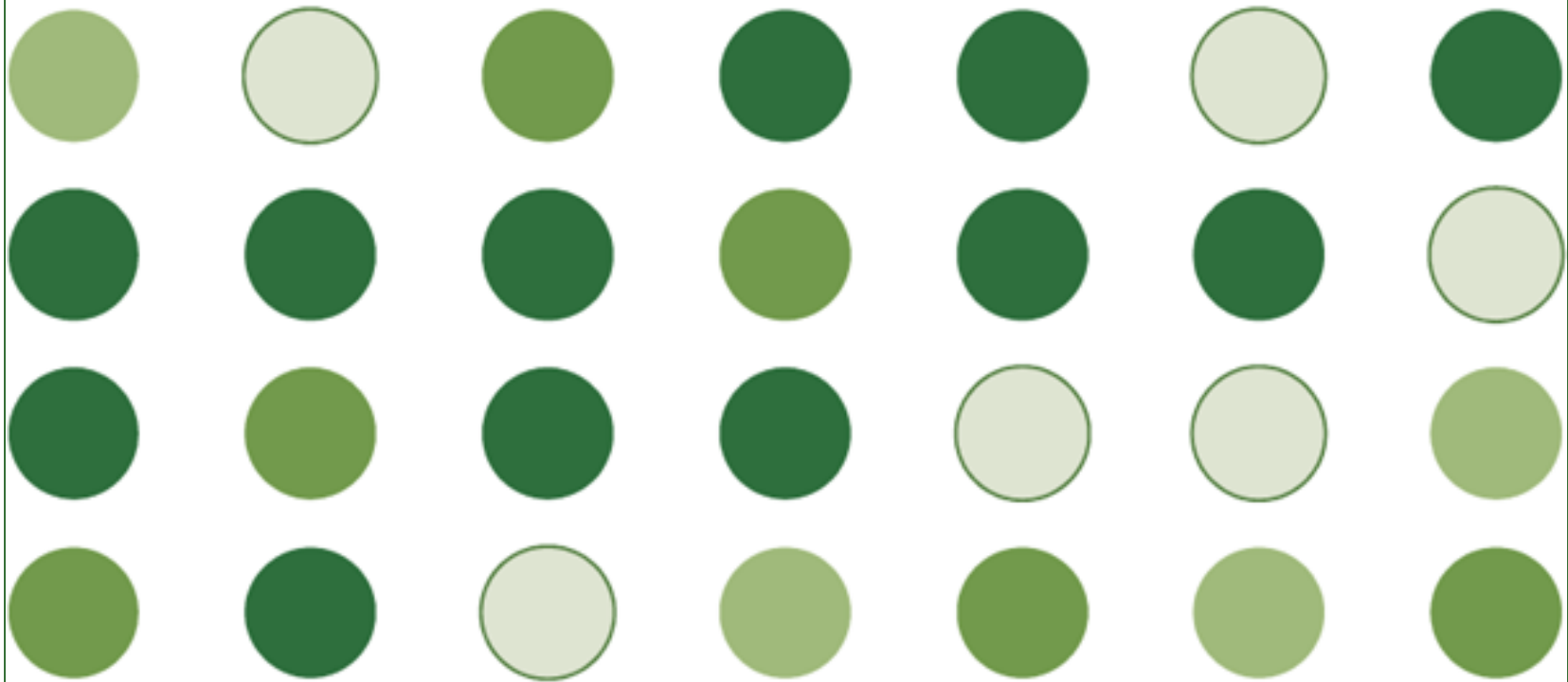


## Discovering Diversity Profile® Individual Report



# ***Discovering Diversity Profile®***

- Designed to help identify opinions and feelings about workforce diversity and provide suggestions for change

# ***Discovering Diversity Profile***<sup>®</sup>

- Designed to help identify opinions and feelings about workforce diversity and provide suggestions for change
- The *Discovering Diversity Profile*<sup>®</sup> allows individuals to explore their own viewpoints on workforce diversity in four key areas, and can help transform resistance into acceptance, cooperation, and respect

