

Leadership and Diversity

Presented by

Charles W. Drake III, Ph.D

Vice President for Administration

Mid-America Union Conference

Secular World

- World Population = 7 Billion
 - 60.7% Asian
 - Multiple Languages
 - » Los Angeles 239
 - » New York 184
 - » Wash.DC 181
 - » Largest Iranian City in World

• Los Angeles

Adventist Church World

- 2003 Membership --- 13 Million
- Non-White Membership --- 11.2 Million
- Total GC Delegates --- 2000
- Non-White Delegates --- 1195

Adventist Church

NAD

Total Membership ---1 Million

Caucasian	53%
African	31 %
Asian	3%
Hispanic	12%
Other	1%
Women	62%
Disabled	21%

TRUTH

It is a truth that you cannot successfully
lead people you do not understand

Perceptions

- Raised in homogeneous communities
- Gravitate toward people like us
- Uncomfortable with differences we don't understand
- Screen out evidence which contradicts existing perceptions

Stereotypes

- Fixed generalizations about people in certain groups
- Judgments don't take into account the here and now

Prejudice

Seeing differences as weaknesses

Ethnocentrism

One's own group is superior to all others

Collusion Defined

Collusion is cooperation with others, knowingly or unknowingly to reinforce stereotypical attitudes, prevailing behaviors, and norms.

Types of Collusion

- Silence
- Denial
- Active Participation

Diversity Defined

- Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as **assets** to the groups and organizations with which they interact.

Primary Diversity Dimensions

- Age
- Race
- Ethnicity
- Physical Qualities
- Gender
- Sexual Orientation

Secondary Diversity Dimensions

- Geographical location
- Work background
- Income
- Parental status
- Education
- Religious beliefs
- Marital status
- Military experience

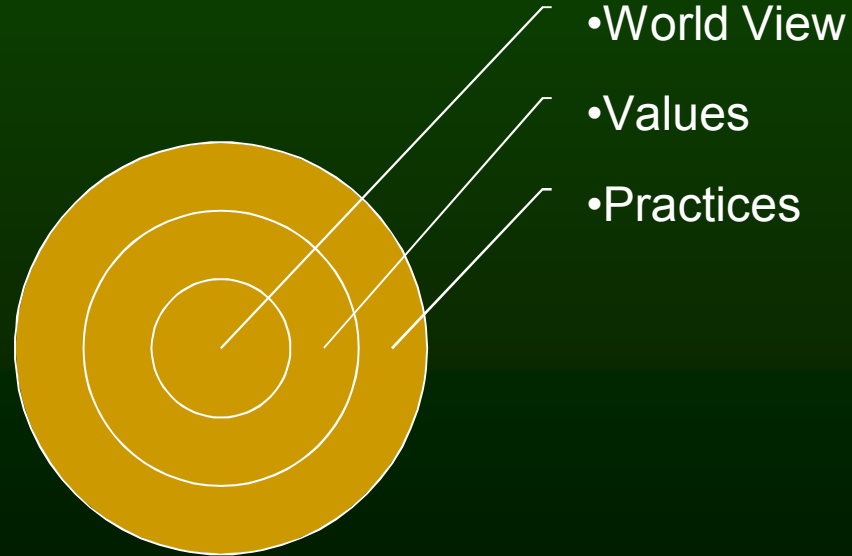
Assumptions

What's good enough for me is good enough for you.

What I have is what you want.

They will become like us.

