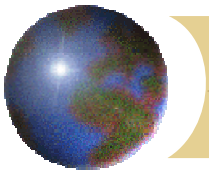


## *Emotional Safe*

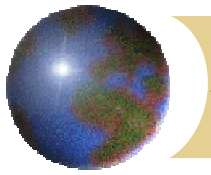
- **Culturally responsive caregiving in early education environments happens when staff members feel emotionally safe and free to learn from each other.**

● --Diversity Consciousness – Richard Bucher



# Goals

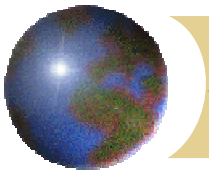
- Build an awareness
- Gain new knowledge
- Learn new skills
- Develop ideas for advocating



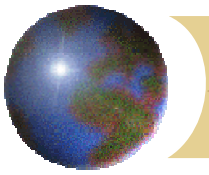
*Concept 1: Diversity is a concept that includes notions of:*

*Some of the Dimensions of Diversity*

- ✿ Gender
- ✿ Ethnicity
- ✿ Race
- ✿ Language
- ✿ Economic Class
- ✿ Religion
- ✿ Family
- ✿ Age
- ✿ Sexual Orientation
- ✿ Physical Characteristics
- ✿ Physical Abilities
- ✿ Culture

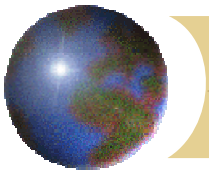


- Which dimensions of diversity concentrate on?
  - What are the issues that are most important in your classroom, work environment, or community?
  - Which are the issues that arise in your conversations?



## *Concept 2:*

- **Diversity** refers to the unique and identifiable characteristics that all of us possess that distinguish us as individuals and identify the groups to which we belong.



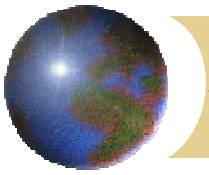
## *Concept 3:*

- ❖ **Foothill-Deanza College:** Diversity is also about having the long term goal that the campus work force should generally reflect the population of the state it serves in all its dimensions.

Adapted from the Foothill-Deanza College website

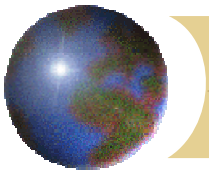
<http://hr.fhda.edu/diversity/>

- ❖ The same is true for the classroom and the workplace.



## *Dimensions of Diversity*

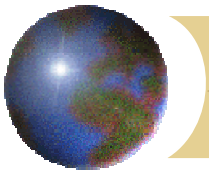
- Dimensions of diversity may be hidden or visible
  - Think of the iceberg example shown in class.
- Dimensions of diversity are found within groups as well as within individuals



## *Dimensions of Diversity*

- ⊕ Dimensions of diversity are in a constant state of flux
- ⊕ Dimensions of diversity are not always clear-cut or easily defined

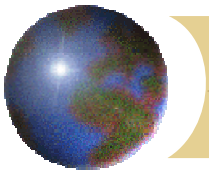




## *Team Work*

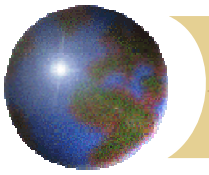
- ✚ It is the coordinated effort by members of a team working toward a common goal.
- ✚ "Teamwork brought down the Berlin Wall"

--Cheryl Williams-Jackson



# *TQM*

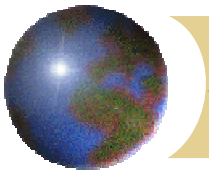
- ❖ Total Quality Management
- ❖ An approach for continuously improving the performance of every member of an organization.
- ❖ The idea behind TQM is for early care and education programs to be effective in meeting the needs of every child and their families in their program
- ❖ To do this employees will need commit to becoming aware and building new knowledge and skills to work in a diverse society.



## *Ideas for TQM in Education*

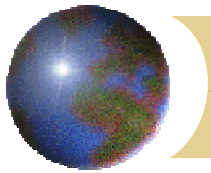
1. Share and clarify your organization's mission and goals.
2. Openly discuss the challenges of virtual teaming and communication.
3. Be aware of the value of communication with other locations and invite feedback from them.

--adapted from Diversity Consciousness by Richard Bucher



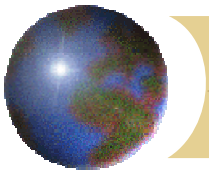
# *TQM*

4. Identify and discuss differences.  
Sweep nothing under the rug!
5. Take advantage of any opportunities to meet face to face.
6. Seek and share knowledge.



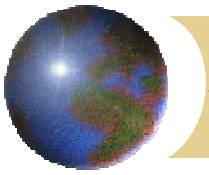
## *Ideas*

- ❖ Retreats that focuses on getting to know each other
- ❖ Diversity Committees at the Workplace
- ❖ Revisiting the mission statement and purpose of the organization
- ❖ Internships
- ❖ What are some other ideas for staff to get under the iceberg??



# *Opening the Doors to Diversity*

- Hidden Rules Among Classes
- The Impact of Classes on ECE
- Why recruit diverse staff
- Statistics
- Hiring Me
- Resistance to Addressing Diversity



# *Resources*

- Richard D. Bucher, *Diversity Consciousness: Opening Our Minds to People, Cultures, and Opportunities*
- *Building a House for Diversity: A Fable about a Giraffe and an Elephant Offers New Strategies for Today's Workforce*
- Katharine Esty, Richard Griffin, Marcie S. Hirsch, *WorkPlace Diversity: A Manager's Guide to Solving Problems and Turning Diversity into a Competitive Advantage*
- Marilyn Loden, *Implementing Diversity: Best Practices for Making Diversity Work in Your Organization*