

Robert S. Wright, MSW, RSW

RR#6 • 227 Southampton Road • Amherst, Nova Scotia • B4H 3Y4

home office: (902) 661-1639 • daytime office: (902) 667-4020 • fax: (902) 661-2658

email: [wrightrs@ns.sympatico.ca](mailto:wrightrs@ns.sympatico.ca) website: [www.robertswright.com](http://www.robertswright.com)

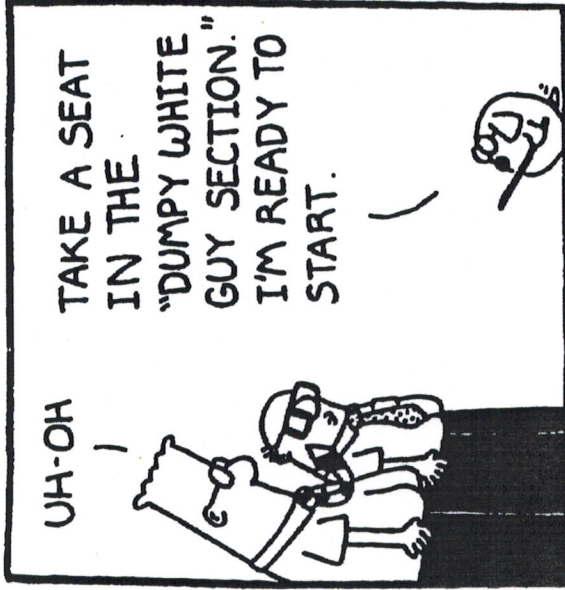
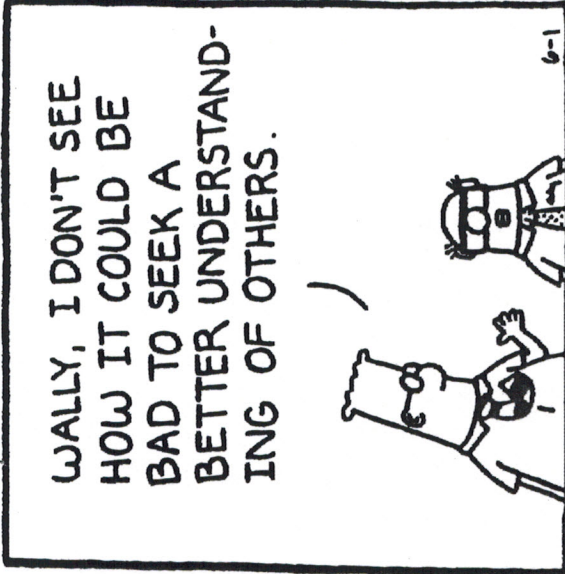
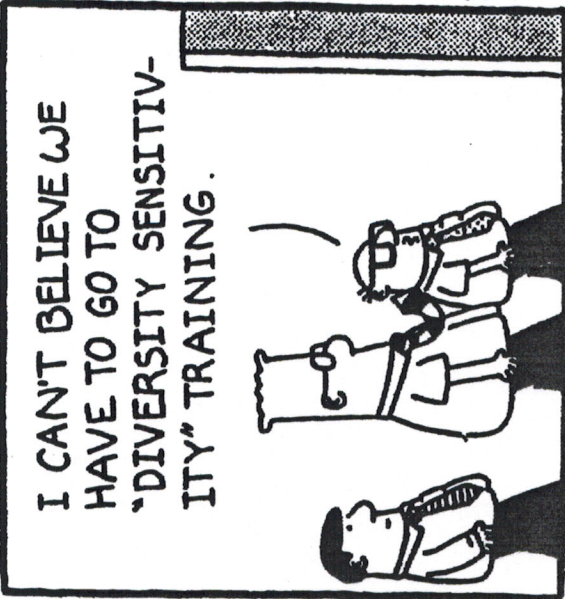
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# Diversity in the Workplace

A Workshop for Employees  
of  
Cumberland Joint Services  
Management Authority  
July 17, 2002

