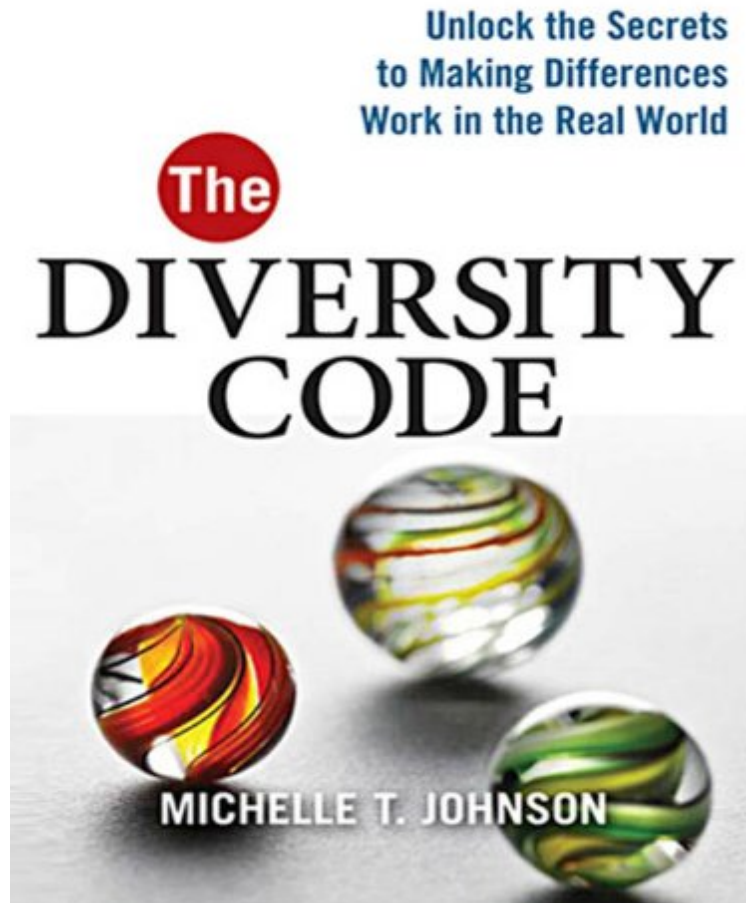


(Read free ebook) The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World

# The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World

*Michelle T. JOHNSON*

*audiobook / \*ebooks / Download PDF / ePub / DOC*



DOWNLOAD



READ ONLINE

#1445644 in eBooks 2010-09-08 2010-09-08 File Name: B009RQ856O | File size: 28.Mb

**Michelle T. JOHNSON : The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World:

3 of 3 people found the following review helpful. Most profound diversity textbook I've encounteredBy Christine KI've been teaching Diversity in the Workplace in a graduate program in Organizational Learning and Leadership for over 14 years. I've used many boring, pedantic and irrelevant texts that I could somehow justify having graduate students purchase. But none of them ever inspired one new thought. Michelle T. Johnson's The Diversity Code brings home the subject with authenticity, facts, real experiences and exercises. Ms. Johnson opens the door for everyone to learn because they want to, not because they are being told what to do. Her book is largely based upon the profound

position: that our behavior that values diversity, and supports the diversity business case depends upon our thoughts -- our genuine thoughts -- not how we may have trained ourselves to conform to lists of 'do's and don'ts'. She reaches the best in all of us, where we want to do what is best, to connect with other human beings in the workplace from a place of inclusion, respect and collaboration. To Michelle Johnson, my students and I say a Huge Thank You for being the first to use language that we all ache to hear about this vital subject. 0 of 0 people found the following review helpful. A great read! By Cliff Red Elk I would give it five stars, but I feel five stars should be reserved for classic books. This is an informative and entertaining take on diversity. Anyone entering the workforce or already in it should check it out. I like how it is conversational instead of textbook instructional. 0 of 0 people found the following review helpful. So good! By Shakena Awesome resource for diversity inclusion professionals new or tenured!