# Basic Insights

- Personal Insight into Development on Diversity Issues

# Basic Insights

- Personal Insight into Development on Diversity Issues
- Appreciation of Diversity Within the Workplace

# Basic Insights

- Personal Insight into Development on Diversity Issues
- Appreciation of Diversity Within the Workplace
- A Common Language to Understand and Discuss Interpersonal Diversity Issues

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- Personal Insight into Development on Diversity Issues
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- A Common Language to Understand and Discuss Interpersonal Diversity Issues
- Dialogue about Diversity in the Workplace

# Basic Insights

- Personal Insight into Development on Diversity Issues
- Appreciation of Diversity Within the Workplace
- A Common Language to Understand and Discuss Interpersonal Diversity Issues
- Dialogue about Diversity in the Workplace
- Building Relationships through Acceptance



## What's new in the *Discovering Diversity Profile*® in EPIC?

- Comprehensive personalized narrative
- Expanded action plan
- Group Report



Look for the **The EPIC Edge**  
to see features and benefits  
only available on EPIC!

## **Model**

Feedback is organized into four sections with two subsections each

- Knowledge
  - Stereotypes
  - Information
- Understanding
  - Awareness
  - Empathy
- Acceptance
  - Receptiveness
  - Respect
- Behavior
  - Self-Awareness
  - Interpersonal Skills

## **Model**

- **Knowledge**

The extent to which an individual possesses information about others from diverse backgrounds and cultures.

Knowledge is made up of two components: **Stereotypes** and **Information**.

## **Model**

- **Knowledge**

- Stereotypes

Stereotypes are generalizations of groups of people. These generalizations often become “frozen” in our minds. Even though we receive evidence to the contrary, we continue to hold on to them.

## **Model**

- **Knowledge**

- Stereotypes
- Information

Information is the data gathered from books, magazines, video programs, popular media, casual conversation, and other sources. The more accurate information we have about others, the more likely we will develop appropriate opinions, feelings, and behaviors.

## **Model**

- **Understanding**

The extent to which an individual comprehends how others feel and why they behave the way they do. Understanding is made up of two components: **Awareness** and **Empathy**.

## **Model**

- **Understanding**

- Awareness

Awareness of others helps us to see that our personal reality may not be the only reality, and it gives us a basis for contrasting our cultural viewpoint with that of another person.

## **Model**

- **Understanding**

- Awareness
- Empathy

Empathy shows our ability to make connections with others on an emotional level by allowing us to put ourselves in other people's shoes, trying to perceive how it feels to "walk their way."



## Model

- **Acceptance**

The extent to which an individual respects and values the diverse characteristics and behaviors of others. Acceptance is made up of two components: **Receptiveness** and **Respect**.

## **Model**

- **Acceptance**

- Receptiveness

Receptiveness is being open to others who are different from oneself. We are able to accept the notion that all people should be allowed to reflect their background and culture in their behavior.

## **Model**

- **Acceptance**

- Receptiveness
- Respect

Respect goes beyond simply “putting up” with others’ differences. With respect, we are able to fully appreciate every individual.

## Model

- **Behavior**

The extent to which an individual is able to interact effectively with others different from him or herself. Behavior is made up of two components: **Self-Awareness** and **Interpersonal Skills**

## **Model**

- **Behavior**

- Self-Awareness

With self-awareness, we are able to understand personal values, motives, and beliefs. At this level, we are conscious of personal strengths and weaknesses, and we are sensitive to the effects of those characteristics on others.

## **Model**

### ▪ **Behavior**

- Self-Awareness
- Interpersonal Skills

Effective interpersonal skills will help a person successfully interact with people who may be different from him or herself.

