

Fellowship Farm – A Training Center in Human Relations Since 1931

15 research-based behaviors that are the essential diversity competencies for your employees

1. Point out if others use language that may be offensive to members of certain demographic groups.
2. Confront those who tell jokes that are offensive to members of other demographic groups.
3. Question comments that appear to promote prejudice or stereotypes.
4. Coach others to confront stereotypes or biases if they are affecting working relationships.
5. Ask questions rather than make assumptions about people's intentions.
6. Give co-workers an opportunity to explain before judging.
7. Talk directly to co-workers when there is a problem, rather than complaining to others.
8. Give corrective feedback to co-workers in private.
9. Ask questions about the preferred terminology in referring to diverse groups.
10. Discuss the demographics of your work group, task forces or project teams.
11. Ask diverse co-workers to identify aspects of your behavior that hinder the development of work relationships.
12. Openly discuss issues of race, gender or other diversity concerns.
13. Seek opportunities to work with members of diverse demographic groups.
14. Ask members of diverse demographic groups for their views and ideas.
15. Look for instances where members of other demographic groups are overlooked and take action to get them involved.