

Module 8 - Diverse World

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General Notes

Module 8.1 - Perspective

“The greatest tragedy for any human being is going through their entire lives believing the only perspective that matters is their own.”

– Doug Baldwin

Perspective

- Perspective is a "point of view."
- Everyone has a point of view, and it can differ from our own.
- Our opinions and thought processes can evolve when we keep an open mind and gather all the facts.
- Sometimes we think our opinion/thought process is correct, but we do not have all the facts.
- Often when people disagree, they are arguing over a "perspective" and not necessarily over facts.
- Understanding and appreciating diverse perspectives are crucial in a global society.

Examples

- Cultures can be ethnic, racial, religious, regional, etc.
- Our backgrounds, experiences, and societal factors (*social economic status, SES*) contribute to our individual perceptions and can affect our choices for:
 - **Going to college**
 - Is it the next step and expected for young adults in your neighborhood after high school graduation or are you the exception to the rule?
 - **Careers**
 - are you seeking professional degrees, certificates, or trade skills?
 - **Civic engagement**
 - is it common to see community members involved in your city, and participate in elections, or does everyone typically keep to

themselves?

Tips

- Keeping a "Worldview" perspective is easier when we remember not to have an egocentric attitude.
- Appreciating and understanding a different perspective is not right or wrong, just different, and everyone can contribute.