# Discovering Diversity Profile®


## Response form

- 80 statements
  - 20 measure attitudes and beliefs
    - Strongly Agree to Strongly Disagree
  - 60 measure personal behavior
    - Almost Always to Almost Never

**Discovering Diversity Profile®**

**Section 1 - Page 1**  
For each of the following statements, respond by choosing from the following ratings: **Strongly Disagree, Disagree, Agree, or Strongly Agree.**


	Strongly Disagree	Disagree	Agree	Strongly Agree
Older employees are not open to change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most Hispanics are emotional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less than 1% of the population is gay, lesbian, or bisexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women are more apt than men to engage in idle chatter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White males, like other groups, benefit from diversity efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**BACK**  **NEXT**  
Percent Complete

**Discovering Diversity Profile®**

**Section 2 - Page 1**  
For each of the following statements, respond by choosing from the following ratings: **Almost Never, Rarely, Sometimes, or Almost Always.**

	Almost Never	Rarely	Sometimes	Almost Always
People are promoted for the sake of diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take care not to make statements that reinforce prejudice or bias in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand that my way is not the only way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the situation from the other person's point of view before I make a judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tell jokes about those who are different from me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**BACK**  **NEXT**  
Percent Complete

# Discovering Diversity Profile®



**Personalized** narrative points out the specific items that need the respondent's attention

**Knowledge: Stereotypes**  
Discovering Diversity Profile®

**KNOWLEDGE**  
The extent to which an individual possesses information about others from diverse backgrounds and cultures. Knowledge is made up of two components: Stereotypes and Information.

**Stereotypes**  
With limited data, we tend to make generalizations about others. Many of these generalizations are based on stereotypes or fixed images of groups of people. These images influence the way we choose to relate to individuals who are part of a particular group. While a stereotype may be based on one or more factual elements, it also contains broad generalizations that exaggerate the factual evidence and go beyond the reality of the situation. These generalizations often become "frozen" in our minds. Even though we receive evidence to the contrary, we continue to hold on to them.

**Your Info** Based on your responses to the profile, you appear likely to respond to co-workers with appropriate regard for their cultural background. You seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others.

Specific statements that indicate areas where you may hold stereotypes are:

- Women are more apt than men to engage in idle chatter

As you consider these statements, ask yourself whether you think they apply to the entire group, or whether you were basing your response on more specific instances from your own experience. You may want to review the suggestions on the page 5 for more ways to move beyond stereotypes when dealing with others.

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Sample Report 3



# Discovering Diversity Profile®



## Knowledge: Stereotypes Discovering Diversity Profile®



Based on your responses to the profile, you appear likely to respond to co-workers with appropriate regard for their cultural background. You seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others.

Specific statements that indicate areas where you may hold stereotypes are:

- Women are more apt than men to engage in idle chatter

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may be based on  
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me "frozen" in  
o them.

Your Info

Based on your responses to the profile, you appear likely to respond to co-workers with appropriate regard for their cultural background. You seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others.

