Social-Diversity Awareness Lesson 1: Gender & Ethnicity
This lesson will focus on two areas of Diversity: Gender & Ethnicity

**Attributes of Social/Diversity Awareness**

- Respectful of differences in others’ backgrounds and beliefs in local communities and the world at large.
- Uses social or cultural differences to help expand the concept of what is “normal” and uses this to generate new ideas.

**Attributes of Social/Diversity Awareness**

- Values diversity in the workplace, including gender, sexual orientation, ethnicity, and age. Understands these differences can actually improve products, services, or work processes.
- Develops and improves relationships with people of different backgrounds and beliefs by improving self-awareness, sensitivity to others’ feelings, and professionalism.
## Sex vs. Gender

### Sex Characteristics

- Biological sex refers to the biological and physiological differences between men and women.

- Best identified through DNA, the clearest division between a male human and a female human is the type of chromosomes they carry.

- A female human carries two X chromosomes while a male human carries one X chromosome and one Y chromosome. (The Columbia Encyclopedia, 2008)

- But, there are cases where an XY embryo fails to develop male anatomy and is identified as female at birth, while an XX embryo can develop male anatomy and is identified as as male at birth. (National Geographic, 2016)

### Gender Characteristics

- Gender combines several elements: chromosomes (X or Y), anatomy, hormone levels, psychology, and culture.

- “Gendering” refers to the psycho-social division of labor in a society; not to the biological and physiological differences between men and women.

- Gendering patterns begin early to develop particular skills, beliefs, and attitudes in young “men” vs. young “women”

- Gendering varies dramatically across cultures. The degree of gender differentiation in a country is highly dependent on its national culture.

- Self-identifying one’s gender, and a rejection of the traditional him/her categories, can be both a social and political statement
Female Gender

Feminine

Is having qualities or appearance traditionally associated with women, especially delicacy and prettiness

Female

Gender Stereotypes

Women are nice, friendly, socially skilled, sensitive

New World of Work
Male

Gender

Masculine

Having qualities or appearance traditionally associated with men, especially strength and aggressiveness.

Male

Gender Stereotypes

Men are dominant, assertive, forceful and take charge.
Gendering in the Workplace

- There are still inequalities that exist in modern work environments for the types of jobs considered more appropriate for men and women.

- Can you name some examples of types of work where you feel there is a stereotype of it being a “male” job or a “female” job?

- There are also inequalities in pay scales for men and women occupying the same positions.

- The 2017 Economic Justice Report showed a 20% wage gap between men and women in the United States. It estimated that based on the rate of pay from 1960-2015, women are not projected to reach pay equity until 2059.

- This pay gap increases for both women and men of color.
Workplace Differences Between Men and Women In A Variety of Industries

**Arts & Entertainment**
In 2011, women penned 60% of the best sellers, yet captured only 2.7% of the earnings

**Sports**
At Division 1 schools, female coaches earn 68% of what the males make, one of the largest pay gaps in the study

**Business**
Businesses with women on their boards outperform companies with all-male boards by 26%

**Law**
In 2012, women were 46.7% of law school graduates; yet only 15% of equity partners and 5% of managing partners

*Study Sbrirer Report 2013*
How Can Greater Equality Be Achieved for Men and Women in the Workplace?

**Family**
Career development mentoring from one or both parents; expectations of career importance

**Workplace**
Flexibility in negotiating and fulfilling expectations in both private and personal life; creating work/life balance

**Education**
Advocation and expectations for females from parents, educators and administrators to achieve higher education goals
Food for Thought

1. How would you define the future workplace?

2. Do you believe gender diversity will remain an issue in the future?
Culture

- Gender, and the next topic of ethnicity, are interconnected with culture, so this is a good time to do a self-check on your global awareness.

- The Council on Foreign Relations developed a quiz to check the global literacy of US College students.

- Of the initial 1,200 students who tested out the survey, only 30% earned a passing grade.

- Let’s try a few of the questions...

- How did you do?

- What are ideas for research, activities, or projects that can help increase your global literacy?
Race vs. Ethnicity

**Race**

- Sorts people into ethnic groups according to perceived physical and behavioral human characteristics
- Associates differential value, power, and privilege with these characteristics and establishes a social status ranking among the different groups
- Emerges (a) when groups are perceived to pose a threat (political, economic, or cultural) to each other’s world view or way of life; and/or (b) to justify the denigration and exploitation (past, current, or future) of, and prejudice toward, other groups
- So, defining someone by “race” is not only an outdated category, but it is based upon a history of exclusion and prejudice

**Ethnicity**

- Allows people to self-identify with groupings of people on the basis of presumed (and usually claimed) commonalities including language, history, nation or region of origin, customs, ways of being, religion, names, physical appearance, and/or genealogy or ancestry
- Can be a source of meaning, action, and identity
- Confers a sense of belonging, pride, and motivation
- When asking about background, ask what a person self-identifies as their ethnicity, not their race
Class Activity:

Having open discussions and striving to understand others from their own perspective, not from yours, is the first step in Social/Diversity Awareness.

1. What is your self-identified ethnicity?
2. Have you ever felt you were defined by gender and/or race, and what impact did this have on you?
3. How do discussions of what makes us different help expand the idea of what is “normal”?

Remember, you want to avoid situations like this:

https://www.youtube.com/watch?v=w6UKcl6xusQ&t=5s
LinkedIn and New World of Work have partnered to provide suggested next steps after each of the 21st Century Skills lessons.

Courses:

• Communicating Across Cultures
• Developing Cross-Cultural Intelligence
• Conflict Resolution

Videos:

• Understand your value

These videos will help you continue to explore Social Diversity Awareness. You can earn certificates of completion to post on your LinkedIn profiles along with any of your digital badges and skills verifications.

Go to: www.linkedin.com/learning