**Diversity & Inclusion Portfolio**  
PART A TEMPLATE – Use this form when completing Part A

Student Name: **Himesh Buch**

**Activity 1 – Leadership Development Opportunities: Foundation Stories**

**Question #1** (10 points)

**In relation to the three stories read this week, what inclusion related concepts were particularly well made in one or more of the stories?**

I believe Bizeer Gummies focuses on how communication can affect one at a workplace. I also think that talking about things that are not work related is important to feel comfortable at anywhere, especially at workplace. The more you communicate the more you get to know about people you work with and you might end up making some great friends. At a workplace, one is going to see the same people every day and after getting to know them one will feel confident and comfortable around them which will help increase the chances of inclusion at a workplace. The author makes a good point about relationships at a workplace and it takes time building one, but the environment of mutual understanding that it creates in the end is way more important. It’s all about taking that one step. The writer also struggles understanding what his kid is trying to say and his wife points out the fact that the author doesn’t spend enough time with the kid to understand him, which I think, is also in relation to how frequently one should communicate at a workplace

**Question #2** (10 points)

**Are there certain concepts communicated through the stories that are more important to you as you begin the process of developing skills for valuing diverse others and behaving inclusively in the workplace?** ***Why are these concepts more important to you?***

All concepts are equally important to me. I personally would put communication at top. A good conversation on any topic helps break the ice and learn more about the other person. It slowly builds up the bond and fosters an environment that anyone would like to work in. Other concepts like our routine behavior, actions towards others, and understanding and valuing others’ backgrounds is very important as well. If everyone practices even one of them the best, it can bring joy and success at a workplace without a doubt in no time at all.



**Activity 2 – What Organizations Are Communicating About Workforce Diversity & Inclusion**

**Question #3** (6 points)

**What are the names of the companies you chose?**

**Identify the section (or sections) under which diversity/inclusion information is available in the corporate website.**

Name Business #1 – Abbott Laboratories

Where was diversity/inclusion information available? It was under the carrier’s page. Focuses on workplace inclusion. Though a single webpage, rather less dynamic, but have quite some content on equal opportunities

Name Business #2 – Accenture

Where was diversity/inclusion information available? It was under the company’s “About” page. It had detailed information about company’s policies for inclusion and other matters. It’s not only a single page document and will redirect you if clicked on any links

Name Business #3 – ADP

Where was diversity/inclusion information available? Under company’s “About” page. A single page to explain their policies

**Question #4** (20 points)

**Identify what you’ve determined as the best corporation based on material provided in the organization’s diversity/inclusion website.**

**Clearly describe the reason for your choice based on what you now know about workforce diversity, exclusion and inclusion. How does the content you found on any of the websites relate to course material? Explain your answer.**

*This question IS NOT about the layout of the material or how easy material is to access; it is about your use of knowledge of diversity and inclusion concepts in evaluating the company.* Remember to relate to course material.

**Best Corporation Based on D & I Website Information:** Accenture

**Reasoning:**

One of the first things that made me select Accenture is that they have updated their policies and reflected their opinions on the protests that are currently going on. That really stood out for me that they are updating their policy and raising their voice against the recent events, which most companies from the list didn’t. They have mentioned how the executive officers and hiring managers play an important role in hiring anyone without any bias or prejudice. Their focus includes gender, ethnicity, LGBTI, religion, persons with disabilities and cross-cultural diversity. They have also mentioned that they make sure that everyone is treated equally and will take actions if need be against any type of injustice

**Course Material Source(s) Used in Evaluation:**

As mentioned in the previous answer, Accenture’s webpage focuses on inclusion and how it’s important to have equal opportunities for every employee. It focuses on hiring people without any bias and prejudice which relates to the concept (or myth) of meritocracy. It also mentions how different people of different gender, ethnicity, religion etc. are hired at the company which keeps cross-cultural competence in mind



**Activity 3 – Covering**

Worth 30 points

**Question #5** (10 points)

**Have you ever felt the need to “cover” one or more of your identities to fit in a group inside or outside of the workplace?**

Yes answer: Describe the covering you’ve chosen to do. Identify which of the 4 categories the covering you’ve described would be placed.

Why did you choose this category? *You’ll want to reflect back to the report to answer this question.*

No answer: Think again… *Really?* You’ve never felt you had to cover to fit in? If you are sure you’ve never had to cover, explain why you believe you’ve been spared this indignity.

