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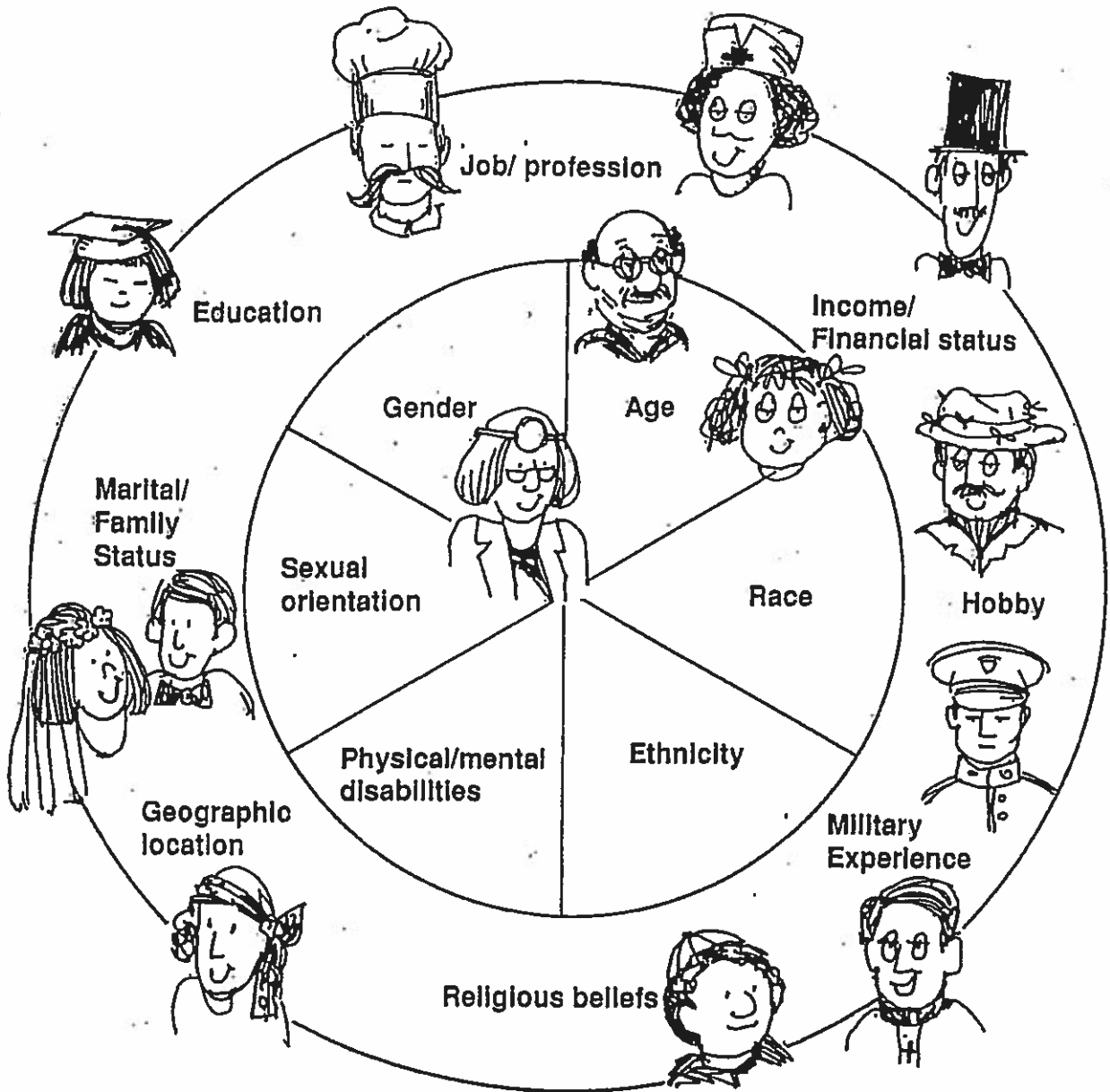
**MANY FACES, ONE PEOPLE  
MULTICULTURAL TRAINING**

**JULY 2015**

**MEMBER GUIDE**



# BUILDING ON DIFFERENCES: Areas of Diversity



## SOME AREAS OF DIVERSITY

**NOTE:** The inner wheel shows areas of diversity considered basic to a person's identity.

## BUILDING ON DIFFERENCES: Definitions

1. **Generalization**: an oversimplification. Conclusions, observations based on insufficient or limited experience.
2. **Stereotype**: the belief that all people of a certain group will be the same and behave in the same way.
3. **Bias**: when we fail to be objective and impartial about people or an issue. Attitude based on personal, subjective preference.
4. **Prejudice**: to judge people without really knowing them, on the basis of the group they belong to. Its victims are treated as objects and not as persons. Prejudice is usually based on stereotypes and bias.
5. **Discrimination**: Unequal and unfair treatment of an individual or group because of race, religion, age, physical ability, gender, etc. When people act on the basis of their prejudices and stereotypes they are guilty of discrimination. Prejudice is an attitude while discrimination is the action that results from it.

# Recipe for Cultural Diversity

1- Heaping quart of understanding

1- Handful of Respect

1- Cup of recognizing differences

1- Spoonful of patience

1- Pinch of humor

Blend all ingredients of success  
together. Garnish with  
networking. Serve regularly.

