

**2008 Administrative Officers’
Conference
“A Proud Tradition, A Promising
Future”
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Respect in the Workplace -
Just Be F.A. I. R.
Chiquita Tillman McAllister

JUST BE F.A.I.R.



Benefits of Workshop (WIIFM)

- Building confidence and opening lines of communication
- Building effective relationships by increasing cultural competence
- Developing better solutions to increase productivity



Organizational Benefits

- Provides common way for everyone to communicate effectively and build positive relationships
- Increase employee retention
- Improved service and performance



Program Objectives

- Recognize that diversity is different from EEO or Affirmative Action
- Describe the importance and impact that diversity has on organization
- Understand what it means to be culturally competent
- Identify and implement the four elements of the F.A.I.R. approach

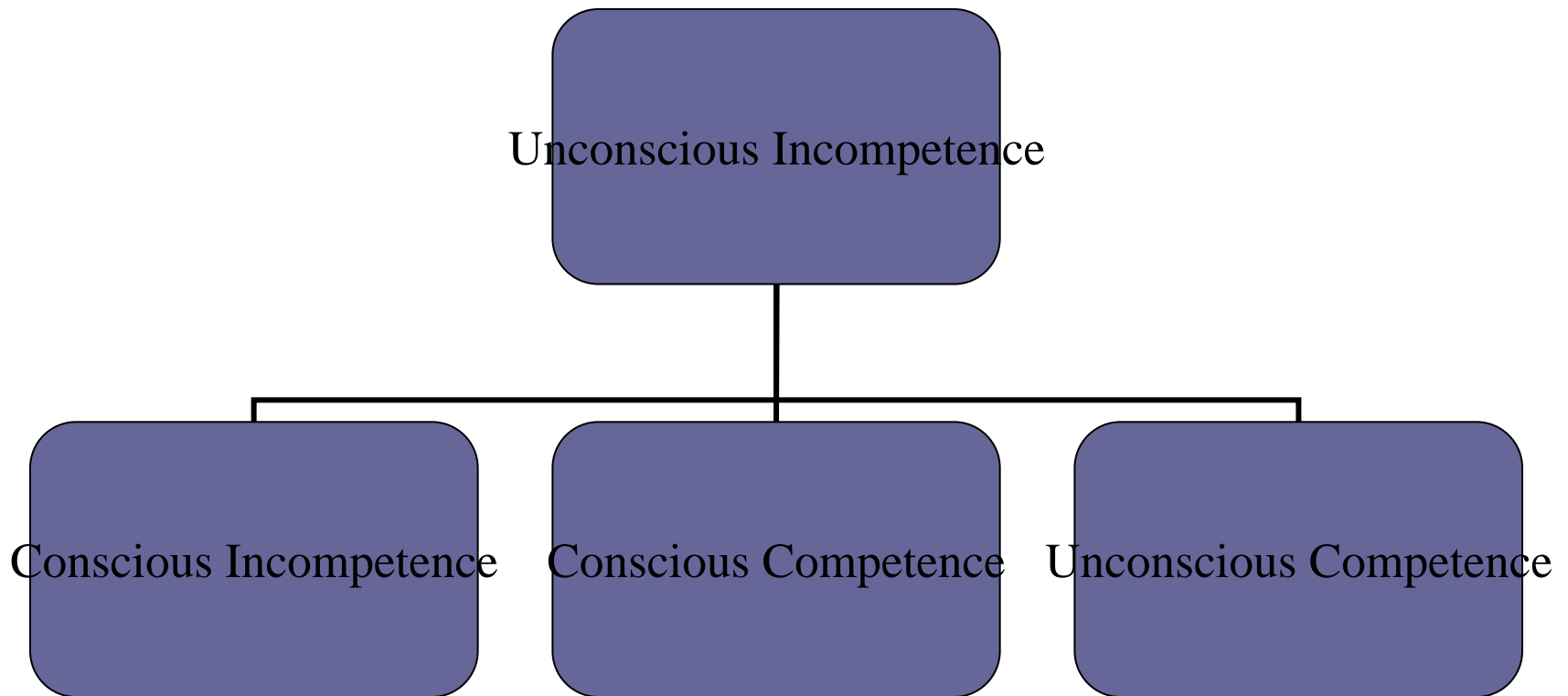


F.A.I.R. Approach

- Feedback
- Assistance
- Inclusion
- Respect



The Cultural Competency Matrix



Definitions

- Diversity – recognizing and responding effectively to the similarities and differences among groups that make up the organization
- Cultural Competency – having the ability to recognize and respond to our similarities and differences and make better decisions based on that understanding



Differences in EEO, AA, Diversity

- EEO – legal and regulatory mandates prohibiting discrimination
- Affirmative Action – voluntary or mandated programs developed for purpose of overcoming imbalances in the workforce that affect designated groups
- Diversity Awareness – recognizing and responding to the needs of various groups to improve working relationships.



Differences in Cultural & Workforce Diversity

- Cultural diversity is about differences that exist in society which come into every workplace.
- Workforce diversity is limited to the boundaries of the organization.



Iceberg Theory



F.A.I.R. Approach – Case Study

- F – Feedback
- A – Assistance
- I – Inclusion
- R – Respect





More Information:

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