

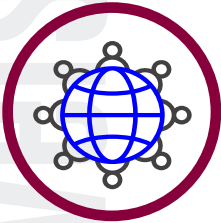
Respect for Diversity Snapshot



Essential Employability Skill #4: Respect for Diversity

[José Juan Gómez-Becerra](#), Eastern Kentucky University

Graduates will reflect on their own cultural identities, appreciate cultural and intellectual differences, and effectively interact with people from diverse backgrounds. They will have multiple opportunities to collaborate, communicate, and work respectfully with people with different perspectives, ideas, and cultural beliefs.



Why is respect for diversity important?

Professionals that aim to be versatile and meet employability demands for the 21st Century must develop skills to interact effectively with people from diverse backgrounds. This skill is indispensable to build a robust professional repertoire; it enables broader and richer interactions that could result in increased opportunities. These interactions would not only be a business network, but rather webs of significant relationships with the potential to become a constellation of support.

What does attainment of respect for diversity look like?

Cultural Competence

The ability to be self-aware of personal biases, and the ability to be aware of others in their differences. A culturally competent person is receptive to diversity.

Intersectionality

The ability to recognize systems of inequality and oppression to build coalitions based on shared experiences.

Diversity

The ability to seek broader perspectives and to challenge our personal biases through knowledge about others (cultural competence).

Equity

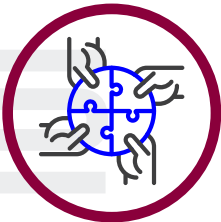
The ability to be proactive in the empowerment and advocacy for others.

Inclusion

The ability to incorporate others rather than attempting to represent them.

Constellation of Support

The ability to tap into the power of community by setting up ourselves to give and receive in the interconnectedness of our network.



respect for diversity

What does attainment of *respect for diversity* look like? *(Continued)*

The ability to effectively transform interactions into connections depends greatly on self-awareness. This could be achieved through an intrinsic and extrinsic effort to identify and reflect on our personal biases to model a professional behavior based on respect for different perspectives, ideas, and cultural beliefs. A self-aware professional can better develop the capacity to filter prejudice and stereotypes, to trust others, and to tap into the power of intersectionality. This relationship rich paradigm for the professions humanizes networking to set up professionals for long-lasting, deep, and productive connections. The ability to incorporate diversity rather than rejecting it is a defining factor for leadership, and it is instrumental for converting your network into a

Symphonic Self

A cohesive idea of ourselves can help us communicate better with others and make us better at expressing the interrelation of our diverse cultural and professional experiences.

We can achieve our symphonic self through self-awareness and the ability to recognize our personal biases and how they impact our relationships with others.

Reflecting on our personal biases can empower our ability to make better decisions and to be more responsible leaders.

The Symphonic self is a holistic appreciation and a recognition for our versatility.

Eastern Kentucky University developed this Essential Employability Skills snapshot through a grant from the Kentucky Council on Postsecondary Education and as part of the Kentucky Graduate Profile Academy.

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