VISIONSPOT CONSULTING GROUP, LLC
SOLUTIONS MAXIMIZING BRILLIANCE (SMB) SCHOOL OF LEADERSHIP
LEADERSHIP | TALENT | ORGANIZATIONAL GROWTH

Diversity and Inclusion Awareness

Asking all leaders to Answer the Call!

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Diversity and Inclusion Awareness Spectrum

The Awareness Spectrum was introduced as a model to help participants recognize behavior categories. There are many diversity models that have been introduced and used in previous diversity training programs, which have helped guide us in our behaviors and actions.

The spectrum is a continuum. A person can move around, fitting into one or more of these categories in one day depending on the situation or people encountered. The goal is to encourage staff to use the behaviors and skills of diversity change agents as often as possible.

Adopted from: Stinson, K.M. (2007). Diversity Awareness Profile: Facilitator's guide. 2nd edition. San Francisco, CA: Pfeiffer.

Awareness Spectrum Defined Examples

It is important to be more self-aware in your commitment to supporting core values of respect, integrity, and excellence. The idea is that if each member of the organization acts as a role model, your company will be a better company.

NAIVE	When we're "Naïve," we act without any knowledge of our biases or prejudices. We don't know about our company's diversity and inclusion mission, strategy requirements or principles, and we don't recognize that we don't know. As a nation, we can't afford *Naive* behaviors.
PERPETRATORS	When we're "Perpetrators," we're aware of our biases and prejudices, but we continue the behaviors that reinforce stereotypical thinking and intolerance. As Perpetrators, we know about our company's diversity and inclusion mission, strategy requirements and principles, but we deliberately ignore them. Most institutions want to eradicate the behavior of Perpetrators because this behavior can cause EEO liabilities, as well as productivity losses and safety risks.
AVOIDERS	When we're "Avoiders," we are aware of our biases and prejudices, but we make a conscious choice to ignore inappropriate behavior or withdraw from it. As Avoiders, we know that our company's diversity and inclusion mission, strategy requirements or principles exist, but we put them out of our minds. We make them seem unimportant or irrelevant. Again, productivity and safety, as well as our company's diversity and inclusion standards, could be threatened when we refuse to do something about an EEO or diversity problem.
CHANGE AGENTS	When we're Diversity and Inclusion Change Agents, we try to act as role models. We take action and address behaviors appropriately. We point out the company's diversity and inclusion requirements when appropriate. We use effective communication skills to address biases and prejudices.
ACTIVISTS	When we're "Activists," we're on the lookout for injustice. We don't hesitate to challenge any behaviors that stem from biases and prejudices. As Activists, we take on every battle, at any time. Activists were instrumental in getting the Equal Employment Opportunity (EEO) laws passed and continue to be activists in getting them enforced. Activists can often be so frustrated that they "burn out."

Diversity and Inclusion Awareness Action Plan

1. Where do you fall on the Diversity and Inclusion Awareness Spectrum? Circle one

NAÏVE **PERPETRATORS** **AVOIDERS** **CHANGE AGENTS** **ACTIVISTS**

2. To avoid Unconscious Bias effectively, the behavior I will work on over the next two months is:

- _____
- _____
- _____

3. Two actions I will take to improve my skills in modeling this behavior are:

- _____
- _____

4. I will ask the following person(s) for help:

Name	**How can they help you?**
_____	_____
_____	_____

5. Set a specific date within the next 5 days to communicate the details of your plan to your accountability partner along with their role in your Diversity and inclusion journey.

_____

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