Role of Culture in Diversity



Culture is a total way of life

Categorize

Tree

Woman

Whale

Bird

Lion

Grass

Sand

Ancestors

Mickey Mouse

Rock

Cow

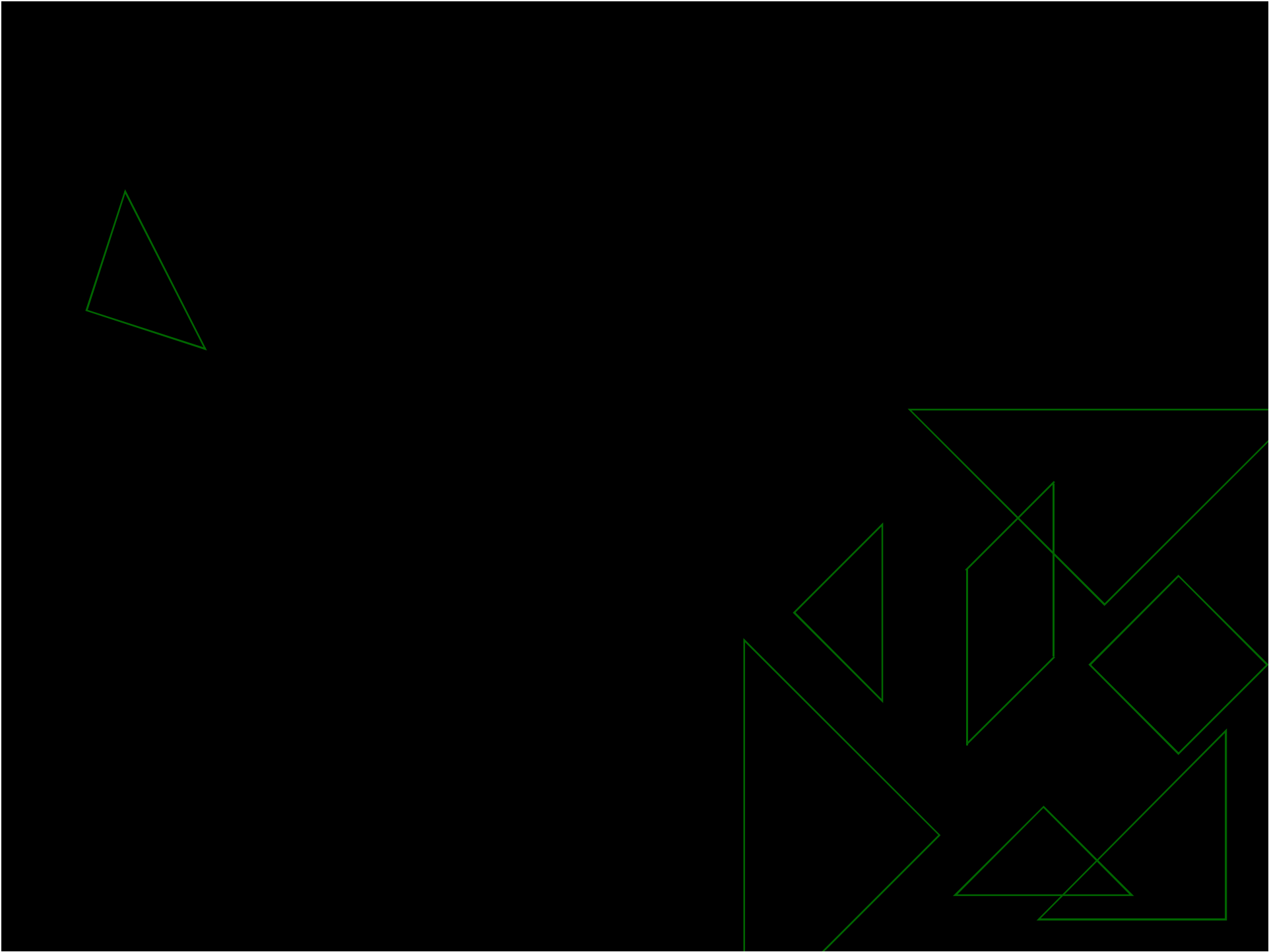
Fish

Demon

Dog

Lilac Shrub

Girl



Point - Counterpoint

- ◆ All congregations should be multi-cultural
- ◆ Affirmative action should be based on class - not race

Approaches to Diversity

- The Golden Rule

1960s, assimilation, “stop treating people badly”

- Right the Wrongs

1970s, affirmative action, created “us versus them”

- Value all Differences

21st Century, diversity is an asset

Multiculturalism

“Multiculturalism is a dynamic process that allows many cultures to maintain, embrace, and respect their cultural identities or uniqueness while engaging in constructive communication that builds trust and fosters Christian love”.