# AGENDA

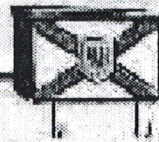
1. A Bit About Me
  - i. Making things safe
2. A Bit About You
3. The Changing Industry
  - i. 3 good things
  - ii. 3 negative/challenging things
4. The Changing Face of Society
  - i. 3 good things
  - ii. 3 negative/challenging things
5. The Need for Diversity Training
  - i. 3 good things
  - ii. 3 negative/challenging things
6. Getting Along
7. Discrimination vs. Prejudice
8. The Challenge for You!
  - i. 3 things you can do



S. Adams E-Mail: SCOTTADAMS@AOL.COM

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**Nova Scotians  
World Leaders  
in Recycling**



WELCOME



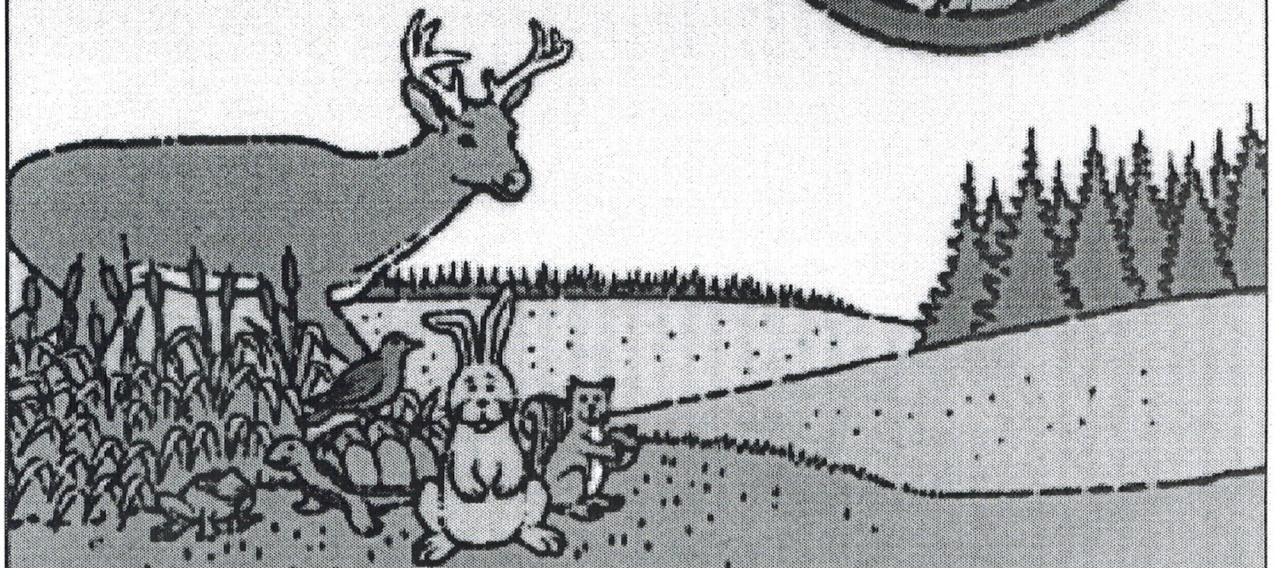
**Our success. It's in the bag.**



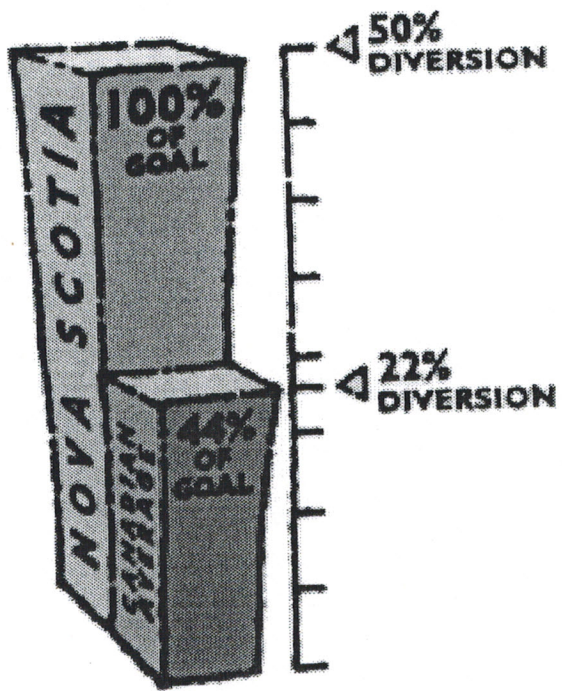
### *The Landfill Challenge*

In the early 1970's there were more than 100 dumps operating, many of which employed open burning as a means of disposal. These facilities used little or no pollution control measures, and resulted in emissions of particulate matter, carbon monoxide, dioxins and furans.

