

# Managing Diversity

## Diversity

plurality of culture along various cultural dimensions or cultural locations

## Cultural Locations

social and cultural identity markers which impact the way people view their social worlds

## Culture

socially constructed and historically transmitted patterns of symbols, meanings, premises and rules

Philipsen, G. (1992). *Speaking culturally: Explorations in social communication*. Albany, NY: State University of New York.

## Symbols

objects which carry particular meaning for a culture

## Heroes

characters who are highly respected and serve as an ideal role model in a culture

## Rituals

set of activities which are repeated in certain situations with specific meaning

## Values

cultural standards or judgments of what is and is not right, good or desirable

## Hegemonic Ethnocentricity

viewing one's own culture as superior to others

## Race

classifying people based on genetic history and identifiable physical characteristics

## Ethnic Group

people sharing common languages, customs, rituals, traditions, religions and cultures

# Managing Diversity

## Racial Discrimination

any distinction, exclusion, restriction, or preference based on race, color, descent, or national or ethnic origin that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life

United Nations (1966). *The International Convention on the Elimination of All Forms of Racial Discrimination*, New York.

## Whiteness

privileging or centering white cultural values, or mainstream way of knowing, valuing, communicating and acting in the United States

## Biological Sex

classification society makes based upon genetic and biological factors

## Gender

outward expression or enactment of what society deems masculine and feminine

## Gender Identity

person's own identification as male, female or intersex and how this relates to their perception of masculinity, femininity and androgyny

## Sexual Identity/Orientation

enduring emotional, affectionate, romantic and sexual attraction to another person

Katz, J. N. (1995). *The invention of heterosexuality*. New York: Dutton.

## Stereotype

fixed, oversimplified generalization toward members of a certain group

## Ageism

judgment about people based simply upon their age

## Differently Abled Person

someone with physical or mental impairment which substantially limits one or more life activities