

LTCO Presents

Diversity Awareness Training



Diverse Differences

DEFINITIONS

Diversity: composed of distinct or unlike elements or qualities.

Culture: the customary beliefs, social forms, and material traits of a racial, religious, or social group; the set of shared attitudes, values, goals, and practices that characterizes a company or corporation.

*Groups we belong to and have no choice: gender, race, national origin

*Groups we choose to belong to such as location or religion

DEFINITIONS

Race: a class or kind of people unified by community of interests, habits, or characteristics such as skin tone or bone structure.

Ethnicity: of or relating to large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background.

DEFINITIONS

Gender: the behavioral, cultural, or psychological traits typically associated with one sex.

Mental Health: the successful performance of mental function, resulting in productive activities, fulfilling relationships with other people and the ability to adapt to change and cope with adversity; from early childhood until late life, mental health is the springboard of thinking and communications skills, learning, emotional growth, resilience and self-esteem.

Global Diversity Worksheet (Answer Key)

There would be 57 Asians, 21 Europeans, 7 North Americans, 7 Central & South Americans, and 8 Africans.

70 of the 100 would be non-white; 30 would be white.

70 of the 100 would be non-Christian; 30 would be Christian.

50% of the entire village's wealth would be in the hands of 6 people and all 6 would be citizens of the United States.

70 would be unable to read. And 50 would suffer from malnutrition.

80 would live in substandard housing.

Only 1 of 100 would have a university education.