The most diligent compliance with laws and regulations can't foster true work place diversity. The best organizations have become genuine cross-cultural communities that believe equally in reconciling differences and valuing them. To that end, The Diversity Code promotes understanding by answering many of the toughest questions that professionals and their employers are often afraid to ask, including: • How do you define diversity? what is it and isn't? • Am I "safer" simply following the law? • Can't we just acknowledge that we are the same and different? then get on with our work? • How do I handle diversity problems on my staff? or worse, with people who outrank me? • What do I do if I'm accused of something? • How do I institute change without ticking people off? Each chapter begins with a challenging question, which the author answers based on years of experience as a diversity expert and attorney, and concludes with a real-world scenario and a chance for readers to test themselves on their knowledge.

From the Back Cover "Through real-world observations, [Johnson] shares valuable insights on its definition along with practical, thought-provoking tools that challenge a broader understanding of diversity and the impact that our individual mindsets have on inclusion in the workplace. A must-read to learn the benefits of embracing diversity professionally and in your personal life." — Bonnie Heenan, Global Procurement Manager for Hallmark Cards, Inc. "With the precise motions of a surgeon, Michelle Johnson yet again dares to go where few people ever do in discussing issues of gender, race, sexual preference, and a multitude of other differences, providing clear and insightful guidance into achieving inclusion and understanding the need for diverse workplaces." — Steve Denson, Director of Diversity and Lecturer, Cox School of Business, Southern Methodist University "Michelle is a very forward-thinking author. She is as much of a teacher as she is an author." — Brian K. Britton, AVP, Construction Procurement, Black Veatch "Building a World of Differences" [W]ell written, easy to read, and filled with practical "how to" ideas, best practice suggestions, and exercises for your most junior associate and most senior executive." — Bill Bargas, Chief Diversity Officer, Diversity.com Your organization may follow employment and nondiscrimination law to the letter, but that's just the beginning when it comes to doing diversity right. Real diversity (and the synergies born of it) is achieved only when people learn how to both reconcile and value their cultural differences. And real diversity is not just about race and gender. The Diversity Code goes beyond rules and regulations to show you how to make diversity more than just a set of requirements to be met. With tough but enlightening questions, scenarios, and assessments, it includes such topics as: Implementing a diversity program the whole company will buy into without interfering with everyone's "real" work • Why being "covered on diversity" misses the point • What to do if someone accuses you of something • How to hold someone else accountable, even if they outrank you • What to do when a situation is going from bad to worse • How to know when you've achieved true diversity The Diversity Code will help your business become a genuine cross-cultural community that not only recognizes and embraces differences but also leverages those unique perspectives for the strengths each one brings to the workplace. Michelle T. Johnson writes the "Diversity Diva" newspaper column. She is a former employment attorney and author of Working While Black: The Black Person's Guide to Success in the White Workplace. Her diversity workshop clients have included Wal-Mart, HR Block, and several municipalities. About the Author MICHELLE T. JOHNSON is creator of the "Diversity Diva" newspaper column, a former employment attorney, and author of Working While Black. Her diversity workshop clients have included Wal-Mart, HR Block, and several municipalities. Excerpt. copy; Reprinted by permission. All rights reserved. INTRODUCTION: So What Is the Diversity Code, Anyway? Dear Diversity Diva: What exactly is this book going to do for me that all the mandatory diversity seminars, workshops, and training sessions that I've been required to go to as a manager haven't already done? And what the devil makes you a "Diversity Diva" in the first place? Signed, Book Paid for on Credit Card What this book will do differently from any other diversity talk you've ever had to sit through or diversity brochure you've been required to read is tell it to you straight. I'm not going to sugarcoat diversity and make it palatable. I'm also not going to surround it with a political agenda or explain it in a way that makes it nothing more than sociological cough syrup. As you read this book, you'll get mad at some things I say. Sometimes, you'll chuckle to yourself. But most important, you'll be spurred to start thinking a