## BUILDING ON DIFFERENCES: Quotes To Remember

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"No individual can live alone, no nation can live alone, and anyone who feels that he can live alone is sleeping through a revolution. The world in which we live is geographically one. The challenge that we face today is to make it one in terms of brotherhood. We must all learn to live together as brothers, or we will all perish together as fools."

*Dr. Martin Luther King, Jr.*

"The deliberate cultivation of the gift of putting yourself in another's place is the beginning of wisdom in human relations."

*Arnold Bennett*

"Never judge another man until you have walked a mile in his moccasins."

*North American Indian saying*

"Whoever seeks to set one race against another seeks to enslave all races."

*Franklin D. Roosevelt*

"A man bleeds, suffers, despairs not as an American or a Russian or a Chinese, but in his innermost being as a member of a single human race."

*Adlai Stevenson*

"Interdependence is and ought to be as much the ideal of man as self-sufficiency."

*Mahatma Gandhi*

"Communication is not easy. It is one of the most difficult things we ever accomplish. And the trouble is that it doesn't stop demanding something of us once we have broken through to the other - it requires constant effort. We ought to bear in mind always the alternative to communication - death. That's right. None of us is worth anything alone. We need other people. They are extensions of us. When we decide it isn't worth the trouble, we are saying we are not worth it. Marriages die. Corporations die. Individuals die."

*John R. Killinger*

"It is never too late to give up your prejudices."

*Henry David Thoreau*

## BUILDING ON DIFFERENCES: Quotes To Remember

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"If we take people as they are, we make them worse. If we treat them as if they were what they ought to be, we help them to become what they are capable of becoming."

*Goethe*

The person next to me was created as a gift for me, and I as a gift for him (her). All things exist in a relationship of love: each to each. But in order to find the golden thread linking everything together, we must love.

*Chiara Lubich*

When unity with our neighbor becomes difficult, let us not break but bend... until love works the miracle of one heart and one mind.

*Chiara Lubich*

Unlike many other peoples, Americans are not bound together by a common religion or a common ethnicity. Our binding heritage is a democratic vision of liberty, equality, and justice.

*Kenneth T. Jackson*

Men and women are not only themselves; they are also the region in which they were born, the city, apartment or farm in which they learned to walk, the games they played as children, the old wives' tales they overheard, the food they ate, the schools they attended, the sports they followed, the poems they read, and the God they believed in.

*W. Somerset Maugham*

He has a right to criticize who has a heart to help.

*Abraham Lincoln*

The world is my country. All mankind are my brethren.

*Thomas Paine*

Beware, as long as you live, of judging people by appearances.

*La Fontaine*

Until you have become really in actual fact, a brother to everyone, brotherhood will not come to pass.

*Fyodor Dostoyevsky*

You must look into people as well as at them.

*Lord Chesterfield*

# Beyond the Stereotypes!

## 10 Tips for Working with People from a Hispanic Culture

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“Recognizing the differences between cultures is essential to understanding who they are, who we are, and how we can work together”

- Ned Crouch

### Hispanic?

Hispanic refers to people whose native language is Spanish or who are descendent of Spanish speaking ancestors.

OR

### Latino?

Latino is general used in the United States to describe U.S. Residents of Latin American origin (although, technically, a Latino is anyone from Spain, France, Italy and Portugal)

Most Latinos are Hispanics but not all of them!

### What is a Stereotype?

A stereotype is usually a negative statement made about a group of people. Stereotypes emerge when one perception is applied to an entire group.

Hispanics can't speak English.

All male Hispanics have mustaches.

All Hispanics have dark skin.

All Hispanics come from Mexico.

All Hispanics are undocumented.

Hispanics don't pay taxes.

## 10 Tips for Working with People from a Hispanic Culture

1. Try to identify the group/community leader and start from there. Typically they are the person who answers the questions and speaks on behalf of the group. Hispanic culture is mainly a hierarchy society. The boss is the boss and the leader is the leader.
2. Build a relationship with the Hispanic community – Earn their trust. Relationship before task always!
3. Show sincere interest in their families and culture (including being respectful of their holidays). Show them that you care.
4. Enjoy the Hispanic sense of time, RELAX! Select and be clear about the tasks that are on schedule and have deadlines. Remember that time is not always money!
5. When you ask for something, be sure that YES means YES, Hispanics are very polite and you are the boss. Some will say YES to you even when they are not planning to do what you asked.
6. Hispanics live in a group oriented society. Talk to the group! Do not reprimand individuals in public. Reward the group effort.
7. Do not expect Hispanics to disagree or argue with you, but always ask their opinion. Make them feel that their experience is important.
8. Always be polite and gracious, soften your tone. Take your time and talk around the subject, and when talking with women remember that Hispanics come from a gender oriented society. Women and men have different roles. Gender matters.
9. Hispanic sense of space is different. Be prepared to get close! Treat space as non-threatening.
10. Trust them! Their loyalty is enduring.

This poster is part of the series "Beyond Stereotypes" by Oklahoma State University, College of Human Sciences and Oklahoma Cooperative Extension Service (OCES). In cooperation with students, faculty and staff members and consultants/experts in multicultural and diverse topics (RB-GU-145).

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