Elderly Statistics

Growth Rate

1900 - 3 million elderly

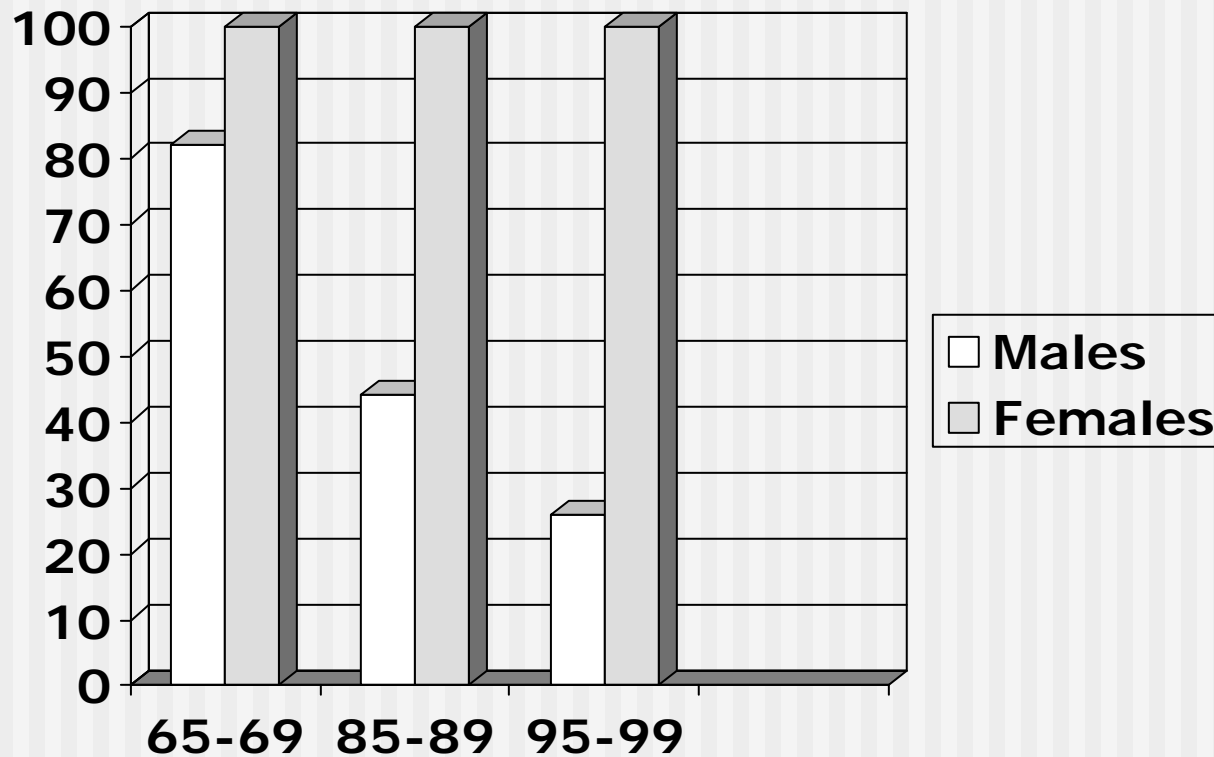
1994 - 33 million elderly

1994 - 1 out of 8

2030 - 1 out of 5

Gender Statistics

As Age Increases/Sex Ratio Decreases



Elderly Ethnicity

29.9 Million

Caucasian

2.7 Million

African American

137,000

American Indian and Eskimo

615,000

Asian and Pacific Islander

1.5 Million

Hispanic

States With More Than 1 MILLION Elderly

* California

* Florida

* New York

* Pennsylvania

* Texas

* Illinois

* Ohio

* Michigan

* New Jersey

Elderly Proportions

Descending Order

