

# Global Diversity Awareness Month

**Diversity Through Empowerment,  
Multiculturalism and Inclusion**

*A Resource Guidebook*



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## **Empowered Diversity For Lifetime Success**

It doesn't matter what type of company, organization, library, school, community group, institution or hospital you are affiliated with--diversity affects much of what you do! Our ever-changing society needs the skills and tools to help you prepare for the demographic shifts that are taking place both on and off your job.

This guide is designed to help you embrace a proactive diversity program that will fit you and your organization. From a simple bulletin board to a non-stop month peppered with activities, diversity can lead to more interactive dialogue between your colleagues and staff members like never before. With careful planning and a bit of creativity, you can manage global diversity and empower yourself through new levels of skills and resources.

**Review, Reflect and Resource.** First review the materials included in this Global Diversity Awareness Workbook. There is bound to be one idea that is right for you. Second, reflect on what your organization has already developed around the concept of diversity. If this is your first effort, congratulations on taking that important introductory step. If you're not new to diversity, incorporate the ideas and activities you will read about in the guide with your existing responsibilities. And third, don't forget to call on individuals **WITHIN** your organization for tips, suggestions and information that will add to the success of your ongoing initiative.

**Remember: Some of the BEST Resources for Diversity are right inside your own backyard!**

*Create Your Diversity Mission Statement Here:*

In summary the key to a successful Global Diversity Initiative depends on:

1. Your resourcefulness and creativity.
2. Your staff and colleague involvement

**You don't have to restrict your diversity activities.**

Why not look at practicing diversity both on and off the job? It will give you and your colleagues more reasons to connect with people who are similar to and different from yourself.

Solicit the feedback of others on how you should structure a year-round diversity initiative that can literally become part of the normal practice of your organization.

## **Empowerment**

Empowerment is your personal engine for developmental success. It is attained by ultimately creating a personal change agent, that will push you to reach your full potential at home, on your job, in your community, in your faith, and throughout the world that you call your own.

-Carole Copeland Thomas

# So What Is Diversity?

*Diversity is understanding, appreciating and ultimately managing difference and similarities at the same time.*

Its reach is all-inclusive and may represent categories such as:

Class	Sexual Orientation
Race	Physical Disabilities
Gender	Nationalities
Age	Political Beliefs
Religion	And others....

*To achieve its maximum effectiveness, diversity requires:*

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Your Personal Examination  
Your Individual Commitment  
Your Own Curiosity  
A Continuous Learning Effort

## **Common Diversity Categories**

Although this is not an exhaustive list of the extensive number of diversity categories in the field, the following examples represent terminology common in the practice of diversity issues. Keep in mind that one category/label doesn't fit all. The only way to identify the correct term is to ASK people which term they prefer. For more information, please call us at (508) 947-5755.

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Class / Household Income / Economic Status

African American / Black

Biracial / Multiracial

White Americans / European Americans / Caucasians

Hispanic / Latino / Latina

Asian American / Pacific Islander

Native American / American Indian

Arab Americans

Sexual Orientation: Gay, Lesbian, Transgender, Bisexual,

Heterosexual

Gender / Male-Female Issues

Persons With Disabilities

Age Issues

Religion

Education

Political Beliefs

Nationality

Physical Size

## **25 Ways To Promote Diversity In Your Organization**

1. *Design a diversity calendar for your organization.*
2. *Develop or enhance an intense diversity training program.*
3. *Establish diversity days in your company's cafeteria by serving different ethnic dishes.*
4. *Develop diversity case stories.*
5. *Conduct a diversity cultural audit with a staff survey.*
6. *Start a student intern program.*
7. *Adopt a student and teach him/her about your own cultural background.*
8. *Audio/Video tape your oldest relatives and their stories for a family archive collection.*
9. *Form a diversity task force within your organization.*
10. *Have brown bag lunches with discussion questions such as "What is an American?" "What Is A \_\_\_\_\_ (Your Own Country)?"*
11. *Include a diversity statement within your mission statement.*
12. *Visit a nearby urban/suburban area and find out first-hand what life is like to live there.*
13. *Read at least two or three newspapers each week to broaden your perspective.*
14. *Create a diversity cookbook or a diversity cooking calendar.*
15. *Hold a diversity focus group and find out hidden issues in your company.*
16. *Host a diversity symposium/conference.*
17. *Collaborate with a non-White organization and develop a mutually-beneficial relationship.*
18. *Create diversity posters for your organization featuring photos of your employees.*

