



Engaging and Working with Diverse Populations

Kristine Andrews, PhD – Child Trends
Amanda Berger, PhD – Child Trends

OAH Pregnancy Assistance Fund Grantee Training
Washington DC
January 24-25, 2012

Training Objectives

- Define your target population
- Identify supports for engaging your target population
- Develop strategies for engaging your target population

Funding for this training was made possible under contract #HHSP23320095631WC from the U.S. Department of Health and Human Services, Office of the Assistant Secretary for Health, Office of Adolescent Health. The views expressed in written training materials or publications and by speakers and moderators do not necessarily reflect the official policies of the Department of Health and Human Services; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

A Challenge to You...

Please write a one sentence definition of:

DIVERSITY



The Challenge...

Did any of the following words appear in your definition?

- Different
 - Unique
 - Individual
 - Race /Ethnic group
 - Variety
 - Unlike characteristics
 - Minorities
 - Diverse
-

What is diversity?

Definition:

The ways we are different; the condition of having unique characteristics

Aspects of diversity are wide ranging, but are much broader than culture, race, or ethnicity

Aspects of diversity

- Age and generational influences
 - Developmental and acquired disabilities
 - Religion and spiritual orientation
 - Ethnicity
 - Socio-economic status
 - Sexual orientation
 - Indigenous heritage
 - National origin
 - Gender
-

Understanding diversity

- Diversity is more than just tolerating differences. It is respecting, appreciating and understanding the varying characteristics of individuals.
 - Understanding dynamics of power, privilege, and oppression
-

Strengths of a Diverse Group

- Pooling diverse experiences benefits group
 - Learning opportunities for youth personal growth
 - Improving group effectiveness and decision making
-