1st Florida-19%

14-16%

2nd Pennsylvania

3rd Iowa

4th Rhode Island

5th West Virginia

6th Arkansas

7th North Dakota

8th South Dakota

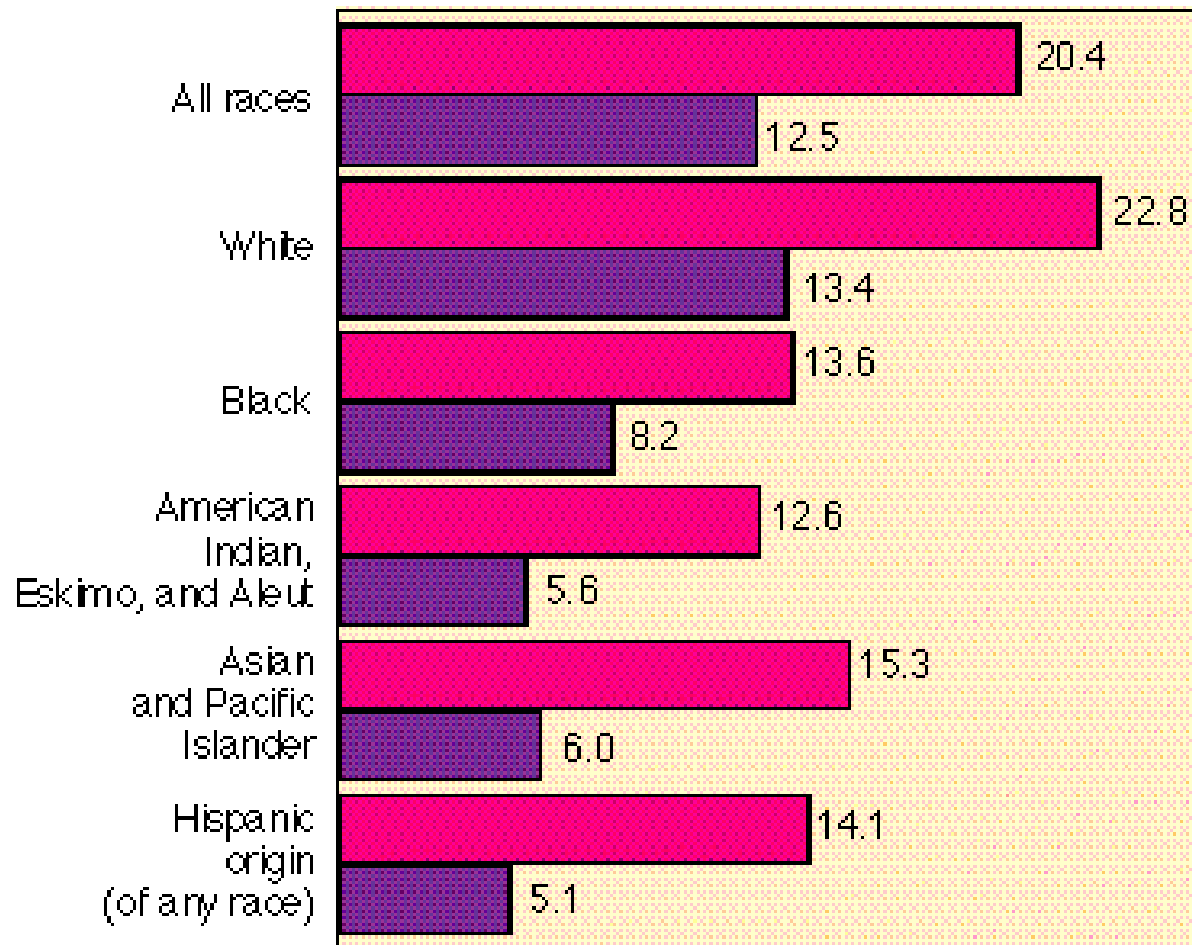
9th Nebraska

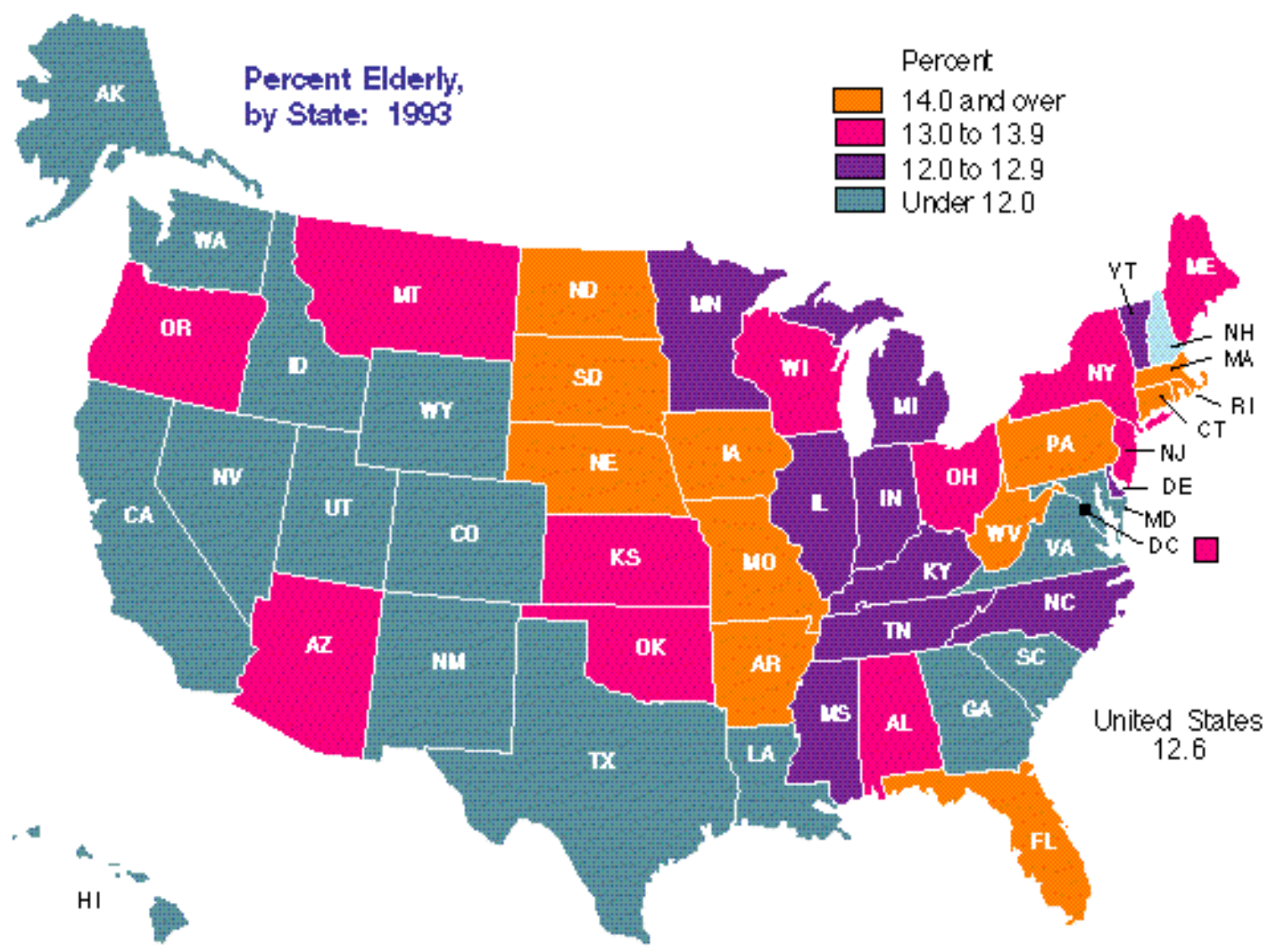
10th Missouri

Percent Elderly, by Race and Hispanic Origin: 1990 and 2050

2050
1990

(Middle-series projections)





1 U.S. Bureau of the Census, Jennifer Cheeseman Day, *Population Projections of the United States, by Age, Sex, Race, and Hispanic Origin: 1993 to 2050*, Current Population Reports, P25-1104, U.S. Government Printing Office, 1993.

