Engaging and Working with Diverse Populations

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Training Objectives

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

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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