*You’ll want to support your answer with content from the report.*

Covering one or more identities to fit in at a workplace or in general is a very common thing. I didn’t have to cover my identity, but I try to be nice and be more polite than usual with my co-workers, and it’s not that I’m not polite in general, but I believe that me being a little more than my usual self will help me fit in. Personally, I think workplace conversations are very important to make one feel included. I tend to learn new things and things that my co-workers talk about the most in order to participate in various conversations. Sometimes, I even learn or read about things that I’m not interested in at all, but I still do, just to feel included. So, I didn’t have to cover anything, but I do try to put extra efforts willingly or otherwise to fit in

**Question #6** (20 points)  
**What’s your rationale to defend - or- not support the contention that covering is a workplace social justice issue?**

Its people’s conservative mindset that forces covering at a workplace, which is definitely a social justice issue. From what we know about covering, it’s basically hiding one’s insecurities and flaws that they think will exploit them at a workplace. In order to see whether this is or isn’t a social justice issue, we need to look at where it all started. We need to think why people might feel insecure about one or more things and why they feel that they need to hide those things in order to feel accepted. We’ve seen for so many years now how people who look good, who are male, who don’t have any physical disability, and have light skin color is preferred over everyone else who don’t possess those qualities. They are always given the priority. Thinking about how one person is better than other makes one insecure and makes them think about why they are better than them. That is the only reason why one hides their identity. Because of the social norm, they have believed that if they don’t look certain way or have darker skin color, they might not get a career and a future that they always desired. That’s where covering starts. Hence, by looking at the real reason of covering, we realized that it’s because the social injustice has made people insecure and unconfident about themselves.



**Activity 4 – Leadership Development Opportunities: Cross Cultural Competency**

**Question #7** (10 points)  
Did you enter this course with any crosscultural competency knowledge and skills?   
If so, what are the most important crosscultural competencies you already can use?   
*Identify both the category and the knowledge/skill identified on the Cultural Competence for Social Justice document.* Make sure you communicate your knowledge of the competencies you are developing your response.

After reading the material and understanding more about these concepts, it made me realize that I’ve had or tried to practice the key components that are required for crosscultural competency. I personally think that I am very aware about myself and my background and I always try to be respectful towards other backgrounds as well. I am aware about the stereotypes, prejudice, or bias that happens at a workplace, but I try to be rational in every situation and be normal about it. Understanding values of others is something that I believe is the most important among all. I know how important it is to appreciate others even for the slightest things and how it can affect them mentally. Understanding other’s value in our life, personal or professional, is very important. I don’t judge or question people if they are doing certain things different than me, and I try to be sensible towards them all the time.

What cross cultural competency based knowledge and skills are the most important for you to gain or further develop?

*Identify both the category and the knowledge/skill identified on the Cultural Competence for Social Justice document.* Make sure you communicate your knowledge of the competencies you are developing your response.

I think skills to interact effectively with a diversity of people in different contexts is something that is very important to me and will like to develop in future. I am a huge fan of communicating on different topics at a workplace. As I have stated in my other answers, communication is important, but sometimes I feel like I don’t take a stand on social or political issues just because I don’t want to offend anyone’s feeling unintentionally. Sometimes I don’t even comment on certain topics because of the same reason and in a way, cover what I really think about certain issues. I don’t think it is the right thing to do as I might be creating a bias in one way or another, which also doesn’t mean that one should be raising their voice without thinking on every single topic



**Activity 5 – Implicit Bias**

**Question #8 (**15 points – 6 points for each description of reaction)

**What assessments did you complete?**

**Describe and reflect upon your reaction to the results of each of the assessments.**

#1 – Skin-Tone IAT: Preference towards light skinned people.

* Completely disagree with the results. I think I made those choice as quickly as I could and might have missed out on answering some question with complete awareness. I don’t think a quiz with time limit and brain teasers can make assumptions about one’s preference towards a skin color

#2 – Asian IAT: slight automatic association for American with European American and Foreign with Asian American

* As we have discussed in various papers that it is not easy to look at a person and not notice the way they look and the way they do certain things, but I don’t think these tests can determine things like preference towards a race or gender, it completely depends on ones state of mind, whether they are tired or happy or anything else, at the time of taking these tests

#3 – Religion IAT: Moderate association towards Christians.

* My response is the same as in above two. I do not mean to sound ignorant or arrogant, but I don’t understand the science or logic behind it

**Question #9** (20 points)

**Based on your experience completing the bias assessments, as well as learning about bias through course content, what rationale would you offer in support for bias as a human trait?**

We all know that bias exist and believe it or not, it’s a part of who we are. Even those who confidently assert that they don’t see color, or they are completely unbiased towards everyone are being naïve and not making any sense. Yes, we try to do our best but willingly or otherwise we might have done or said something that wasn’t right or biased. I think we all learned how to live with it and didn’t think about taking appropriate steps to remove this from roots. Humans depend on others’ opinions and try to change their actions according to what others have to say about it and I believe that is one of the main reasons why it’s become a human trait. For instance, someone who admires me or want me to admire them, will believe or do things that I believe in because they need that appreciation from me, now whether I do or do not do right things, because my opinion has affected that person, they might also do or do not do right things

Source(s):



Congratulations, you’ve completed Part A of your Diversity & Inclusion Portfolio!

Your next step is to submit your work through the Submit tab on the Portfolio Part A page.