

DIVERSITY

Air Force Identity Series
Kirtland Air Force Base
October, 2015



Objectives

Destination

- Determine how our differences may affect our perception of others
- Gain perspective

Journey

- Create awareness of our diversity and the effects caused by it in order to make us better prepared to act in our environments

Definitions

Diversity

Variety; Social inclusiveness (ethnic, socioeconomic and gender variety in a group, society, or institution).

Culture

The beliefs, customs, practices, and social behavior of a particular nation or people.

Or

A group of people whose shared beliefs and practices identify the particular place, class, or time to which they belong.

Definitions

Cultural Diversity is the...

Fact or quality of being DIVERSE

(to include racial, ethnic, gender, national origin, socio-economic or personal differences)

...within a group, society or institution.

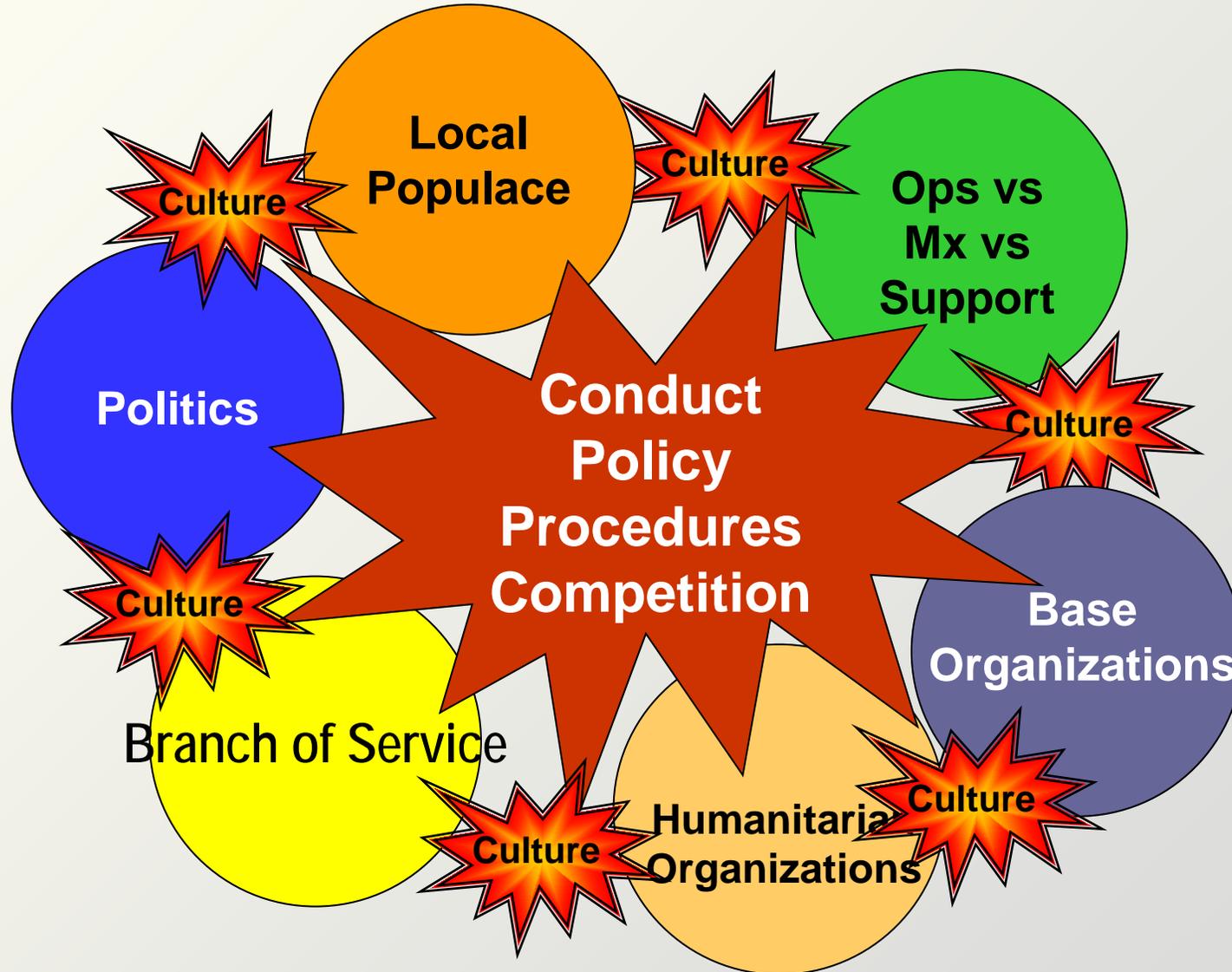
What is a Culture?

A shared system of

- Meanings
- Beliefs
- Values
- Behaviors

... through which experience is interpreted and carried out

CULTURAL GROUPS



Exercise

- 1) Identify as many cultural differences as you can. (i.e. gender, religion, sexual orientation, etc.)
 - a) In the military
 - b) In the Air Force
 - c) In the 58 SOW

Cultural Differences
create a lens through
which we see the world

*“We see the world not as it is,
but as
we are”*



Exercise

- 1) How might each of these cultural differences impact the way one views the world? (i.e. How would being a female impact one's way of seeing the world vs. being a male? Or how does an NCO view the world vs. an Amn?)
- 2) What actions would be consistent with those points of view?
- 3) What do you see is the impact of these differing points of view?

Barrier to Accepting Diversity

Prejudice – preconceived feelings or bias

Stereotypes – fixed and distorted generalizations made about all members of a particular group

Discrimination – treating people differently because they are members of a group

Collusive behaviour – knowingly or unknowingly cooperating with others to reinforce behaviours

Exercise

- 1) Which of these barriers do you find most prevalent in your way of viewing the world?
- 2) What evidence can you find to support that prejudice? What evidence can you find to negate it?
- 3) What is the impact of those barriers on your ability to lead or shape the culture?

Distinguishing Diversity

-- Everybody is susceptible to these types of prejudices. No one is exempt

-- Distinguishing where your “blindness” exist will allow you to choose to remove the blindness

** There is some really good research in Malcolm Gladwell’s book Blink that would be fun to highlight here. I’ll look it up and send you some stuff if you’re interested.

Leveraging Diversity

- In what ways can we leverage different ways of seeing the world?
- What conversations could you have today to leverage diversity to shape the culture of your organization/section?
- How long do you think it will take for you to get the desired result?