



Diversity

Some common words and their definitions used when discussing diversity, race, and ethnicity.

Diversity:

The fact of human difference that may make a difference in how we interact with each other, with our communities, with our institutions, and with ourselves. Differences that commonly make a difference include race, ethnicity, immigration status, age, disability, sexual orientation, gender, socio-economic status, family status.

Culture is about:

Patterns of shared basic assumptions and behaviors that help us approach challenges/problems that are learned/taught to all members of the group, implicitly or explicitly as the correct way to perceive, think or feel.

Stereotype:

A given characteristic that is treated as fact, applied to all members of a group, and used as the only point of reference held on to even in the face of new or contrary information.

Generalization:

A hypothesis that is based on various sources (personal experiences, research, etc.), is treated cautiously, recognizes the diversity within a group, is used as a reference point to build on integrates new information.

Ethnocentric:

A worldview that assumes that one's own culture is central to the way the world operates. This includes not only denying or misunderstanding other cultures, but also includes minimizing the importance of cultural differences and the impact that those differences have on behavior.

Ethnorelative:

A worldview that assumes that cultures can only be understood relative to one another, and that behaviors can only be accurately interpreted by understanding the cultural context for the behavior.