


# Diversity: A Personal Choice Is an Outward Impact



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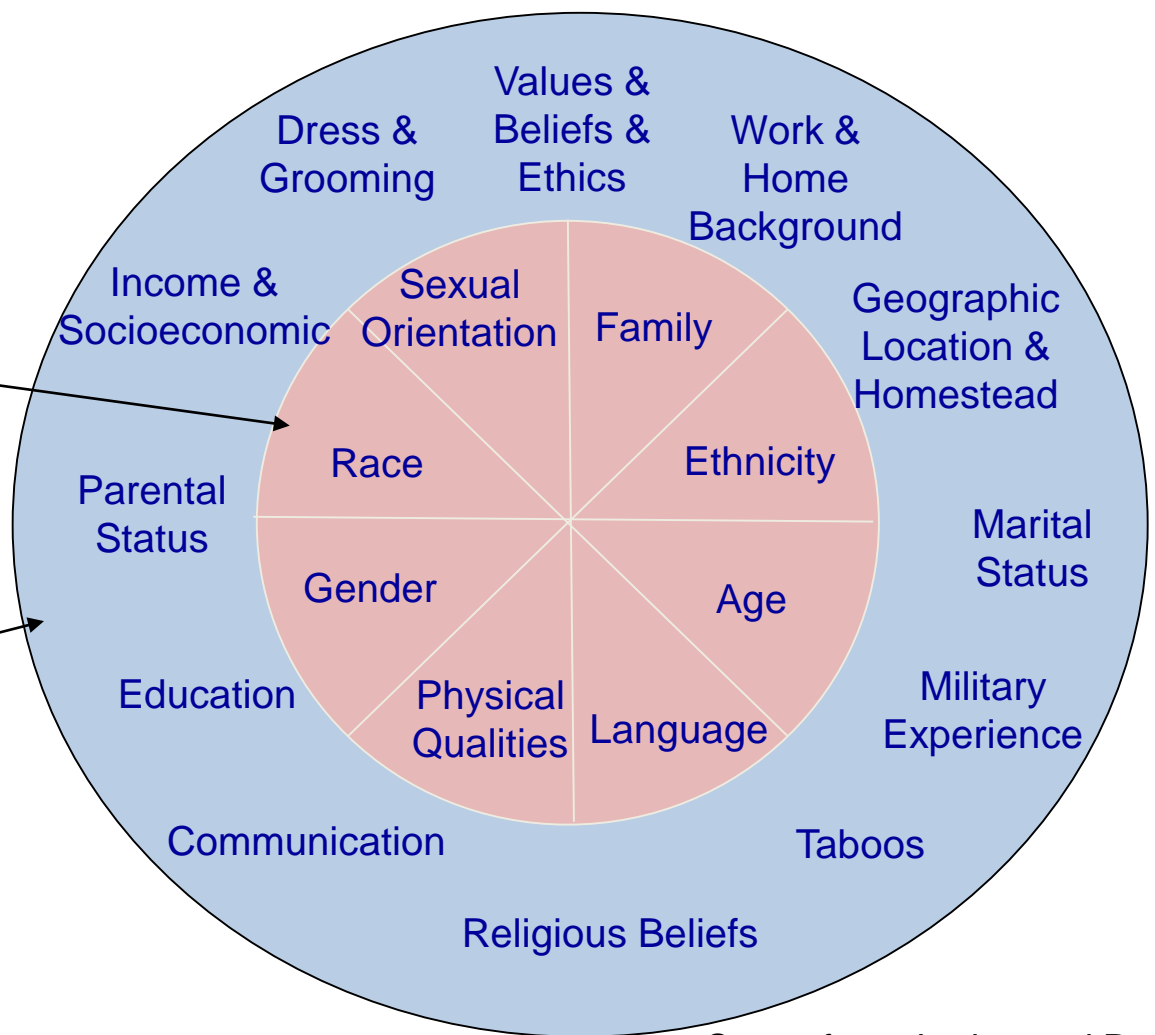
Each person is representative of a mixture of  
“cultures and experiences” ...

SAMHSA, Office of Minority Health, and Health Resources and Administration,  
*Quality Health Services for Hispanics: The Cultural Competency Component*, 2001.

**Your personal choice of awareness impacts others!**

# Primary Dimensions of Diversity

# Secondary Dimensions of Diversity



# Awareness of Culture

## Our Culture

- thoughts, belief systems, values, and behaviors of a person(s) in a set of differentiating characteristics
- influences our behavior

**Difference Brings Strength!**

- shapes our worldview
- impacts our style of communication and interaction
  - different and abnormal?
  - same without individualism?

# The Tail Theory

- If someone says you have a tail, that person is wrong.
- If two people say you have a tail, that person is wrong.
- If seven people say you have a tail, that person is wrong. Turn around and look.

