**Video Title:** Creating a Respectful Workplace Training Video, Workplace Diversity Training

**Video URL:** [**https://www.youtube.com/watch?v=hXXO1dFmBaw**](https://www.youtube.com/watch?v=hXXO1dFmBaw)

**Run Time/Source:** 4:36, CRM Learning/YouTube

**Close Caption Available:** Yes

Diversity training is covered in pages 384-388 of the textbook (with training in cross-cultural relations and cross-cultural differences in diversity training included.) Today’s workplace is a vibrant melting pot, an ever-changing mix of coworkers. While employees may vary in their comfort level with change and diversity, they must all embrace on simple truth: the organization will succeed only when the unique skills and experiences of all individuals are respected.

Although this video is a trailer, it touches on many key points about workplace diversity. Differences can be acknowledged, but they must be respected. Respectfulness promotes inclusiveness. The combination of culturally and demographically different people leads to more creative outputs. Part of accepting cultural diversity is to avoid hurtful behavior, including being disrespectful of others. Discrimination undermines a respectful workplace. Inclusion makes us stronger.

*Questions for Thought and Discussion*

1. This video was produced in 2012. Are we still having problems with acceptance of different cultural and demographic groups in the workplace?

2. What appears to be the primary purpose of diversity training, as described in this video?

3. What do you think of the analogy that restaurants that combine different ethnic flavors (such as

Mexican and Caribbean food) is a good model for other workplaces?

4. To what extent do you think that discrimination against overweight and obese people is a problem in the workplace?

5. Looking at todays’ world, if you were running cultural diversity training, identify one or two cultural or demographic groups that should receive particular focus for better understanding and acceptance.