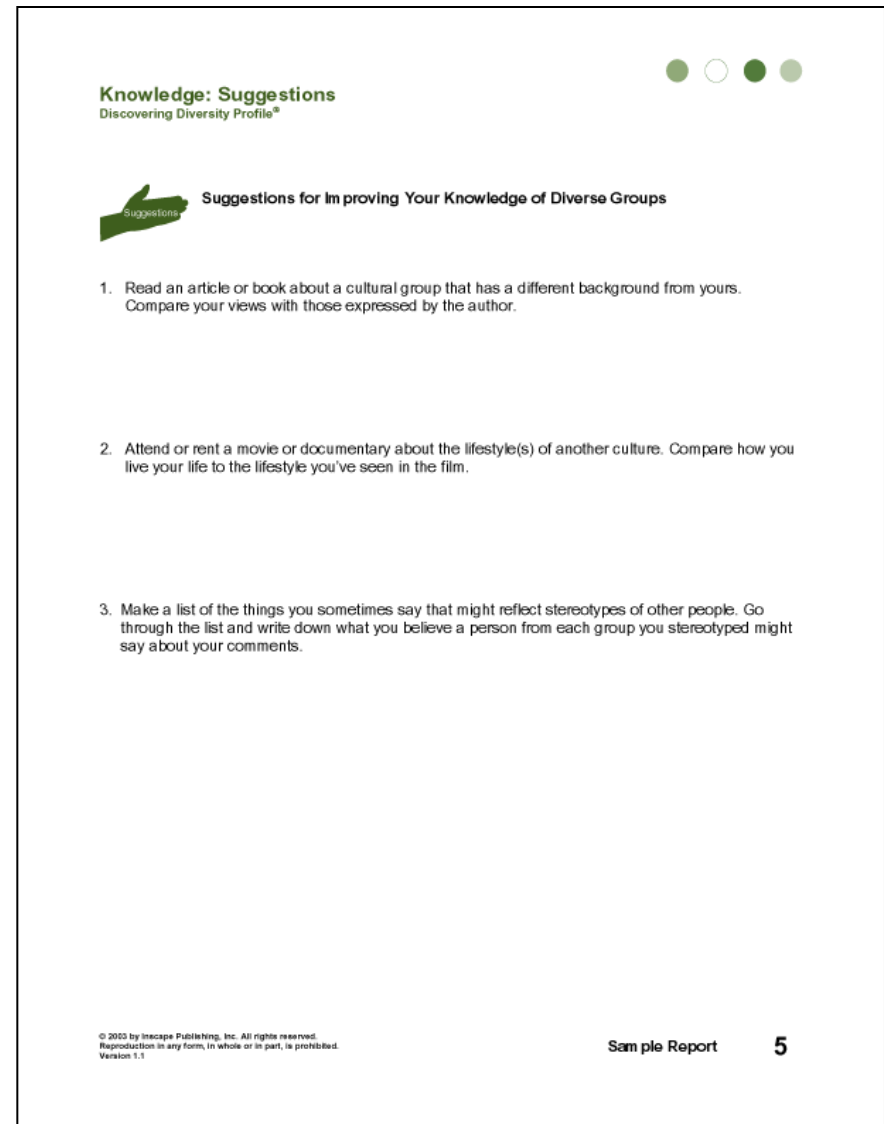
Specific statements that indicate areas where you may hold stereotypes are:

- Women are more apt than men to engage in idle chatter

As you consider these statements, ask yourself whether you think they apply to the entire group, or whether you were basing your response on more specific instances from your own experience. You may want to review the suggestions on the page 5 for more ways to move beyond stereotypes when dealing with others.

# Discovering Diversity Profile®

Each section includes several suggestions to broaden the respondent's exposure to and experience with diversity.



The image shows a sample report page for the 'Knowledge: Suggestions' section of the Discovering Diversity Profile. The page has a white background with a black border. At the top right, there are four colored circles: a solid green circle, a white circle with a black outline, a solid dark green circle, and a solid light green circle. Below these circles, the text reads 'Knowledge: Suggestions' in bold, followed by 'Discovering Diversity Profile®' in a smaller font. A green hand icon pointing right is positioned to the left of the section title 'Suggestions for Improving Your Knowledge of Diverse Groups'. Below this, there is a numbered list of three suggestions. At the bottom left, there is a small copyright notice: '© 2003 by Inscape Publishing, Inc. All rights reserved. Reproduction in any form, in whole or in part, is prohibited. Version 1.1'. At the bottom right, the text 'Sample Report' is followed by the page number '5'.

**Knowledge: Suggestions**  
Discovering Diversity Profile®

**Suggestions for Improving Your Knowledge of Diverse Groups**

1. Read an article or book about a cultural group that has a different background from yours. Compare your views with those expressed by the author.
2. Attend or rent a movie or documentary about the lifestyle(s) of another culture. Compare how you live your life to the lifestyle you've seen in the film.
3. Make a list of the things you sometimes say that might reflect stereotypes of other people. Go through the list and write down what you believe a person from each group you stereotyped might say about your comments.

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Sample Report 5



## Suggestions for Improving Your Knowledge of Diverse Groups

1. Read an article or book about a cultural group that has a different background from yours. Compare your views with those expressed by the author.

# Discovering Diversity Profile®



Provides an expanded action plan that helps people understand themselves at a deeper level and plan their next steps.