little differently, which is the key to managing diversity issues. Giving you a list of dos's or don'ts would be an exercise in futility, so I'm not going to do that. The women's magazine Glamour ends every issue with pictures of fashion dos's and don'ts, based on pictures of real women walking around. Seeing a picture of someone looking like a hot mess indirectly tells you what not to wear. That's great for a monthly magazine and particularly great for illustrating the changing winds of fashion. But diversity isn't so cut-and-dried. That's why I said that about thinking differently. When it comes to managing diversity issues, it becomes really important to think a little differently, because if you view the world differently, you show up in the world differently, which impacts how you behave and how you treat others. That's more than half the battle of getting diversity "right" in the workplace. At the very least, you'll come a long way from doing it wrong. This reminds me of the analogy we've all heard about how a brilliant idea is symbolized by a light bulb going off over your head. Well, I don't know about most folks, but in my house, when I'm dealing with the dark because of a burnt-out bulb, a new light doesn't just appear. Getting a new light bulb requires me to visit the storage cabinet, and if the right kind of bulb isn't there, then I need to drive to the closest open store. Then I have to come back home and fiddle around in the dark to find the socket to screw in the new bulb. In other words, enlightenment requires effort. It doesn't just happen. And that's what thinking differently about diversity requires—effort. Not necessarily work or strain, not always discomfort, but good old-fashioned effort. Anyway, you have probably figured it out already, but the title of this book—The Diversity Code—is a twist on the title of the best-selling novel by Dan Brown, The Da Vinci Code. I got very excited when I came up with the title because for most of us, trying to figure out diversity in the workplace feels like trying to break a big encrypted code where someone—we never know whom—is the keeper of the big book that holds the key to figuring out all the mysteries and puzzles that getting a good grasp on diversity requires. This book will help you move toward solving those mysteries and puzzles. Oftentimes while reading this book, you'll understand the spirit of a quote by Walt Whitman that I love: "Do I contradict myself? Very well, then I contradict myself." Authentic and practical diversity is not about rules and regulations that put you in compliance. You can legally comply with the law but still be really, really lousy at promoting diversity in your workplace, whether you are a manager or a regular employee. Divas and Diversity I became a "diva" after I dubbed myself so (and also because the word diva and the word diversity begin with the same three letters). It may sound a bit corny, but I've had to deal with diversity my whole life—even when there wasn't a name for it, let alone practically a social and educational movement about it. My first diversity lesson came when I was a little black kid going to a predominantly white Catholic school, when my family lived in the "hood" and thought a rosary was a place where you kept flowers. Since then, I've negotiated multiple worlds a multitude of times in my life. Throughout, I have managed to use the skill of being myself while trying to understand everyone else around me. Sometimes, that's all real-life diversity is—being yourself while allowing others to be themselves, too. For several years, I practiced employment law as an attorney, primarily working for prominent law firms in Kansas City, Missouri. I represented some major national and local companies that got slapped with discrimination lawsuits and employee complaints. The thing that was particularly interesting about having that role is that I'm a black woman. It's interesting because when I would show up for depositions, people would often get confused and think I was the plaintiff, the court reporter, a witness, maybe the plaintiff's attorney, and sometimes—even if I was wearing a suit—a delivery person showing up in the wrong conference room. Usually, no one expected the part of the attorney for the "da Man" to be played by an African-American woman. And let's not talk about how much more people got surprised and confused after I began wearing my hair in dreadlocks. Long before I became an attorney, I was a journalist and a writer, and when the opportunity to write the book that became Working While Black came along, I was in heaven. I had found someone to pay me to do the two things I most liked to do—write and educate others on issues regarding diversity. I continued to work as an attorney but felt disenchanted with the law. Once I started getting an increasing number of chances to write and speak about diversity, I found myself becoming even more disenchanted with the practice of law. Employment law is oftentimes about trying to resolve a problem and fix blame long after the problem is over rather than trying to anticipate and avoid the issue before it begins. Even in employment law, the stereotypical image of the ambulance chaser isn't too far off—one where too many lawyers get caught up in assigning blame and fighting about liability. After a while, I just got to the point where all I cared about was figuring out how someone could have stopped the metaphorical car accident in the first place. As part of my jour...