By 1996, twenty (20) open burning sites remained in operation. On April 1 of that year, the Department of the Environment banned open burning as a means of disposal, and all existing sites were shut down.



Only 18 municipal solid waste disposal sites remain in Nova Scotia.  
By 2005, all landfills will be fully lined with leachate collection systems.



Race:

Ethnic/Ethnicity:

Culture:

Minority:

Prejudice:

Discrimination:

White:

Coloured:

Black:

African Canadian:

Caucasians:

European Canadian:

Homosexual:

Gay/Lesbian:

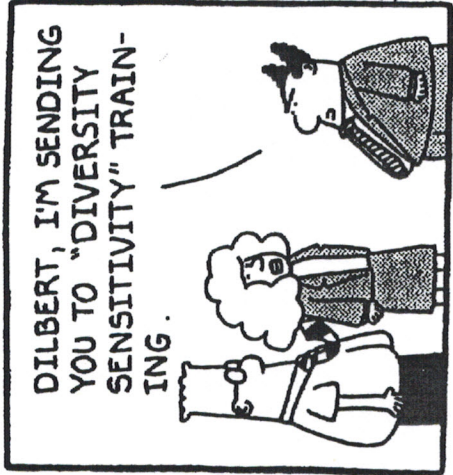
Indian:

Mi'kmaq:

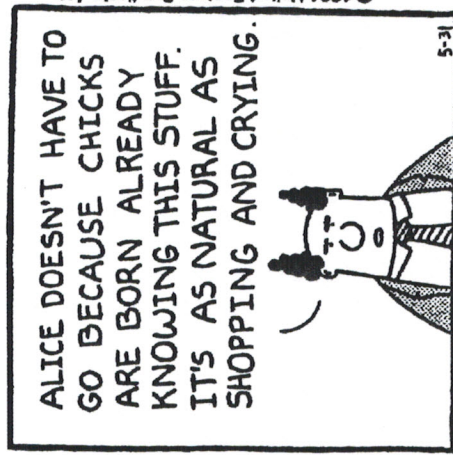
Native:

Woman:

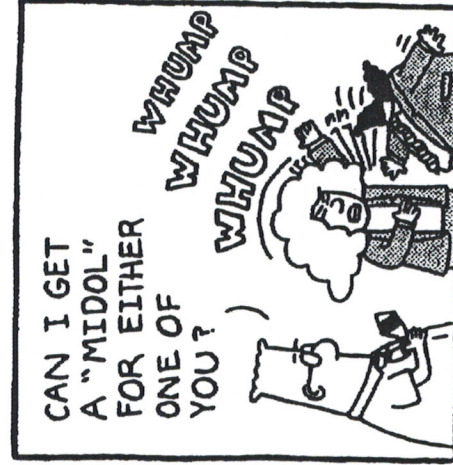
Lady:



DILBERT, I'M SENDING YOU TO "DIVERSITY SENSITIVITY" TRAINING.



ALICE DOESN'T HAVE TO GO BECAUSE CHICKS ARE BORN ALREADY KNOWING THIS STUFF. IT'S AS NATURAL AS SHOPPING AND CRYING.

