Diversity and Inclusion
in Odd Fellowship

Odd Fellowship's
Diversity and inclusion

Qualifications for membership: persons of good moral character, at least sixteen (16) years of age, who believe in a Supreme Being.
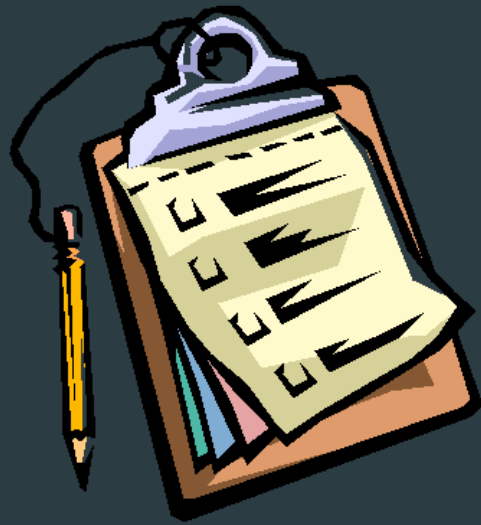
Encompassing: 16-100+ year olds of any race, nationality and social status, who is loyal to his or her country. **Odd Fellowship strictly forbids any interference with one's religious beliefs or political opinions.**

Odd Fellows: Brothers & Sisters

Rebekahs: Sisters & Brothers

Objectives of this Training

▶ To provide a clear understanding of what diversity is and what it isn't.

▶ To raise a greater awareness and sensitivity to Diversity issues that go well beyond the assumed categories.

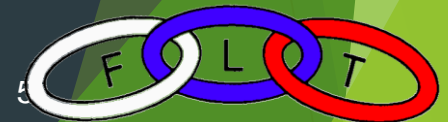▶ To recommend behavioral tools for fostering a more cohesive Lodge.

Definition of *"Diversity"*

"Diversity" Goes

Beyond

Race and Gender

Diversity Defined

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as **assets** to the groups and organizations with which they interact.

Diversity/Inclusion in Odd Fellowship

Diversity and Inclusion in Odd Fellowship is exemplified in the Golden Rule - what so ever you would that others do to you, do so to them.

Distinction Between Equal Opportunity, Affirmative Action and Diversity & Inclusion

| Equal Opportunity	Affirmative Action	Diversity & Inclusion
The enforcement of statutes to prevent membership discrimination	The effort to achieve parity within the lodge through outreach and eliminating barriers in recruiting	Leveraging differences in the Jurisdiction to achieve better comradery

Primary and Secondary Dimensions of Diversity
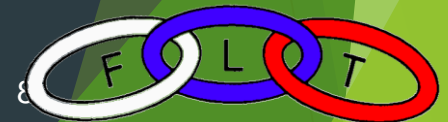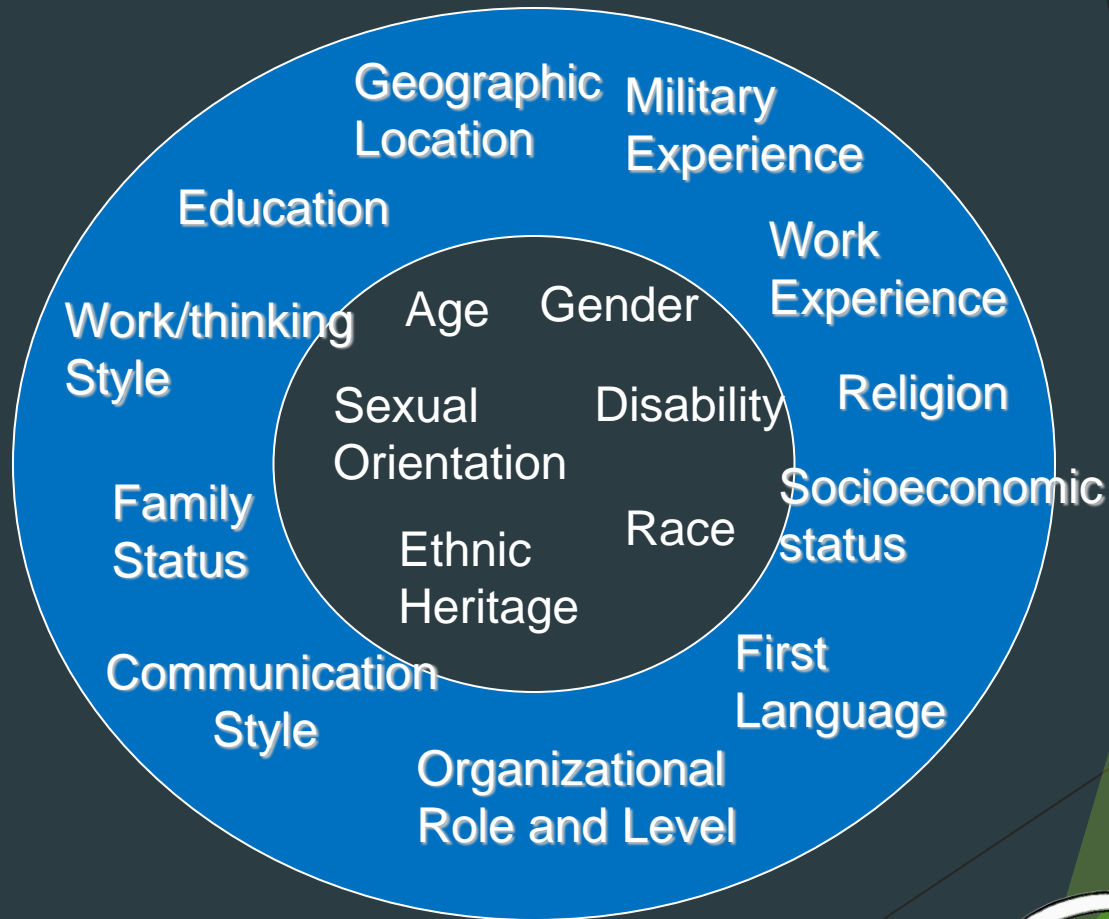
All Communication is Filtered Through Your Cultural Perspective