## Knowledge: Action Plan Discovering Diversity Profile®



### Action Plan for Improving Your Knowledge of Diverse Groups

1. Based on your profile feedback, in what areas, if any, do you appear to hold some stereotypes?
2. Describe any experience(s) you have had with people different from yourself that may have led to overgeneralization toward an individual or group.
3. How do these experience(s) affect your attitude and behavior toward particular individuals or members of a group? Do they affect your ability to work effectively with certain individuals or groups? Give examples.
4. What steps might you take to decrease the influence of stereotypes on your work and personal relationships?
5. Based on your profile feedback, in what areas, if any, do you seem to need more information?
6. Describe any experience(s) you have had where a lack of correct information about an individual or group has negatively impacted your ability to work together effectively.
7. What steps can you take to gather the information you need?
8. Who can you ask for help?

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Sample Report

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# Discovering Diversity Profile®



Knowledge: Action Plan  
Discovering Diversity Profile®



## Action Plan for Improving Your Knowledge of Diverse Groups

1. Based on your profile feedback, in what areas, if any, do you appear to hold some stereotypes?
2. Describe any experience(s) you have had with people different from yourself that may have led to overgeneralization toward an individual or group.

or group has negatively impacted your ability to work together effectively.

7. What steps can you take to gather the information you need?

8. Who can you ask for help?

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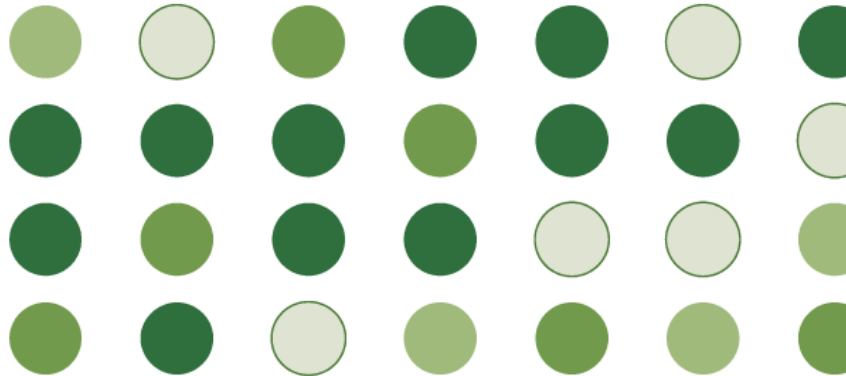
6

# Discovering Diversity Profile® Group Report



The *Discovering Diversity Profile*® **Group Report** helps focus diversity efforts based on the needs of the group or organization.

Discovering Diversity Profile®  
Group Report



## Sample Report

(11 People)  
Monday, January 19, 2004



This report is provided by:  
Your Company  
123 Main Street  
Smithville, MN 54321  
612-123-9876  
www.yourcompany.com

# Discovering Diversity Profile® Group Report



The Group Diversity Comfort Level Grid offers a snapshot of your group in the four key areas of diversity development.

## Group Diversity Comfort Level Grid

Discovering Diversity Profile® Group Report

The Group Diversity Comfort Level Grid pictured below provides a snapshot of your group in the four key areas of diversity development. Your Group Mean shows the average score for your group in each category as well as your group's comfort level, ranging from Level 1 (lowest) to Level 3 (highest).

Group Size: 11

Area	Your Group Mean	Level 1	Level 2	Level 3
<b>Knowledge</b>				
Stereotypes	32.1	10-23	24-31	<b>32-40</b>
Information	28.5	10-26	<b>27-32</b>	33-40
<b>Understanding</b>				
Awareness	30.8	10-28	<b>29-34</b>	35-40
Empathy	31.2	10-29	<b>30-35</b>	36-40
<b>Acceptance</b>				
Receptiveness	31.8	10-25	<b>26-32</b>	33-40
Respect	33.2	10-31	<b>32-37</b>	38-40
<b>Behavior</b>				
Self-Awareness	35.2	10-31	<b>32-36</b>	37-40
Interpersonal Skills	31.2	<b>10-32</b>	33-36	37-40

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Sample Report

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# Discovering Diversity Profile® Group Report



The Group Diversity Comfort Level Grid is a snapshot of your group's diversity development in the four key areas.