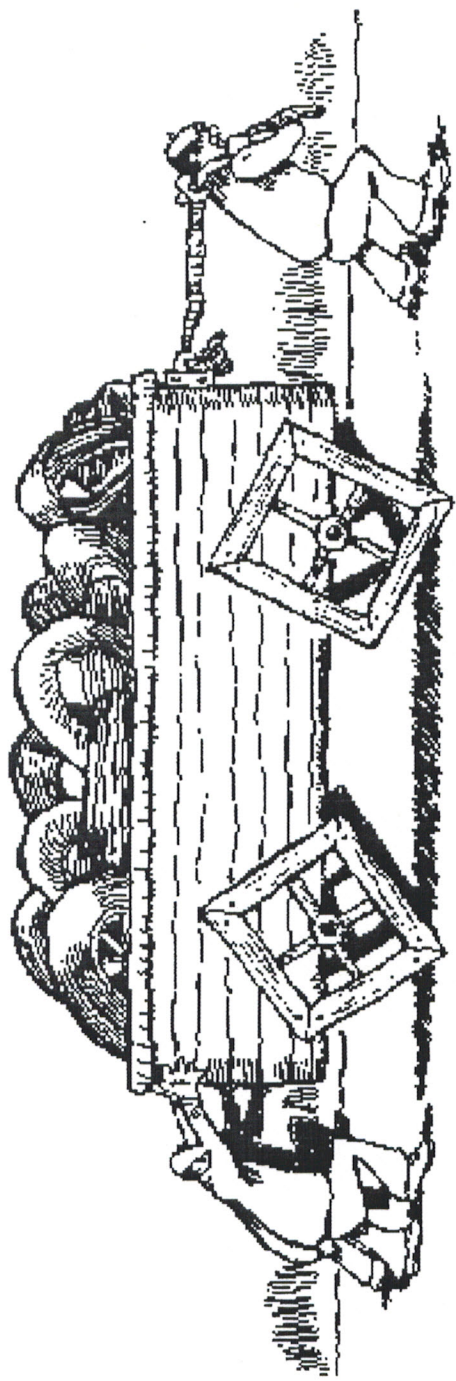


CAN I GET A "MIDOL" FOR EITHER ONE OF YOU?

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S. Adams E-Mail: SCOTTADAMS@AOL.COM

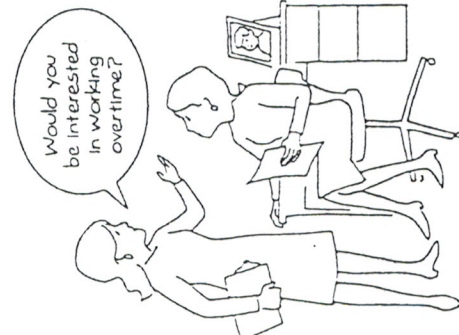


# YOU CAN GET MORE OUT OF RELATIONSHIPS

Here are some tips:

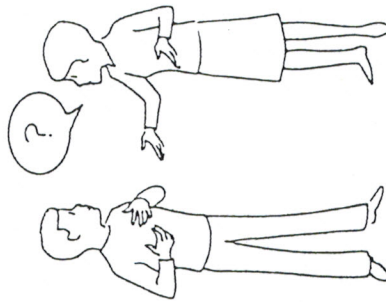
## BE OPEN ABOUT DIFFERENCES

— don't ignore them. Share how your background has influenced you. Invite others to do the same.



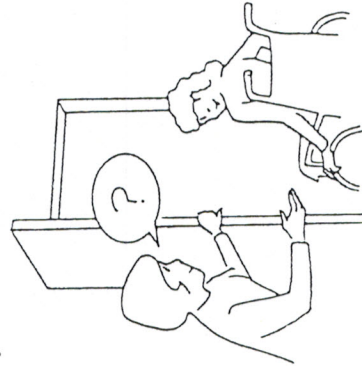
## DON'T ASSUME ANYTHING

- check it out. For example:
- Find out if David Harris prefers to be called "Mr. Harris," "David" or "Dave."
- Ask a working mother if she'd like to work overtime or go on a business trip — don't assume she'd rather be home.



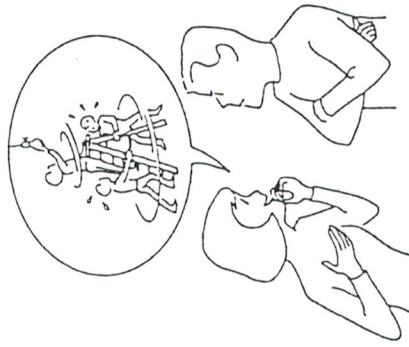
## MAKE A POINT

to make friends with people different from you. Share any concerns. For example, if a new friend has a disability, you might ask, "Does it help if I hold the door for you, or would you rather I not?"



