

Contents

How to Use This Resource	xi
Introduction	xiii
Part 1: Presentation and Discussion Resources	1
1. Danger—Diversity Training Ahead: Addressing the Myths of Diversity Training and Offering Alternatives <i>Paula Grace</i>	3
2. Diversity and Organizational Change <i>Ginger Lapid-Bogda</i>	17
3. Diversity Display Table: An Activity and a Bibliography <i>Julie O'Mara</i>	25
4. Managing Diversity in the Workplace <i>S. Kanu Kogod</i>	41
5. Diversity and Team Development <i>Claire B. Halverson and Guillermo Cuellar</i>	51
6. Leveraging Difference and Diversity in Multicultural Teams: Virtually or Face-to-Face <i>Dianne Hofner Saphiere</i>	61
7. Preventing Sexual Harassment: Stop Shortchanging Your Organization with Diversion Programs <i>Harriet Cohen and Debbie Newman</i>	89
8. Consulting to Generation X <i>H.B. Karp and Danilo Sirias</i>	99

Part 2: Experiential Learning Activities	107
Diversity—The Broad View	111
1. Expanding the Scope of Diversity Programs: A New Model <i>Julie O'Mara</i>	113
2. Tortuga Place and Your Place: Understanding Diversity <i>C. Louise Sellaro, Anne M. McMahon, and Betty Jo Licata</i>	119
3. Diversity Quiz: Viewing Differences as Resources <i>Linda Eschenburg</i>	129
4. The Employment Case: Exploring Organizational Value Conflicts <i>Joann Keyton</i>	143
5. What's Legal? Investigating Employment-Interview Questions <i>Robert J. (Jack) Cantwell</i>	151
The Usual Suspects—Race, Gender, Culture, and the Rest	169
6. People with Disabilities: Understanding Diversity in the Workplace <i>Stephen P. Hanamura and Julie O'Mara</i>	171
7. Disability Awareness: Providing Equal Opportunities in the Training Environment <i>Robert William (Bob) Lucas</i>	177
8. Early Memories: Learning About Stereotypes <i>Renee Yuengling</i>	187
9. Managerial Characteristics: Exploring Stereotypes <i>Allen K. Gulezian</i>	193
10. What's Your Gen X IQ? Heightening Intragroup Awareness <i>H.B. Karp and Danilo Sirias</i>	201
11. Bargaining, United Nations Style: Exploring the Impact of Cultural Values <i>Julia T. Oliver and John E. Oliver</i>	215
12. Merger Mania: Understanding Intercultural Negotiation <i>John Chesser</i>	227
Perception, Values, and Work Roles	245
13. What You See: Examining Different Points of View <i>Anne M. McMahon and C. Louise Sellaro</i>	247

14.	Cultural Triangle: Determining the Effect of Values on Customer/Client Perceptions <i>Homer Warren, Anne M. McMahon, C. Louise Sellaro, and Carol Mikanowicz</i>	251
15.	The Value Profile: Legitimizing Intergroup Differences <i>Edward F. Pajak</i>	261
16.	Intergroup Clearing: A Relationship-Building Intervention <i>Lawrence C. Porter</i>	265
17.	Intergroup Meeting: An Image Exchange <i>The Editors</i>	269
Part 3: Inventories, Questionnaires, and Surveys		271
1.	Diversity Awareness Assessment <i>David P. Tulin</i>	273
2.	Cross-Cultural Interactive Preference Profile <i>Morris Graham and Dwight Miller</i>	283
3.	Cultural-Context Inventory: The Effects of Culture on Behavior and Work Style <i>Claire B. Halverson</i>	301
4.	The Sexual Harassment Survey: Exploring Gender Differences <i>John E. Oliver, Sarah Bartholomew Ellerbee, and S. Andrew Ostapki</i>	317
5.	Attitudes Toward Women as Managers (ATWAM) <i>Edward B. Yost and Theodore T. Herbert</i>	335
6.	Why Don't They Do What I Want? Understanding Employee Motivation <i>Janet Winchester-Silbaugh</i>	349
7.	The Behavior Description <i>John E. Oliver</i>	361
8.	The Cognitive Style Inventory <i>Lorna P. Martin</i>	375
	About the Editor	394
	Pfeiffer Publications Guide	395