The diversity umbrella

* Religion
* Race
* Sex
* Sexual orientation
* Nationality
* Generation
* Ethnicity
* Education

Valuing diversity

* Make sure people know you’re open about things. Don’t assume heteronormativity, celebration of Christian holidays, don’t assume gender == sex, etc…

Difference between gender and sex

* Sex is based on your anatomy
* Gender is what you identify as

Understanding cross-cultural differences

* Understand that different cultures have very different social and business norms
  + Do research prior to a trip for either personal or business purposes and make sure you understand social norms.

Overcoming cross-cultural communications barriers

* h

Sources of interpersonal conflict

* Differences in things under the diversity umbrella can lead to interpersonal conflicts
* Make sure that you treat everybody equally and respectfully.

Guideline/techniques for resolving interpersonal conflicts

* Dealing with conflict in one of three different ways:
  + Passively
  + Assertively
  + Aggressively

Sexual harassment (definition, steps for dealing with it)

* Sexual harassment is making undesired advances on someone without them having given you consent or beyond where they’ve told you to stop. Anything from flirting to undesired touching could be sexual harassment, though beyond that I feel it would fall more into sexual assault.

Definition of sexual assault prior to 1983

* Non-consensual acts of traditional sex with a woman who isn’t your wife.

What is sexual assault?

* Non-consensual sexual acts, words or advances

What is (and what isn’t) sexual consent?

* Consent is only if someone says, verbally, yes. Any sort of body language indicating it should not be taken as consent. If you’re under the influence and you say yes, if you are in a state of mind to properly react to this, you say no.

Key Leadership traits

* Charisma
* Able to communicate a vision
* Make others feel secure
* Be 100% honest about what you’re saying and be genuine.

Charisma

* Being able to make others feel like your ideas and the way you’re thinking is a good way to think/do things
* Being able to sway people’s decisions before resorting to using facts and data, using just your emotion and your passion on the topic being discussed.

Impression management and Etiquette

* Making sure that if you’re meeting with people of different ethnicities you read up about the culture to be sure to present yourself in a way that will be seen by them as a respectable way to present yourself.

Strategies for building important relationships at work

* Make sure others know that you are someone who is approachable.
* Make it clear that you accept cultural differences so that others realize that they can talk to you and they won’t feel uncomfortable around you.

Political mistakes/blunders