Activity: Reflection

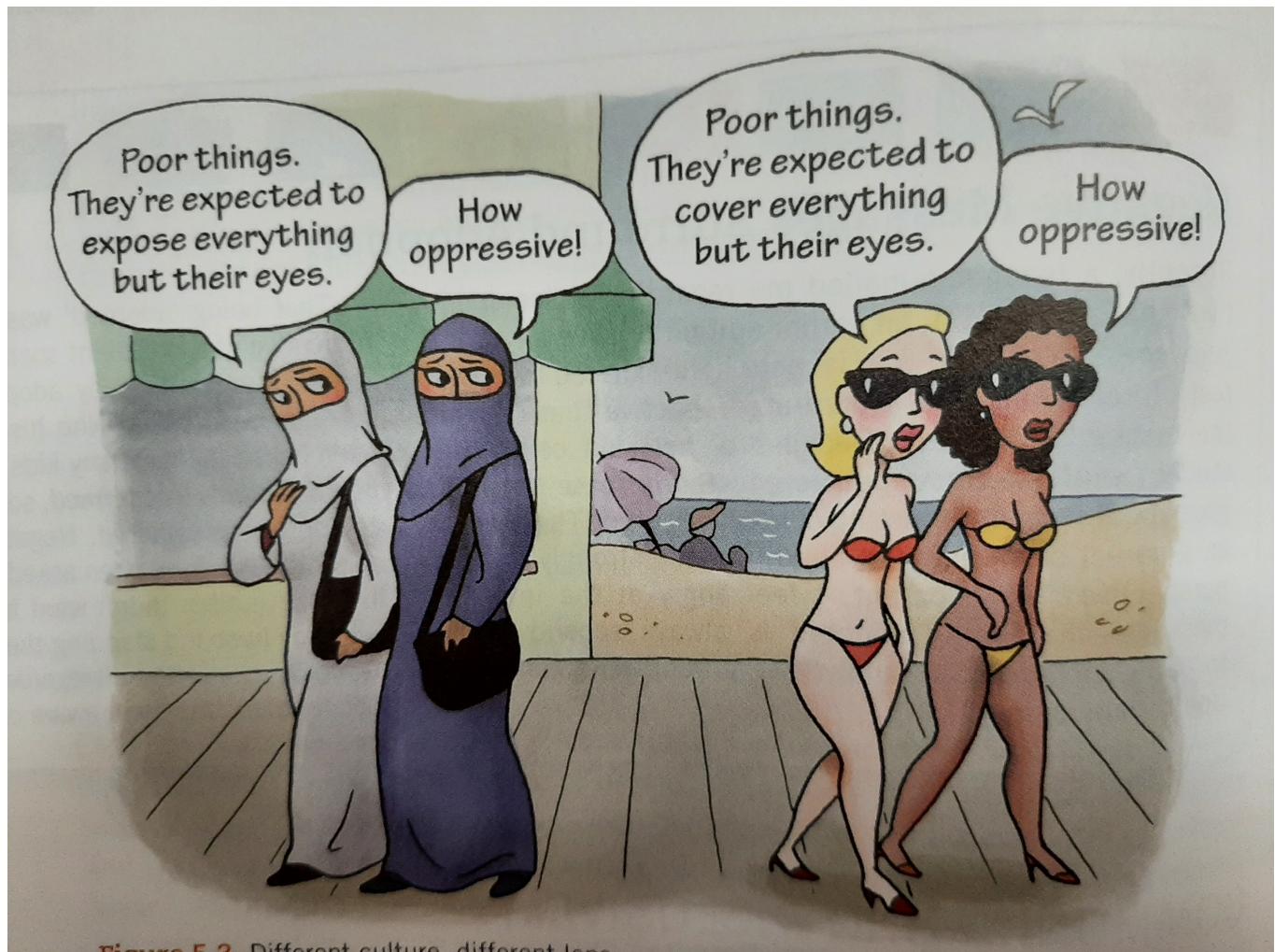


Figure 5.3 Different culture, different lens

- Without any communication or opportunity to develop a new perspective and understand each other, they are stuck in their limited viewpoints.
- Both sets of women say the same words, but they may not be accurate in their statements due to cultural differences.
- Recognize and appreciate the differing perspective, listen and communicate effectively, and work towards a common goal.

Conclusion

- It is essential to have an open mind and consider other perspectives while dealing with cultural differences.
- Keeping a worldview perspective can help us appreciate diversity, and everyone can contribute to society with their unique background, experiences, and perceptions.

Module 8.2 - Empathy & Respect

“Empathy begins with understanding life from another person's perspective. Nobody has an objective experience of reality. It's all through our own individual prisms”.

– Sterling K. Brown

Empathy

- Empathy is the ability to understand (not just recognize) and share the feelings of another person.
 - Someone with this ability is someone who is **empathetic**.
- Practicing empathy towards others who are different from ourselves can create connections, establish friendships, and create academic and/or career networks.

Video - Brené Brown on Empathy



- Empathy fuels connection, **sympathy** drives disconnection.
- The four qualities of empathy:
 - **Perspective taking:** Putting yourself in someone else's shoes.
 - **Staying out of judgment:** Not making assumptions about the other person's situation.
 - **Recognizing emotions:** Being able to identify the emotions of others.
 - **Communicating:** Being able to communicate your understanding of the other person's emotions.
- Empathy is a vulnerable choice, because in order to connect with someone, you have to connect to something in yourself that knows that feeling.
- An empathetic response **rarely** begins with "*at least*".
 - Trying to silver-line everything is not empathy.
- A response cannot make something better, only a connection can.

Respect

- Respect is the act of considering others as important and treating them with dignity.
- Respecting other cultures and their differing perspectives can be the deciding factor on whether you keep a job, do well in a class, or make a difference in the lives of others.
- Learning about different customs and communication styles can help in college, community, and career.
- The following communication styles may be encountered:

- Some cultures converse with their faces only a few inches apart while others like to keep their distance.
- Short wait times put some people at a disadvantage, while other cultures emphasize deliberate thought.
 - For example, the cultures of many Native Americans emphasize deliberate thought. Before making a decision, they learn to consider all possible implications.
- It may be rude to establish direct eye contact with elders or people in authority in certain cultures.
 - *I.e. African, Asian, and Latin American cultures*
- Some cultures consider small talk as a necessary part of business while others view it as a waste of time.
- In some East Asian cultures, it is rude to answer a question in the negative and people may say "yes" even though they mean "no" to show respect.
- Verbal challenges may be viewed positively in some cultures while they may be repressed in others.

Civic Engagement

- Civic Engagement includes political activism, environmentalism, and community and national service.
- College students who volunteer and serve within the community gain valuable experience by developing professional networks, improving their resumes, and might even open doors to apply for other scholarships.
prepare and serve meals to homeless members of the community.

Conclusion

Empathy and respect are crucial skills to have in college and in life. They help to build relationships, create understanding and connection, and foster a sense of community. By developing these skills, you can navigate diverse social situations and make a positive impact in your community. Remember, empathy begins with listening and understanding the perspectives of others, while respect involves treating others with dignity and valuing their cultural differences.

Module 8.3 - Personal Identities and Careers



"Diversity is the one true thing we all have in common... Celebrate it every day."

– Winston Churchill

Personal Identity & Careers

- Diversity involves recognizing and respecting the ideas, feelings, behaviors, and experiences of people different from oneself.
- Multiculturalism means living in a multicultural world and interacting with people from different backgrounds and experiences.
- Diversity is not just about race or ethnicity, it includes age, gender, sexual orientation, socio-economic status, political beliefs, and religion.
- Exposure to diverse experiences, thoughts, and backgrounds can benefit academic, career, and civic engagement.