19. *Give diverse books to your local school library.*
20. *Create a diversity night with your family once or twice per month.*
21. *Give the Diversity Test to your employees/staff/members/family.*
22. *Use the Internet to search for diversity-related websites.*
23. *Develop a mentoring program in your organization.*
24. *Mentor a diverse person within your company or community.*
25. *Never become afraid to ASK a diverse person questions that are still puzzling for you.*

### **Can You Think Of 10 More Diversity Activities?**

## **I'm Only One Person. What Can I Do?**

There are many ways that your individual talent, outreach and commitment can propel the concept of diversity forward. *One person DOES make a difference, and you can become a very important part of valuing the qualities of other human beings on the planet.*

Here are a few suggested ways of making a diversity difference:

- 1. Learn more about diversity online and through your technology resources.*
- 2. Organize staff/volunteer brown bag diversity discussions.  
(See #10 on the previous section.)*
- 3. Buy and use ethnic postage stamps on your mailings.*
- 4. Watch diversity related TV programs with your family.*
- 5. Trace your family history and share it with friends outside of your family.*
- 6. Don't overlook learning about the rich diversity in your surrounding community.*

**The future of the nation lies in the  
diversity of our people.  
-Carole Copeland Thomas**



## About Carole Copeland Thomas

As a speaker, trainer, global thought leader, and business owner since 1987, Carole Copeland Thomas moderates the discussions of key issues affecting our global marketplace. She has her pulse on the issues affecting working professionals and consults with industry leaders on a regular basis. From speaking at the Federal Highway Administration, SHRM, Hewlett Packard, Verizon, Cargill, and Monster.com to interviewing experts around the globe, Carole knows how to analyze the dynamics of a changing marketplace.

### **Outreach To Worldwide Issues**

Carole served as an adjunct faculty member for Bentley University for a decade, and has spoken throughout the United States, London, England, Canada, El Salvador, Australia, South Africa, and Kenya. She recently co-founded a non-profit international organization with nine other women as a result of a 2005 trip to Kenya. The group returned to Kenya in November 2007 for humanitarian projects and to host their first International Conference in Mombasa, Kenya.

### **Multicultural Symposium Series**

Carole is the founder of the Multicultural Symposium Series, a multiyear conference and online initiative developed for the advancement of multicultural issues. Carole is a blogger and social media enthusiast using various technology platforms to enhance her business development activities.

### **Radio Talk Show Host & Executive Coach**

Carole is the host of Focus On Empowerment a weekly issues-oriented radio talk show. The program recently migrated to Internet radio on Blog Talk Radio.  
[www.blogtalkradio.com/globalcarole](http://www.blogtalkradio.com/globalcarole)

For three years Carole's Personal Empowerment Tips were heard daily on Boston's WILD 1090 AM Radio. Her one-hour call in radio talk show, "Focus On Empowerment" was heard every Friday morning on the station. Carole's syndicated radio tips were broadcast in 10 US cities in early 2003, and were sponsored by Marshalls the nationwide off-price retail store. Her radio talk show continued on WBNW-1120-AM-Boston through 2009. Carole served as the Executive Coach for the Essence Magazine Leadership Summit.

### **State & National Elections**

Carole, a three-time state convention delegate, served as a town coordinator in the November 2006 successful election of Deval Patrick, Massachusetts' first African American governor. She also served as an active tri-state volunteer for the 2008 campaign of President Barack Obama.

### **Active In Community and Civic Affairs**

Carole is the Tri State Coordinator for Delta Sigma Theta Sorority and the Chair of the Multicultural Committee for the Greater Boston Convention and Visitors Bureau. A lifetime member of the National Black MBA Association, Carole served as Past President

of the Boston Chapter and Past National Vice Chair of the organization.

**Education**

Carole graduated with honors in 1975 from Emory University. She entered graduate school in 1983 (on a Martin Luther King, Jr. academic fellowship), and received her MBA degree from Northeastern University in Boston.

**Mother & Grandmother**

Carole is the mother of three children: Dr. Lorna Thomas Farquharson (husband Jerome), Michelle Thomas, and the late Mickarl D. Thomas, Jr. She does her best to spoil her granddaughters Julianna Gwendolyn Farquharson and Gabrielle Jaeda Farquharson.