**We Fall into the Norm.**



# Message Formats

- Included or Excluded
- Engaged or Discouraged
- Valued or Overlooked



Typically 40-80  
messages in a  
10 minute  
conversation



<https://www.youtube.com/watch?v=yND9hDpPwYA>



# Me: Racial Impact

High Visibility - typically 2% or less of the population

- **School**
  - My confusion becomes the teacher's annoyance so "I shut down"
  - My knowledge is seen as useless because it is not from "here"
  - I am disciplined for disrespect due to cultural differences such as eye contact, language, high communication contexts, time perception, etc.
- **Work**
  - I am the first to be seen regarding negative issues
  - I am the stem of competitiveness
  - I am the last selected
  - I am seen as less capable





# Me: Bilingual Impact

ELL is seen as a hindrance to deal with and not a skill

- **School**

- I am mistaken for at-risk or SPED due to a language barrier
- I am learning and working in a foreign language and succeeding but seen and graded as deficient in communication skills
- It is shocking that I pursued university studies, graduate studies

- **Work**

- I am denied assignments/tasks due to language deficiency yet my bilingual ability is used to fulfill tasks needed by the institution
- I am yelled at in order to help my English comprehension
- I am told I need to follow the American customs or go home
- I am told to speak English only because others might think I am taking about them

# Me: Ethnic Impact

## Community Stereotypical Viewpoints

- I am an outsider, the third wheel
- I am mistaken for blue collar work no matter my dress or the location or the event I am attending
  - housekeeping, yard work, construction, grocery, "go-fer"
- I am assumed to be undocumented
  - even though I was born here
- I am judged as odd and "that's weird" in comparison to American cultural norms rather than just different
  - subservient rather than choice
- I am at times seen and referred to as though **I were a totem for "Minority-kind"**

# 8 R's of Talking about Race

- Respect – approach conversations with respect
- Reflect – put aside your preconceptions
- Resign – examine your motivation & embrace the discomfort of not knowing
- Research – find out what you don't know
- Relearn – listen and be open to questions
- Reset – internalize what you learned
- Reboot – commit to change
- Recognize – acknowledge your privilege

# DISCLAIMER

The following informational slides are not concrete, finite, nor all encompassing.

**Do not use this information to stereotype.**

**Use the this information to begin learning and raising your Diversity Awareness!**

# Hispanics vs Latinos

- Hispanic means “of Spain or Spanish-speaking countries.”
- Latino means from or related to Latin America.
- Some Spanish speaking countries such as Spain, are not in Latin America.
- Some Latin American countries, such as Brazil, are not Spanish-speaking countries.
- Latin also refers to languages that developed out of ancient Rome, including French and Italian.
- Latino as used in the United States refers to the geography of Latin America, not necessarily to languages.

# Hispanic Cultural Characteristics

- Patriarchal family system
- Extended families (usually blood relatives) live closely or together
- Traditional mindset was to keep race pure
- Religion a high priority
- Counseling more common with religious leaders
- More comfortable speaking in own language when discussing feelings and emotions
- Sense of pride is paramount (men must provide for families)
- No support from family for accessing services outside culture
- Eye contact a sign of disrespect with elders and hierarchy



- Women are more passive (can work, but preferred not)
- Son's education more important than daughters
- Men responsible for discipline of children; women responsible for community services
- Mothers are sacred (especially for sons)
- Celebrations, holidays, culture activities, highly important
- Dinner is a family event
- Use of formal and informal language when addressing people depends on relationship....others using familiar tense of language disrespectful
- No familiar touching, expect with very close friends or family....even within family
- no touch of face....sign of disrespect
- Distrust of "white" system

# Hispanic Stress - Parenting

- My children want independence before ready.
- My children need steady paycheck to live independently.
- My children have talked about leaving home.
- My children may not be receiving good education.
- My children have gotten bad school reports/grades.
- My children haven't respected my authority as should.
- My children have seen too much sex on TV/movies.
- My children may use illegal drugs.
- My children may be influenced by bad friends.
- Difficult to decide how strict to be with my children.



# Hispanic Stress - Immigration

- Since I don't know English, hard interacting with others.
- I felt pressured to learn English.
- Thought I'd be deported if went to social/govt. agency.
- I feared consequences of deportation.
- Due to poor English, people treated me badly.
- Due to poor English, hard dealing with daily situations.
- I felt guilty leaving family/friends in home country.
- I felt I will never regain status/respect I had in home country.
- I've been discriminated against.
- I've been questioned about my legal status.
- I haven't forgotten the war deaths of friends/family.
- I haven't forgotten the last few months in my home country.

**Thank You**

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