

DIMENSIONS OF DIVERSITY WORKSHEET

TRENT RHODES

Diversity Concepts Worksheet

Concept	Application of Concept in your personal and/or professional life	Reference to Concept in Reading
<p>Specialization is a process of focusing one's skills and abilities in a singular field. From the cultural perspective, specialization is observed in the unique perspectives, values and other contributions groups can provide to a collective.</p>	<p>Personal: The counselor I worked with during my Bachelor degree program stressed the importance of knowing what the end goal was to be. She explained how internships could be best utilized once one's career was defined. The goal was to decide upon the chosen field of study during Sophomore to Junior year. This would provide the student enough time to search for internships in the chosen field. Preferably the company would offer positions to gain experience rather than income. Remaining with the company was important; once graduation arrived, the company ideally would take on the graduate as a full-time hire.</p> <p>Professional: In my near-two years of working with my current organization, I have held two positions. Each provided me with specialized knowledge and skills to become more effective in my current. My organization emphasizes inclusion by taking on professionals who have specialized perceptions and skills. Together, these contributions form an effective team capable of handling diverse cultures successfully.</p>	<p>“Thanksgiving and Star Trek illustrate the credo that unity through diversity is essential for survival, whether of a harsh winter or of the perils of outer space” (Kottak, Kozaitis, 2003, p. 3).</p>
<p>Variables include factors in a group or population that create differences in perceptions and values. Subcultures and subgroups can be seen as manifestations of variable factors; they influence and support alternative interests and values within a larger culture.</p>	<p>Professional: An interesting role specialization developed over the course of the summer due to gender. One of the women of my department expressed concern over leaving for home late one night; there was a potential altercation which could have led to a situation much more drastic. In response to this, a mandate was quickly created not allowing the women of the department to have work schedules to 10pm. Originally, these kinds of hours were spread among all employees in the department. This was changed due to the situation. I recognized this as a role specialization because it was created with the safety of the women in mind, to the neglect of the men.</p>	<p>“Besides gender, all nations have role specializations based on age, profession, social class, and many other contrasts” (Kottak, Kozaitis, 2003, p. 8).</p>

<p>Diversity is the phenomenon of an inclusion of multicultural facets. The population becomes integrated with varying value systems. Diversity is the term used to denote this process of cultural blending.</p>	<p>Personal: My culturally-diverse influence began at age 10 with the beginning of my martial arts practice. Since training at my first school I have been exposed to a myriad of cultures. The time period worked to my cultural development because the exposure was early. I had direct experience at this time of development which enabled me to remain open and accepting of diverse cultures.</p> <p>Professional: I enjoy working with people. The students at my organization provide experience and knowledge in diverse backgrounds and I take opportunities to ask them questions about their experiences. My organization provides tutorials, simulations and other forms of professional development emphasizing the importance of learning about customs different from our own.</p>	<p>“To be mainstream today increasingly means to be multicultural--exposed to and tolerant of, if not active in, a myriad of customs, traditions, and rituals” (Kottak, Kozaitis, 2003, p. 12).</p>
<p>Enculturation is a process of adjusting to and acquiring the beliefs, customs and values of a culture. An individual can experience enculturation through a single or several cultures.</p>	<p>Personal: Cultural influence of different customs began once I began martial arts training. Not only was this exposure beneficial; it sparked my own initiative to research different cultures independently. I used the Internet to learn about customs widely different from and opposed to what I grew up influenced by. This was a deliberate plan to expand my cultural consciousness.</p> <p>Professional: Enculturation is not as strong as it could be at my organization. While the company’s vision encourages the acceptance and knowledge accumulation of multiple cultures, my particular site appears resource constrained in this area. There is not enough time or effort provided to grow enculturation.</p>	<p>“People learn their culture’s idea of proper ‘social spacing’ through a gradual process of observation, experience, and conscious and unconscious behavior modification” (Kottak, Kozaitis, 2003, p. 15).</p>

<p>International Culture is a form of value system that exists globally. The core values, customs and beliefs demonstrate the capacity to travel cultural and land borders. From this perspective, international cultures exist with the capacity to transcend people of multiple nations.</p>	<p>Personal: I do not have personal experience of this factor but can extrapolate the kinds of patterns emerging internationally. Clothing has changed dramatically over the past decades; more traditional cultures, with thousands of years of lineage such as India and China have become more modernized. Jeans, sneakers, t-shirts and fashionable apparel has become more visible. Values perceived in capitalism, pursuit of happiness through acquisition of wealth and the pursuit of liberty have filtered throughout countries in the world. They are appealing values because the personal return on investment is one's enhanced well-being.</p> <p>Professional: My organization has performed great feats in working to pioneer distance learning education. The nature of this format implies a necessity for cultural understanding as the market expands. The company has entered several international markets; success in these strategies demonstrates its capacity to tailor educational values to the countries and cultures it enters.</p>	<p>“Many culture traits and patterns have become international in scope. They have spread through migration, colonization, and the expansion of multinational corporations” (Kottak, Kozaitis, 2003, p. 20).</p>
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References

Kottak, Kozaitis. (2003). *On Being Different: Diversity and Multiculturalism in the North American Mainstream* (2nd ed). New York: McGraw-Hill.