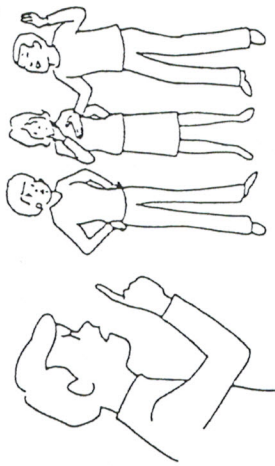
## DON'T MAKE SOMEONE A SPOKESPERSON

for his or her group ("So, what do Hispanics think about this?"). Don't suggest the person is an exception, either ("You're not like other blacks I've met.").



## MAKE YOUR FEELINGS KNOWN

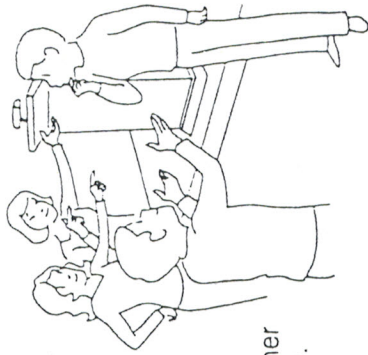
if someone makes unfair remarks about a group.



## REMEMBER THAT MISTAKES HAPPEN,

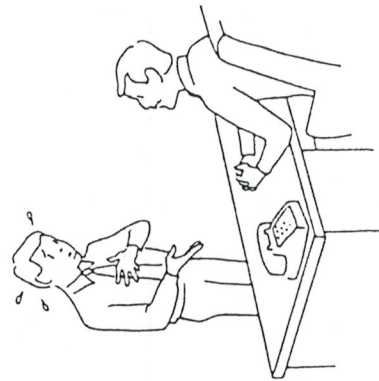
especially when people are under stress. Changing old habits and ways of thinking takes time.

- Apologize, if you've been unfair.
- Forgive, if you've been offended.



## AVOID TELLING ETHNIC OR SEXUAL JOKES

— even jokes about your own group. They just encourage more of the same. Be careful with other kinds of humor (such as the "friendly insult") until you know how others use it.

