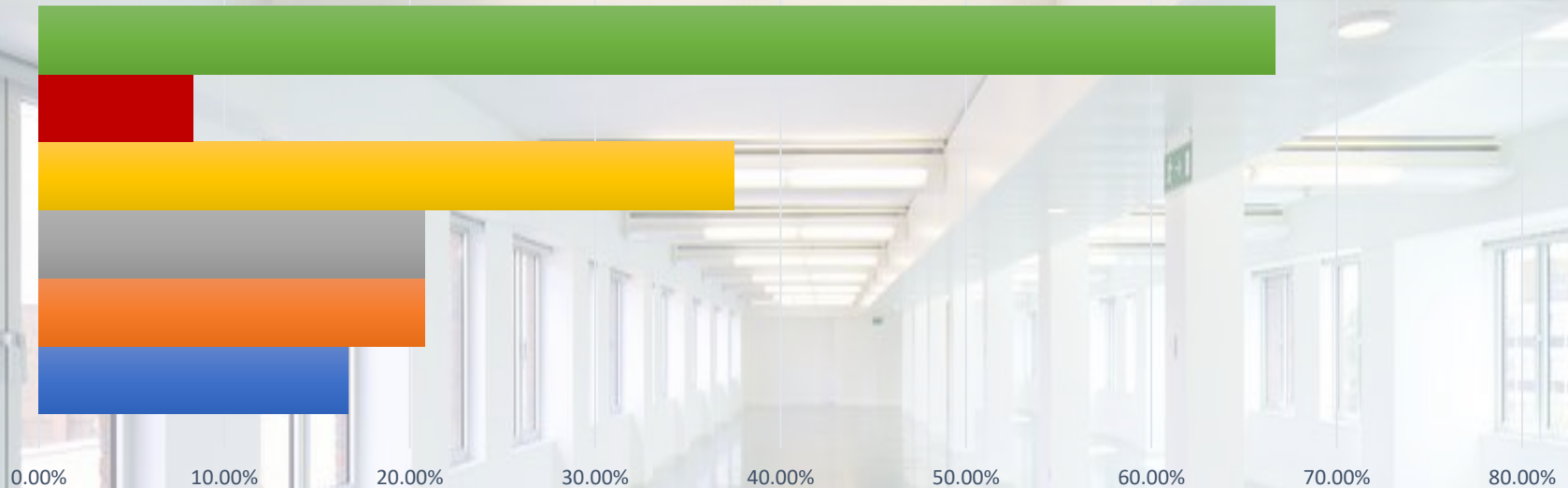




NIEAPA

**2018 Diversity and
Inclusion Survey Summary**

What are the most important diversity and inclusion issues in your workplace?



■ Ethnic and Cultural Differences

■ Accommodation of Different Religious Beliefs and Practices

■ Gender Equality

■ Generation Gaps

■ Physical and Mental Disabilities

■ Other

- Political differences
- LGBT and transgender issues
- Aging in place for long term employees

What do you perceive as barriers to your own awareness of cultural differences?

- A lack of discussion around cultural differences
- I do not know what I don't know. So there have been times when I have offended someone without understanding that I had done that or how I had been offensive. I have strong beliefs - sometimes the strength of my opinion gets in the way of being open minded.
- Lack of knowledge. A white majority culture often doesn't include a wide enough viewpoint.
- Lack in understanding when I am talking to a person of another culture making offensive remarks about a person of yet another culture
- Sometimes I mistakenly think that everyone's attitudes are the same as mine.
- Lack of knowledge about some cultures/ethnicities/religions.
- I live and work in a community with very similar people, so I don't have a lot of regular contact with different people
- Not enough exposure to certain cultures to ever gain a full appreciation of differences
- Lack of knowledge of certain cultures like Middle Eastern and subcultures
- Sometimes I don't know what to ask.

- None
- I do not have barriers. I respect others culture, even if I do not always understand many of the practices/beliefs

- I don't want to come across self-assured and come across disrespectful.
- Assumptions I might make.
- I'm afraid to say much because it appears people get offended easily if they don't match their views.
- Fear of revealing my own ignorance.
- I fear that a discussion about cultural differences will just point out more differences instead of helping us realize our similarities.
- I am afraid to ask questions that may seem insulting or demeaning.
- I am nervous about accidentally offending someone.
- I seem too inquisitive, I or overly friendly.

- Unconscious biases, stereotypes, assumptions
- White privilege and running on automatic. What is just focus on job and what is entering conversation about my sense of unease in dealing with a situation that is out of my experience, ex. bathrooms for trans employees, trans supervisor whose employees are reacting to their supervision. Defining work place expectations when there is much diversity.
- DNA
- Trying to simplify complex issues based on my religious worldview.

As we are considering future development offerings, what topics would you like to learn about?