Group Diversity Comfort Level Grid  
Discovering Diversity Profile® Group Report

Area	Your Group Mean	Level 1	Level 2	Level 3
<b>Knowledge</b>				
Stereotypes	32.1	10-23	24-31	<b>32-40</b>
Information	28.5	10-26	<b>27-32</b>	33-40
<b>Understanding</b>				
Awareness	30.8	10-28	<b>29-34</b>	35-40
Empathy	31.2	10-29	<b>30-35</b>	36-40
<b>Acceptance</b>				
Receptiveness	31.8	10-25	<b>26-32</b>	33-40
Respect	33.2	10-31	<b>32-37</b>	38-40
<b>Behavior</b>				
Self-Awareness	35.2	10-31	<b>32-36</b>	37-40
Interpersonal Skills	31.2	<b>10-32</b>	33-36	37-40

Level 1 (lowest) to Level 3 (highest).

Level 2	Level 3
24-31	<b>32-40</b>
<b>27-32</b>	33-40
<b>29-34</b>	35-40
<b>30-35</b>	36-40
<b>26-32</b>	33-40
<b>32-37</b>	38-40
<b>32-36</b>	37-40
33-36	37-40



# Discovering Diversity Profile® Group Report



The Group Diversity Comfort Level Grid offers a snapshot of your group in the four key areas of diversity development.

It shows the average score for your group in each category as well as your group's comfort level.

## Group Diversity Comfort Level Grid

Discovering Diversity Profile® Group Report

The Group Diversity Comfort Level Grid pictured below provides a snapshot of your group in the four key areas of diversity development. Your Group Mean shows the average score for your group in each category as well as your group's comfort level, ranging from Level 1 (lowest) to Level 3 (highest).

Group Size: 11

Area	Your Group Mean	Level 1	Level 2	Level 3
<b>Knowledge</b>				
Stereotypes	32.1	10-23	24-31	<b>32-40</b>
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Awareness	30.8	10-28	<b>29-34</b>	35-40
Empathy	31.2	10-29	<b>30-35</b>	36-40
<b>Acceptance</b>				
Receptiveness	31.8	10-25	<b>26-32</b>	33-40
Respect	33.2	10-31	<b>32-37</b>	38-40
<b>Behavior</b>				
Self-Awareness	35.2	10-31	<b>32-36</b>	37-40
Interpersonal Skills	31.2	<b>10-32</b>	33-36	37-40

# Discovering Diversity Profile® Group Report



The Group Diversity Comfort Level Grid is a snapshot of your group's diversity development in the four key areas.

It shows the average score for your group in each category as well as the group's comfort level range.

Group Diversity Comfort Level Grid  
Discovering Diversity Profile® Group Report

Area	Your Group Mean	Level 1	Level 2	Level 3
<b>Knowledge</b>				
Stereotypes	32.1	10-23	24-31	<b>32-40</b>
Information	28.5	10-26	<b>27-32</b>	33-40
<b>Understanding</b>				
Awareness	30.8	10-28	<b>29-34</b>	35-40
Empathy	31.2	10-29	<b>30-35</b>	36-40
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<b>Behavior</b>				
Self-Awareness	35.2	10-31	<b>32-36</b>	37-40
Interpersonal Skills	31.2	<b>10-32</b>	33-36	37-40

Level 1 is the lowest score for your group in each category and Level 3 (highest).

Level 2	Level 3
24-31	<b>32-40</b>
<b>27-32</b>	33-40
<b>29-34</b>	35-40
<b>30-35</b>	36-40
<b>26-32</b>	33-40
<b>32-37</b>	38-40
<b>32-36</b>	37-40
33-36	37-40

# Discovering Diversity Profile® Group Report



The EPIC Group Report also includes personalized narrative about the group.

Your group mean for Stereotypes is 32.1, which is in Level 3. On the average, this group appears likely to respond to co-workers with appropriate regard for their cultural background. They seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others. They may begin to use this as an opportunity to engage in a rich conversation about stereotypes and their impact on the workplace team's performance.