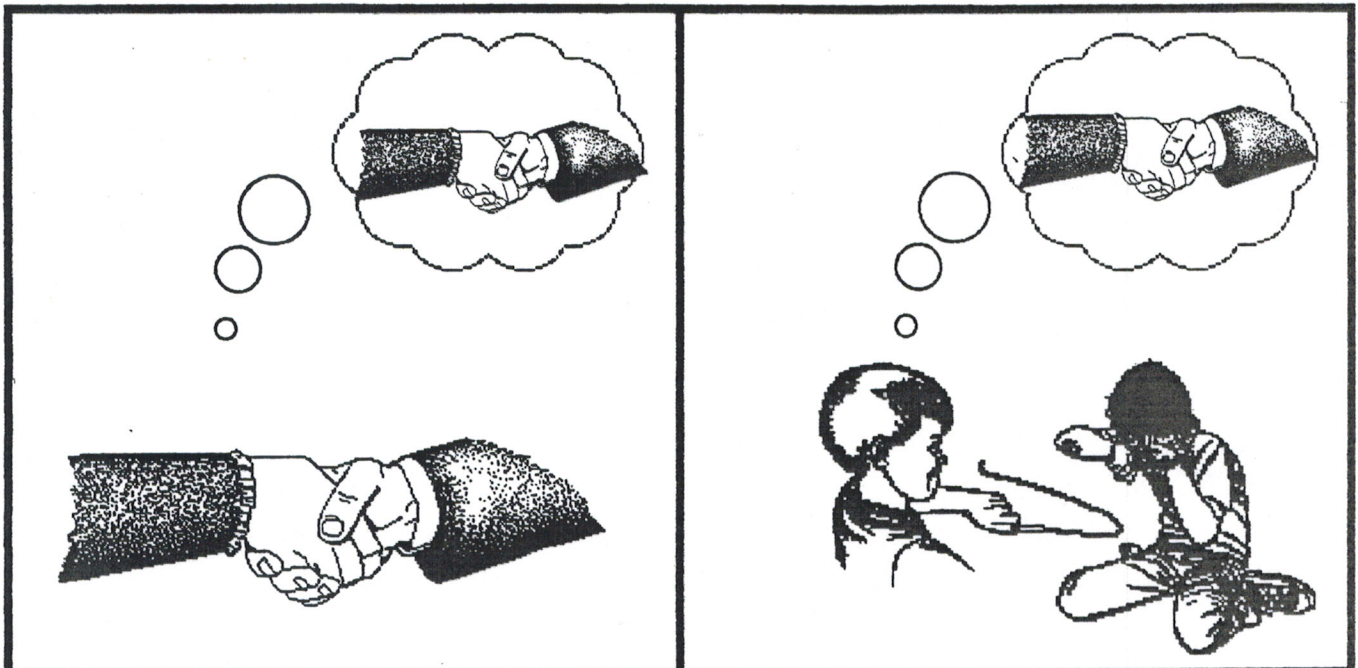


A Graphic Depiction of Sociologist Robert Merton's discussion of the interaction of prejudice and discrimination\*

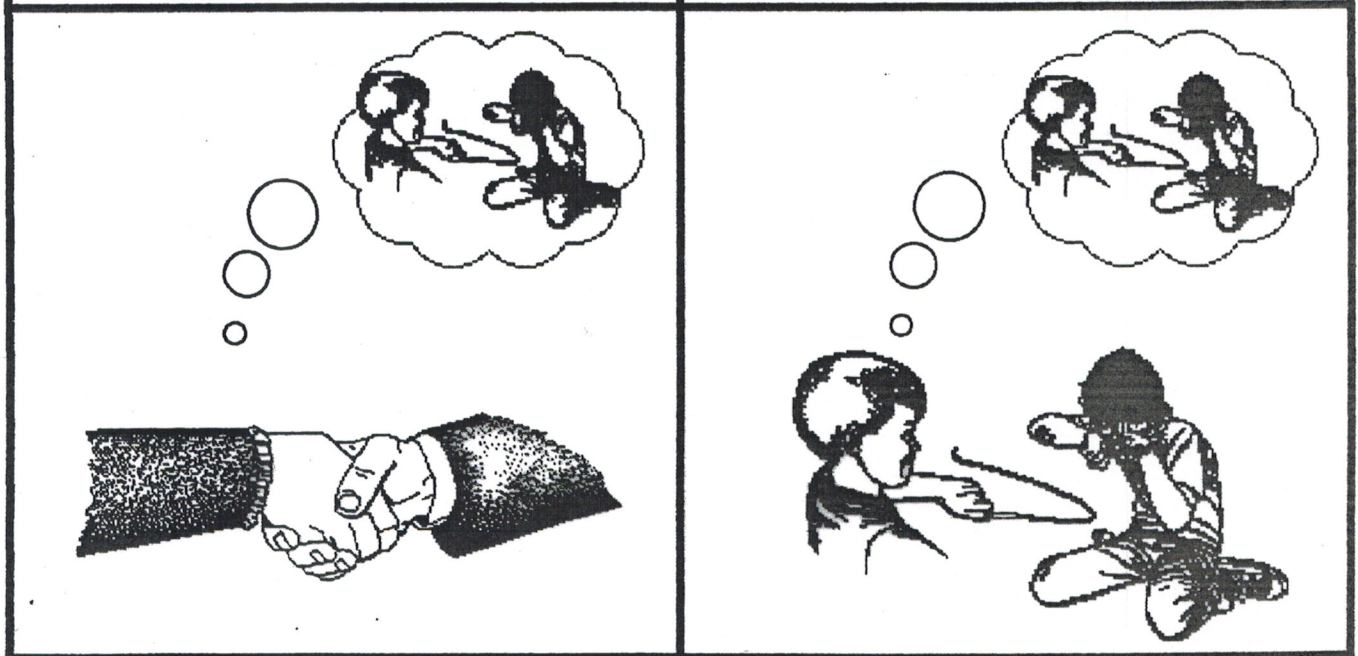
non-discriminator

discriminator

non-prejudiced



prejudiced



\*Adapted from description provided in: Berry, B. & Tischler, H. L. (1978). Race and ethnic relations (4th edition). Boston: Houghton Mifflin