Walter Douglass --Ministry /July 1999

Changes in Viewpoint on Diversity

Old View

- Affirmative Action
- Being Nice to minorities
- Race/gender differences
- Dominant culture's bias
- Learn about cultures
- Burden
- Golden rule
- Melting pot

Changes in Viewpoint on Diversity

Modern View

Valuing diversity

Makes good Christian sense

Infinite number of differences/similarities

We all have biases

Learn about people as individuals

Asset

Mosaic

Platinum Rule

The Platinum Rule

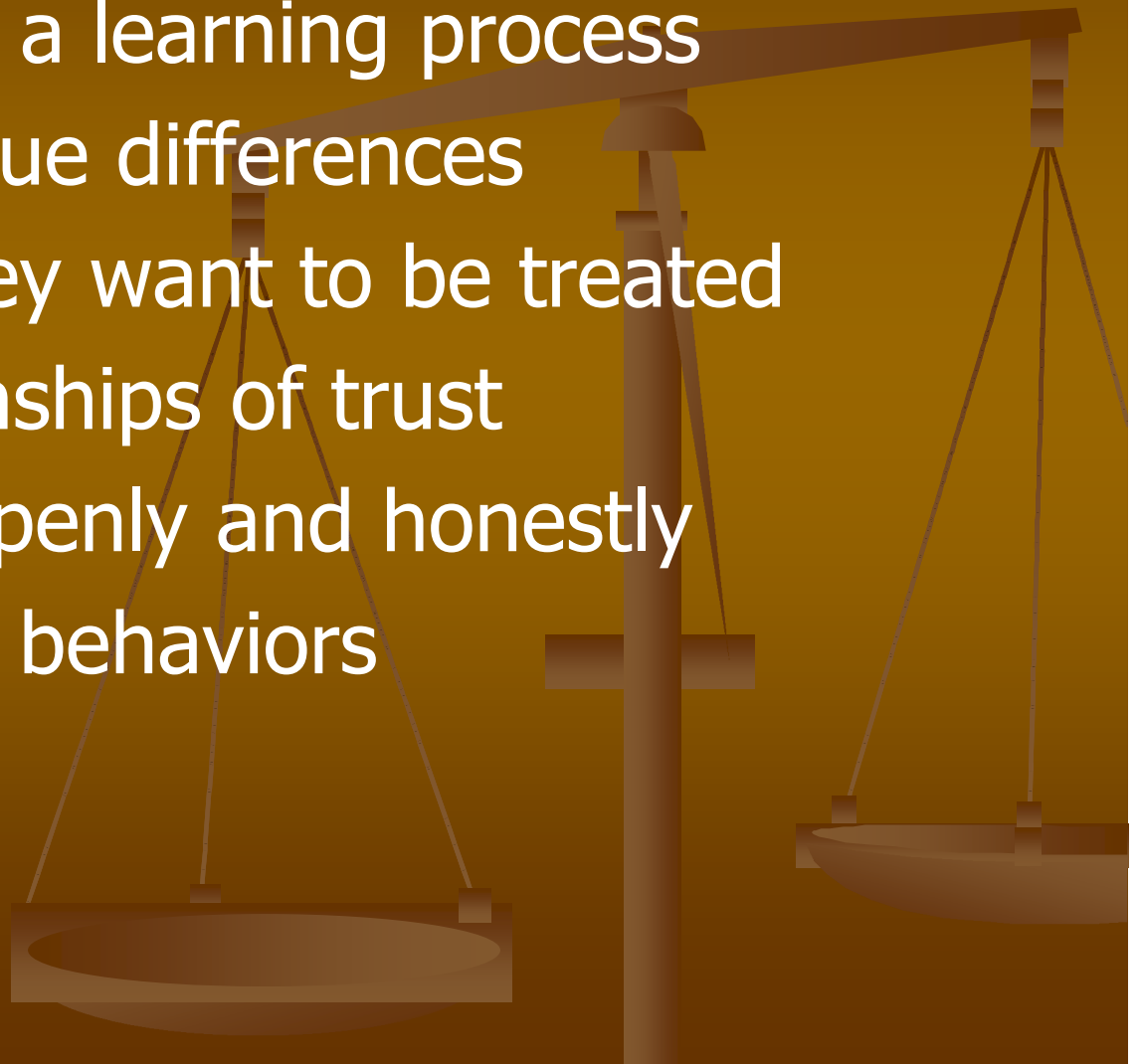
Treat others as they want to be treated.

How leaders Set a Tone for Valuing Diversity

- Be a Role Model
- Use the Platinum Rule
- Project Positive Self-Fulfilling Prophecies

Effective Diversity Leadership

- Understand it is a learning process
- Respect and value differences
- Treat folk as they want to be treated
- Develop relationships of trust
- Communicate openly and honestly
- Model expected behaviors
- Be flexible



Effective Diversity Leadership

- Have zero tolerance
- Be open for feedback
- Share constructive feedback
- Avoid favoritism
- Allow people to grow and make mistakes
- Assess diversity progress