## Knowledge: Stereotypes

Discovering Diversity Profile® Group Report

Your group mean for Stereotypes is 32.1, which is in Level 3. On the average, this group appears likely to respond to co-workers with appropriate regard for their cultural background. They seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others. They may begin to use this as an opportunity to engage in a rich conversation about stereotypes and their impact on the workplace team's performance.

Below are the group level data for each of the items in the Stereotypes area of the *Discovering Diversity Profile*®. The table includes:

- A key that shows in which direction the item is scored (D = Disagree, A = Agree). For all items in this section, disagreement suggests higher levels of diversity knowledge; agreement suggests lower levels of diversity knowledge.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

						Strongly Agree	Mean
						0%	3.7
						0%	3.5
						0%	3.5
						0%	3.3
White males are more competitive than others	D	55%	27%	9%	9%	3.3	
Blacks are more verbally aggressive than others	D	45%	36%	9%	9%	3.2	
Asians are more intelligent than people from other cultural groups	D	27%	64%	9%	0%	3.2	
Most gay men act feminine	D	18%	55%	27%	0%	2.9	
Most overweight people have low self-esteem	D	9%	64%	27%	0%	2.8	
Women are more apt than men to engage in idle chatter	D	9%	64%	18%	9%	2.7	
Group Mean for Stereotypes						32.1	

# Discovering Diversity Profile® Group Report



The EPIC Group Report also includes personalized narrative about the group.

The group level item data shows the percentage of the group's responses at each level of the rating.

## Knowledge: Stereotypes

Discovering Diversity Profile® Group Report

Your group mean for Stereotypes is 32.1, which is in Level 3. On the average, this group appears likely to respond to co-workers with appropriate regard for their cultural background. They seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others. They may begin to use this as an opportunity to engage in a rich conversation about stereotypes and their impact on the workplace team's performance.

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- The percentage of the group's responses at each level of the rating.
- The mean (D) or (A) score for the group may vary from the overall mean.

Item		Strongly Disagree	Disagree	Agree	Strongly Agree	
People with accents tend to be intelligent		82%	9%	9%	0%	
Most Hispanics are emotional						
People with disabilities are fragile	D	55%	36%	9%	0%	3.5
Older employees are not open to change	D	45%	36%	18%	0%	3.3
White males are more competitive than others	D	55%	27%	9%	9%	3.3
Blacks are more verbally aggressive than others	D	45%	36%	9%	9%	3.2
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Women are more apt than men to engage in idle chatter	D	9%	64%	18%	9%	2.7
Group Mean for Stereotypes						32.1

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Sample Report

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# Discovering Diversity Profile® Group Report



The EPIC Group Report also includes personalized narrative about the group.

The group level item data shows the percentage of the group's responses at each level of the rating.

It also shows the mean (or average) score for the group for each category.

## Knowledge: Stereotypes

Discovering Diversity Profile® Group Report

Your group mean for Stereotypes is 32.1, which is in Level 3. On the average, this group appears likely to respond to co-workers with appropriate regard for their cultural background. They seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others. They may begin to use this as an opportunity to engage in a rich conversation about stereotypes and their impact on the workplace team's performance.

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- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Strongly Disagree	Disagree	Agree	Strongly Agree	Mean
People with accents tend to be less intelligent	D	82%	9%	9%	0%	3.7
Most Hispanics are emotional	D	55%	36%	9%	0%	3.5
People with disabilities are fragile	D	55%	36%	9%	0%	3.5
Older employees are not open to change	D	45%	36%	18%	0%	3.3
White males are more competitive than others	D	55%	27%	9%	9%	3.3
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Asians are more intelligent than people from other cultural groups	D	27%	64%	9%	0%	3.2
Most gay men act feminine	D	18%	55%	27%	0%	2.9
Most overweight people have low self-esteem	D	9%	64%	27%	0%	2.8
Women are more apt than men to engage in idle chatter	D	9%	64%	18%	9%	2.8
Group Mean for Stereotypes						32.1

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Sample Report

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## Discovering Diversity Profile® Individual Report

