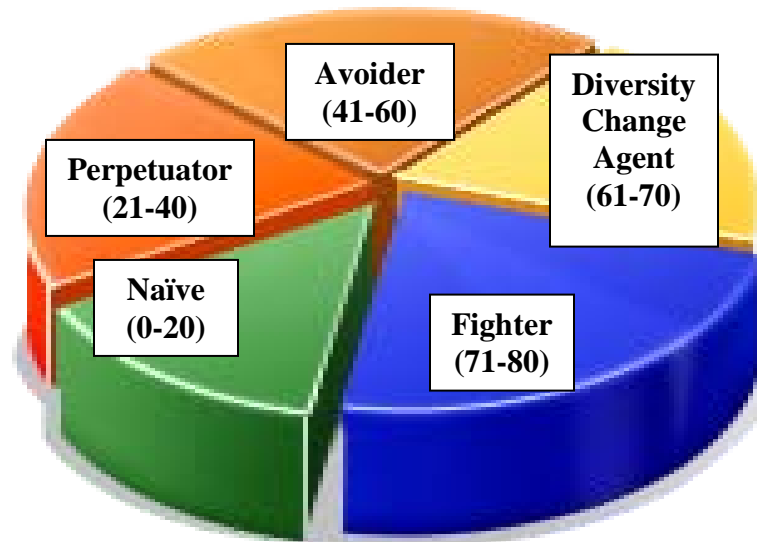




Awareness Spectrum¹



Naïve – Acts with no knowledge or awareness of biases and prejudices and their impact.

Perpetuator – Aware of biases and prejudices, but continues behaviors and reinforces and rewards bigotry.

Avider – Aware of biases and prejudices, but does nothing and plays it safe. Tolerates unjust behavior. Silently condones continuation of inappropriate behavior.

Fighter – Attacks all actions and confronts all behaviors. On the lookout for prejudice.

DIVERSITY CHANGE AGENT - Acts as a role model. Takes action when appropriate and addresses behaviors when important. Takes risks. Generates dialogues for connections

¹ <http://wastatecouncil.shrm.org/webmodules/webarticlesnet/articlefiles/8-Awareness Spectrum.doc>



Diversity Change Agent²

A diversity change agent takes action when appropriate and addresses inappropriate behaviors when important. A diversity change agent acts as a role model. Becoming a diversity change agent often takes personal courage.

<p>Talk to yourself about it....first <i>Ask yourself:</i></p> <p>Are any of my biases getting in the way? Am I overreacting? Is a response appropriate? Am I prepared to focus on specific behavior?</p>	<p>Address the issue...the real issue</p> <p>Set up a private meeting Be direct and honest Demonstrate empathy Describe the facts as you know them Voice your perceptions and feelings clearly Be specific. Have hard data. Describe your feelings, thoughts, and perceptions Explain Impact Make “I” statements (“you” statements place blame). Avoid reprimand “I don’t feel like we are working together as well as we could. Do you?”</p>
<p>Listen and ask</p> <p>“What is your perception of the situation?” Listen without judging. “What do you need from me in order to succeed?” What in the environment is getting in the way? Observe behaviors and listen to conversations of your co-workers. Respect different points of view.</p>	<p>Keep an open mind</p> <p>Acknowledge your mistakes and learn from them. Be forgiving when others make mistakes. Determine level of comfort with the interaction Establish ongoing communications Appreciate differences...all kinds of differences Don’t take yourself too seriously. Realize that risk taking is a big part of being a Diversity Change Agent.</p>

² <http://wastatecouncil.shrm.org/webmodules/webarticlesnet/articlefiles/8-Awareness Spectrum.doc>