

FIRST DO NO HARM

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Audience & Duration

Anyone involved in designing, evaluating, or implementing organizational diversity initiatives. Two versions of this program are available: A 1 to 1 1/2 hour concurrent session and a 4-hour mini workshop.

Rationale

An important medical tenet is "First do no harm." Diversity initiatives can *do harm* by exacerbating the perception of differences and including legally dangerous practices. In this presentation we will discuss this problem and suggest solutions. Specifically we will separate myth from fact in the diversity "business case", address legal diversity dangers often ignored by practitioners, and discuss key social psychology findings that impact common diversity initiatives.

Summary and Objectives

At the end of the presentation, participants will be able to:

- List 4 commonly cited "business reasons" for diversity interventions and differentiate myth from fact in each of them.
- Identify 2 potential legal landmines and recommend possible solutions.
- Identify 2 potential diversity development landmines and recommend possible solutions.
- Explain why "Conversity®" or the intentional search for commonalities should initiate all diversity initiatives.

