

Overcoming Personal Barriers to Diversity

Just about every organisation is interested in diversity and has introduced policies and programs that support diversity. However, implementing real change and an inclusive culture often boils down to the individual, their values and their perceptions of stereotypes. In this program, Psychologists Eve Ash and Peter Quarry investigate the individual's barriers to welcoming difference and more importantly how they can be overcome.

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Benefits of diversity in the workplace

- Presents opportunities. Diversity leads to innovation and variety.
- Acceptance of diversity is a necessity within our global world.
- Business success will depend on the way we are able to accept diversity.

Diversity/Inclusion

- Diversity is a variation from what is normal.
- Inclusion is the degree to which people from a diverse background are allowed to function/exist within an organisation.

Why don't individuals value difference?

- Upbringing.
- Limited experience.
- Personal values.
- Feel uncomfortable.
- Role of the media.

10 Suggestions

- Try to avoid right/wrong thinking.
- Meet people from different backgrounds.
- Challenge your stereotypes.
- What stereotypes affect you?
- Challenge others who judge people.
- Consider the times when you have been excluded.
- How can diversity help?
- Help others welcome diversity.
- Critically look at the media.
- Don't exclude yourself.