NIEAPA

2018 Diversity and Inclusion Survey Summary
What are the most important diversity and inclusion issues in your workplace?

- Ethnic and Cultural Differences
- Accommodation of Different Religious Beliefs and Practices
- Gender Equality
- Generation Gaps
- Physical and Mental Disabilities
- Other
  - Political differences
  - LGBT and transgender issues
  - Aging in place for long term employees
What do you struggle with the most regarding cultural competency/diversity and inclusion?
What do you perceive as barriers to your own awareness of cultural differences?

- A lack of discussion around cultural differences
- I do not know what I don't know. So there have been times when I have offended someone without understanding that I had done that or how I had been offensive. I have strong beliefs - sometimes the strength of my opinion gets in the way of being open minded.
- Lack of knowledge. A white majority culture often doesn't include a wide enough viewpoint.
- Lack in understanding when I am talking to a person of another culture making offensive remarks about a person of yet another culture
- Sometimes I mistakenly think that everyone's attitudes are the same as mine.
- Lack of knowledge about some cultures/ethnicities/religions.
- I live and work in a community with very similar people, so I don't have a lot of regular contact with different people.
- Not enough exposure to certain cultures to ever gain a full appreciation of differences
- Lack of knowledge of certain cultures like Middle Easter and subcultures
- Sometimes I don't know what to ask.

- I don't want to come across self-assured and come across disrespectful.
- Assumptions I might make.
- I'm afraid to say much because it appears people get offended easily if they don't match their views.
- Fear of revealing my own ignorance.
- I fear that a discussion about cultural differences will just point out more differences instead of helping us realize our similarities.
- I am afraid to ask questions that may seem insulting or demeaning.
- I am nervous about accidently offendiong someone.
- I seem too inquisitive, I or overly friendly.

- Unconscious biases, stereotypes, assumptions
- White privilege and running on automatic. What is just focus on job and what is entering conversation about my sense of unease in dealing with a situation that is out of my experience, ex. bathrooms for trans employees, trans supervisor whose employees are reacting to their supervision. Defining work place expectations when there is much diversity.

- DNA
- Trying to simplify complex issues based on my religious worldview.

- None
- I do not have barriers. I respect others culture, even if I do not always understand many of the practices/beliefs
What can NIEAPA do to help you deal with diversity and inclusion challenges in your workplace?
As we are considering future development offerings, what topics would you like to learn about?

- How to have a Real Conversation about Race
- Understanding Privilege and Leveraging It for Inclusion
- Mind Your Unconscious Biases
- Ageism and/or Intergenerational Harmony
- Navigating Religious Differences at Work
- Intercultural Competence - What It Is and Why We Need It
- Other