to individuals on the basis of their apparent membership in a group.

READING

It is difficult to learn to read when
 the words don't stand still. Can you
 imagine what it is like to read
 when words and letters move up and
 down on the page? Reading is not
 my favorite school activity.

It helps to use my finger or
 ruler to keep my place so I
 can read.

CHANGE

Changes are all around us,
 Changes are a part of life,
 Changes are a part of growing.

Just look at how a tree becomes a tree,
 And in the fall, the leaves turn all
 different colors.

Red, gold, and green, brown, orange and yellow.

Even though they're different colors,
 They are all part of one tree,
 And beautiful together.

And so too, it is with people,
 We are born, and we grow into adults
 Who are all different, but are all part
 of the same family.

If only we could just blend harmoniously
 Like the leaves on the tree.
 Well, there's still room for change.

by Jane Brucker

Celebrity Quiz

See if you can match the following personal description to the names below:

- | | |
|-----------------------|----------------------------|
| a. Albert Einstein | e. Winston Churchill |
| b. Walt Disney | f. Hans Christian Anderson |
| c. Nelson Rockefeller | g. George Patton |
| d. F.W. Woolworth | h. Tom Cruise |

1. As a child he was labeled as slow. He clerked in a village grocery store. He suggested putting slow-moving merchandise on a counter and selling it for five cents. This venture was so successful that it was continued with new goods. He became the principal founder of a chain of five and ten cent stores.
2. When he was 12 years-old, he could not read, and he remained deficient in reading all his life. However, he could memorize entire lectures - which was how he got through school. He became a famous general during WW II.
3. He was slow in school work and did not have a successful school experience, but later became a well-known movie producer and cartoonist.
4. This noted Englishman had much difficulty in school. He later became a national leader and an English Prime Minister.
5. This young boy had difficulty reading but was able to write some of the world's best lived stories.
6. This boy could not talk until the age of four. He did not learn to read until he was nine. His teachers considered him to be mentally slow, unsociable and a dreamer. He failed the entrance examination for college. Ultimately, he developed the theory of relativity.
7. He is a famous movie star. He learns his lines by listening to a tape. He suffers from dyslexia.
8. This young man had much difficulty reading and throughout his life was unable to read well. However, he was the governor of the state of New York for four terms and later won congressional approval to be appointed vice president of the United States.

The source of information on this page was not traceable.

Answer Sheet for "Reading" and "Celebrity Quiz"

Reading

It was difficult to learn to read when the words don't stand still. Can you imagine what it is like to read when words and letters move up and down on a page? Reading is not my favorite school activity. It helps to use my finger or a ruler to keep my place so I can read.

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Answers to the Celebrity Quiz

1. d, 2. g, 3. b, 4. e, 5. f, 6. a, 7. h, 8. c.