How Diversity Benefits College & Career

Taken

from [OER College Success Chapter 9.2](#)

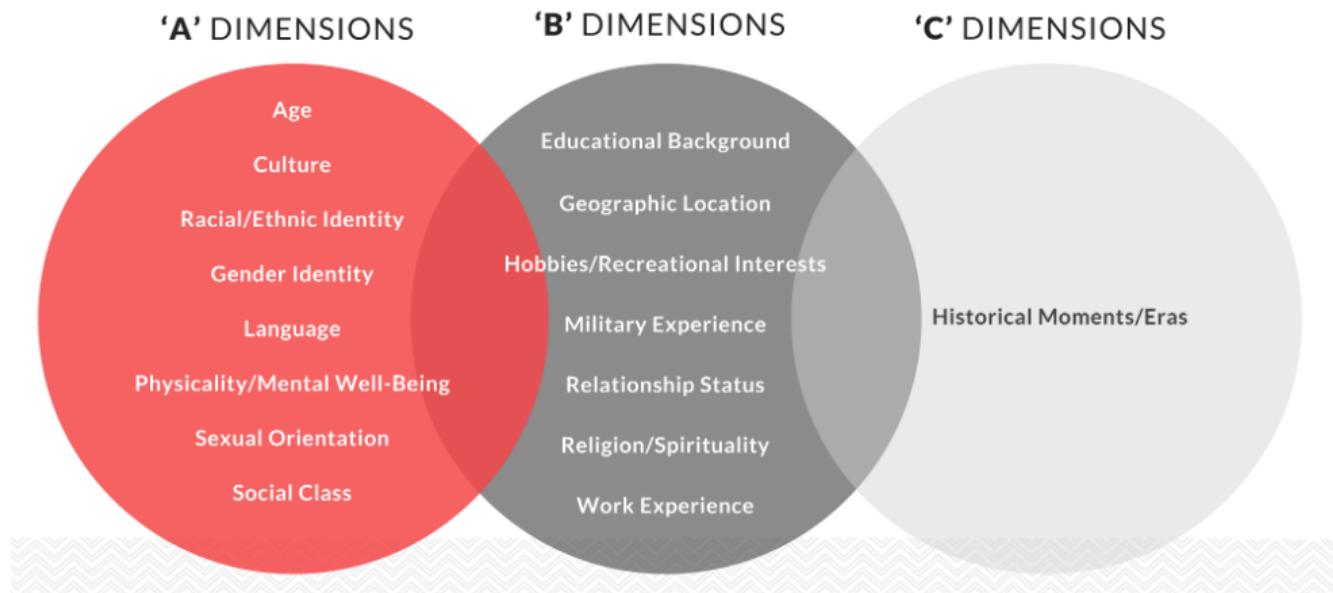
- Experiencing diversity at college prepares students for the diversity they will encounter in life.
- Students learn better in a diverse educational setting, leading to deeper, more complex, and more creative thinking and intellectual and academic skills.
- Attention to diversity leads to a broader range of teaching methods, benefiting the learning process for all students.
- Experiencing diversity on campus is beneficial for both minority and majority students, leading to more fulfilling social relationships, satisfaction, and involvement.
- Diversity experiences help break patterns of segregation and prejudice by promoting acceptance of differences.
- Students of a traditional college age are in an ideal stage of development for forming healthy attitudes about diversity.

- Experiencing diversity makes us all better citizens in our democracy by better understanding and considering the ideas and perspectives of others and advancing democratic government.
- Diversity enhances self-awareness by gaining insights into our own thought processes, life experiences, and values.

What Makes Us Different

Dr. Patricia Arredondo, a previous professor in the Counseling Department at ASU,

discusses [Dimensions of Personal Identity in the Workplace \(2018\)](#) and proposes the intersecting dimensions of identity.



Dimensions of Description Identity

A Dimensions Visible characteristics that can lead to both positive and negative stereotypes, including gender, ethnicity, race, sexual orientation, and age.

B Dimensions Not always visible and often come from individual backgrounds and experiences, including geographic origins, religions, educational backgrounds, recreational interests, family statuses, healthcare practices, and citizenship statuses.

C Dimensions Major moments in life that may be invisible, such as living through COVID-19 and stay-at-home orders, historical moments, natural disasters, and wars.

- Respecting differences involves opening our minds and focusing on successes and positive contributions.
- Our individual identities are unique and deserve mutual respect.

Respect and Inclusion at Deloitte



Do certain backgrounds and experiences = specific degrees and/or careers?

- Certain backgrounds and experiences do not equate to specific degrees and careers.
- Individual societal factors, experiences, and backgrounds can have limits, but that doesn't mean you have to be limited.

