

Discovering Diversity Profile®  
Individual Report



# A Brief Introduction

# Main Concerns with the Current State of Workplace Diversity

1. Not well-defined or understood
2. Focus is on compliance
3. Emphasis on ethnicity and/or gender
4. Needs a broader outlook
5. Dominated by awareness rather than action

2007 State of Workplace Diversity Management A Survey  
Report by the Society for Human Resource Management  
February 2008

# DIVERSITY

- 71% of organizations don't have a formal definition
- 90+% HR professionals
  - Competence critical to success
  - Must enhance employees diversity management skills
  - Create culture that fosters diversity management
- 91% extremely important to get people of different backgrounds to effectively work together

2007 State of Workplace Diversity Management A Survey  
Report by the Society for Human Resource Management  
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# ***Discovering Diversity Profile***®

- Designed to help identify opinions and feelings about workforce diversity and provide suggestions for change
- The *Discovering Diversity Profile*® allows individuals to explore their own viewpoints on workforce diversity in four key areas, and can help transform resistance into acceptance, cooperation, and respect

# Basic Insights

- Personal Insight into Development on Diversity Issues
- Appreciation of Diversity Within the Workplace
- A Common Language to Understand and Discuss Interpersonal Diversity Issues
- Dialogue about Diversity in the Workplace
- Building Relationships through Acceptance

# New Features

## What's new in the *Discovering Diversity Profile*® in EPIC?

- Comprehensive personalized narrative
- Expanded action plan
- Group Report



Look for the **The EPIC Edge**  
to see features and benefits  
only available on EPIC!

# ***Discovering Diversity Profile®***

## **Model**

Feedback is organized into four sections with two subsections each

- Knowledge
  - Stereotypes
  - Information
- Understanding
  - Awareness
  - Empathy
- Acceptance
  - Receptiveness
  - Respect
- Behavior
  - Self-Awareness
  - Interpersonal Skills

# Discovering Diversity Profile®


## Response form

- 80 statements
  - 20 measure attitudes and beliefs
    - Strongly Agree to Strongly Disagree
  - 60 measure personal behavior
    - Almost Always to Almost Never

**Discovering Diversity Profile®**

**Section 1 - Page 1**  
For each of the following statements, respond by choosing from the following ratings: **Strongly Disagree, Disagree, Agree, or Strongly Agree.**

	Strongly Disagree	Disagree	Agree	Strongly Agree
Older employees are not open to change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most Hispanics are emotional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less than 1% of the population is gay, lesbian, or bisexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women are more apt than men to engage in idle chatter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White males, like other groups, benefit from diversity efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>


**BACK**  **NEXT**

Percent Complete

**Discovering Diversity Profile®**

**Section 2 - Page 1**  
For each of the following statements, respond by choosing from the following ratings: **Almost Never, Rarely, Sometimes, or Almost Always.**

	Almost Never	Rarely	Sometimes	Almost Always
People are promoted for the sake of diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take care not to make statements that reinforce prejudice or bias in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand that my way is not the only way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the situation from the other person's point of view before I make a judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tell jokes about those who are different from me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**BACK**  **NEXT**

Percent Complete



# Discovering Diversity Profile® Group Report



The *Discovering Diversity Profile*® **Group Report** helps focus diversity efforts based on the needs of the group or organization.

Discovering Diversity Profile®  
Group Report

**Sample Report**  
(11 People)  
Monday, January 19, 2004

This report is provided by:  
Your Company  
123 Main Street  
Smithville, MN 54321  
612-123-9876  
www.yourcompany.com

Discovering Diversity Profile®  
Individual Report

**Thank you.**

Workforce Diversity Network members will receive a 25% discount on their initial order of any Discovering Diversity Resources. For more information on putting the power of the Discovering Diversity process to work in your organization contact:

Request a complementary trial.

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