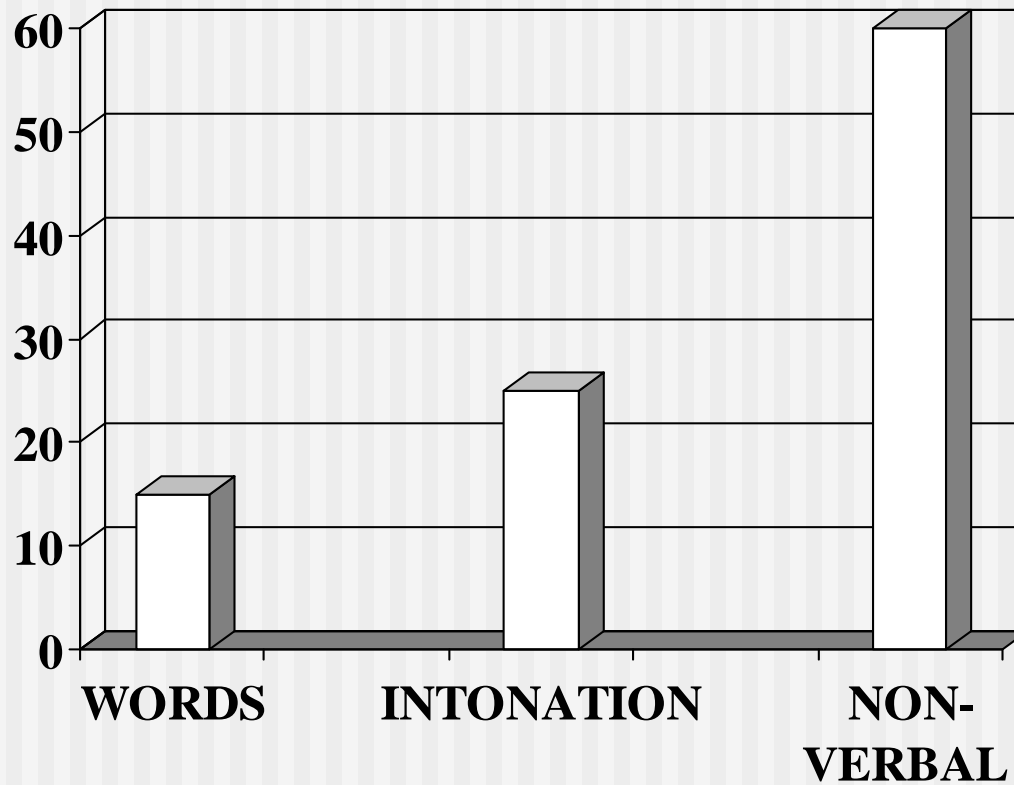
2 Persons of Hispanic origin may be of any race. These data do not include the population of Puerto Rico.

3 U.S. Bureau of the Census, John M. McNeil, *Americans With Disabilities: 1991-92*, Data From the Survey of Income and Program Participation, Current Population Reports, Household Economic Studies, P70-33, U.S. Government Printing Office, 1993.

Diversity Knowledge Quiz (Answer Key)

- | | | | |
|----------|-----------|-----------|-----------|
| 1. A | 6. True | 11. False | 16. A |
| 2. False | 7. False | 12. True | 17. D |
| 3. False | 8. False | 13. True | 18. True |
| 4. False | 9. False | 14. False | 19. False |
| 5. False | 10. False | 15. C | 20. A |

COMMUNICATION PERCENTAGES



□ Communication

KNOW

YOUR

RESIDENT

DIVERSITY ISSUES

- Gender
- Age
- Cultural
- Religious
- Spiritual
- Ethnicity/Racial
- Mental
- Nationality

Overcoming Cultural Differences

? ? ? ? ? ? ? ? ? ?

Where are you
on the road
to diversity

THE COLD WITHIN

By James Patrick Henry