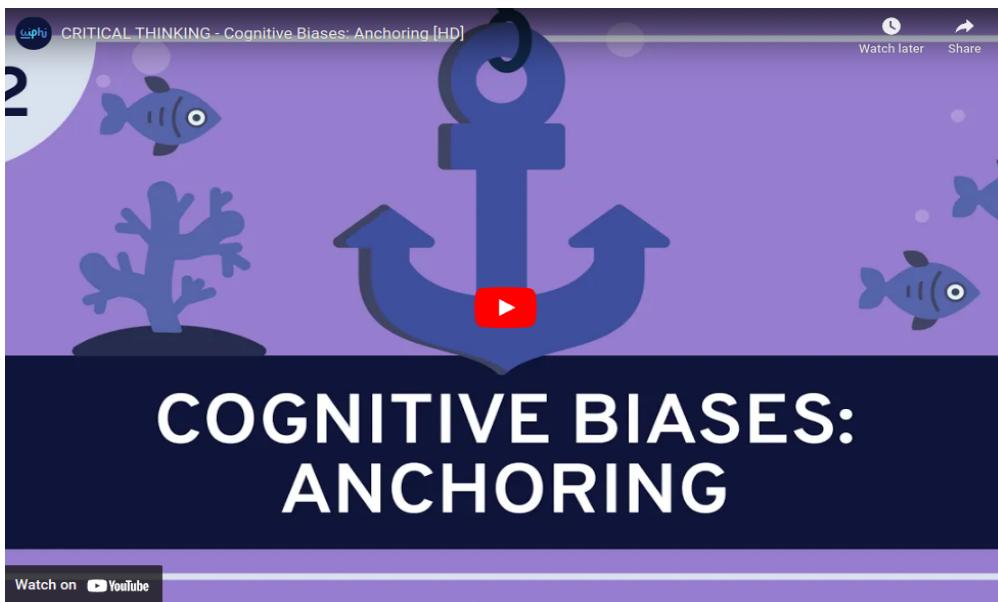
Opportunities for College Students

- Work-based experiences:
 - **Internships**
 - **Job shadows**
 - **Service learning**
 - A teaching and learning methodology which fosters civic responsibility and applies classroom learning through meaningful service to the community
 - **Volunteering**
- Participating with college clubs, student leadership, and campus events helps with diverse perspectives and experiences.
- Exposure to diverse perspectives and experiences.
- Gain experience in not only the professions they are interested in but also how to talk and interact with others, respect positions within the field, and make connections for potential employers.
- Completing one or all of these activities exposes students to multiple careers and begins to build their social network.

Networking

- According to Bucher (2015) in his textbook, *Diversity Consciousness*, networking accounts for half of people finding jobs.
- Taking a wide variety of General Education Courses in college can help expose students to other careers.
- Cross-cultural social networking guidelines:
 - Be formal and respectful when introducing yourself to others.
 - Research ahead of time.
 - Avoid acronyms, idioms, and slang.
 - Learn "safe" topics of discussion.
 - Be mindful of how you present yourself online.
 - Be humble.
 - Respect and engage individuals and their cultures.
 - Manners matter.
 - Commit to learning one or two new keywords and phrases each day.

Critical Thinking - Cognitive Biases: Anchoring



- Anchoring is a cognitive bias that occurs when we rely too heavily on the first piece of information we receive when making a decision.
- We create cognitive anchors and do not adjust as much as we need to. We use that starting point and only deviate a small amount from it.

Conclusion

- Diversity involves recognizing and respecting the ideas, feelings, behaviors, and experiences of people different from oneself.
- Experiencing diversity can benefit academic, career, and civic engagement.
- The intersecting dimensions of identity include visible and invisible characteristics that make each individual unique and deserve mutual respect.
- College and career choices can be influenced by one's individual backgrounds, experiences, and beliefs.
- Embracing diversity can help break patterns of segregation and prejudice, promote acceptance of differences, and enhance self-awareness.
- By learning to appreciate and respect diversity, we can become better citizens, thinkers, and leaders in a multicultural world.
- Diversity is something to be celebrated every day.
- Our individual societal factors, experiences, and backgrounds can have limits, but that doesn't mean we have to be limited.
- Work-based experiences, college clubs, student leadership, and campus events can all help expose students to diverse perspectives and experiences.

- Networking and taking a wide variety of courses can also help students build their social network and explore new career paths.
- When making career choices, it's important to be mindful of biases and consider different perspectives to make informed decisions.

Module 8 Summary

Diverse World

- Students who have a worldview perspective understand that everyone has different backgrounds, identities, and experiences.
- Personal identity dimensions can intersect with academic and career choices as well as civic engagement.
- Empathy and respect towards people who are different from ourselves can lead to connections, friendships, and networks.

References

- Arrendondo, P. (2018). *Dimensions of Personal Identity in the Workplace*. Arrendondo Advisory Group.
 - <https://www.arredondoadvisorygroup.com/2018/11/07/dimensions-of-personal-identity-in-the-workplace/>
- Bucher, R. D. (2015). *Diversity Consciousness: Opening Our Minds to People, Culture, and Opportunities* (4th edition). New York: Pearson.
- [OER, College Success Chapter 9.2](#)

Conclusion

Having a worldview perspective is essential for understanding the diverse world we live in. It's crucial to have empathy and respect towards people who are different from ourselves, as this can lead to establishing connections, friendships, and networks.