

Tool Box of Ideas for Smaller Centres:
Attracting, Welcoming & Retaining Immigrants to Your Community



Resource Handout #7

Diversity Awareness Continuum

Directions: Circle the number that represents where you fit along the continuum below.

I am not knowledgeable about the cultural norms of different groups in the community.	1 2 3 4 5 6 7 8 9 10	I am knowledgeable about the cultural norms of different groups in the community.
I do not hold stereotypes about other groups.	1 2 3 4 5 6 7 8 9 10	I admit my stereotypes about other groups.
I feel partial to, and more comfortable with, some groups than others.	1 2 3 4 5 6 7 8 9 10	I feel equally comfortable with all groups.
I gravitate toward others who are like me.	1 2 3 4 5 6 7 8 9 10	I gravitate toward others who are different.
I find it more satisfying to work in a homogeneous group.	1 2 3 4 5 6 7 8 9 10	I find it more satisfying to work in a multicultural group.
I feel that everyone is the same, with similar values and preferences.	1 2 3 4 5 6 7 8 9 10	I feel that everyone is unique, with differing values and preferences.
I am perplexed by the culturally different behaviors I see among people.	1 2 3 4 5 6 7 8 9 10	I understand the cultural influences that are at the root of some of the behaviors I see.
I react with irritation when confronted with someone who does not speak English.	1 2 3 4 5 6 7 8 9 10	I show patience and understanding with limited English speakers.
I am task focused and don't like to waste time chatting.	1 2 3 4 5 6 7 8 9 10	I find that more gets done when I spend time on relationships first.
I feel that newcomers to this community should adapt to our rules.	1 2 3 4 5 6 7 8 9 10	I feel that both newcomers and the community need to change to fit together.

Adapted from: *The Managing Diversity Survival Guide*,
 Gardenswartz and Rowe (IRWIN, New York, 1994)