- Age
- National origin
- Race
- Sexual orientation
- Disability
- Gender
- Education
- Work role/experience
- Personality
- Customs
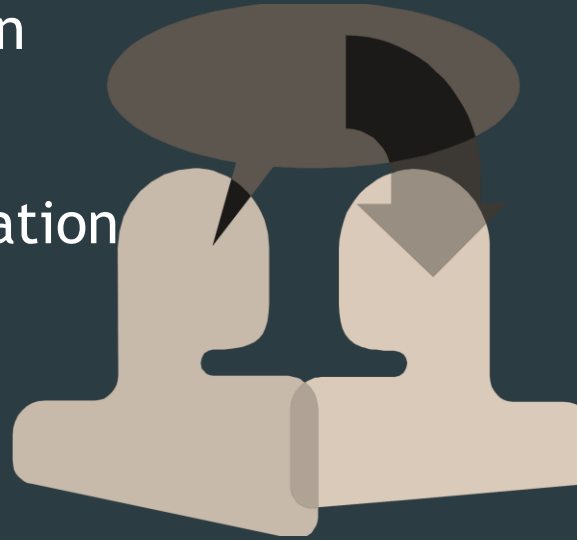
- Geographic location
- Functional discipline
- Languages used
- Values
- Communication style
- Work Style
- Learning style
- Economic status
- Family situation
- Military experience
- Philosophical perspective
- Religion

A New Metaphor for American Culture

▶ The "melting pot" theory of American society has evolved, instead consider a vegetable soup metaphor.

▶ You can easily identify and taste the unique flavors of the individual parts.

▶ Members of various cultural groups may not want to be assimilated, they want their tastes, looks and texture to remain whole.

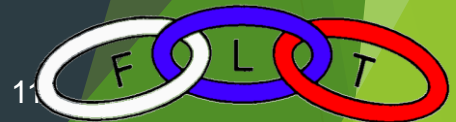▶ To reap the growth benefits of diversity, *inclusive* strategies must be employed.
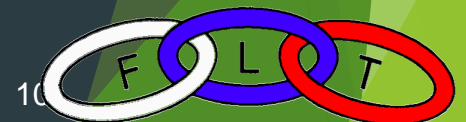
Odd fellowship Diversity & Inclusion Goals: Making Full Use of the Unique Skill Sets of Each Member

Food for Thought:

Do I bring my "full self" to Lodge?

- My ideas
- My personality
- My opinions
- My uniqueness
- My background

Benefits of Diversity & Inclusion

- ☐ Improved understanding of others.
- ☐ Creates an environment that allows everyone to reach their full potential.
- ☐ Provides multiple perspectives on problem solving.
- ☐ Better recruitment outcomes.
- ☐ Increases members productivity.
- ☐ Increased retention rates.
- ☐ Boosts members morale.
- ☐ Reduces complaints and grievances.
- ☐ **It's the right thing to do!**
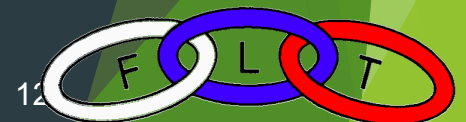
The Human Imperative:
What are the lessons learned?

▶ The human costs of intolerance to diversity is incalculable.

▶ Defining diversity solely as race and gender can have a detrimental effect; "understanding the multidimensional nature of identity is important in defining diversity in Lodges."*

▶ A framework for diversity in Lodges should include:**

  ▶ personal demographics

  ▶ knowledge, skills, and abilities

  ▶ values, beliefs, and attitudes

  ▶ personality and cognitive and behavioral style

▶ When defining diversity in multidimensional terms, including DIVERSITY OF THOUGHT, it naturally brings in aspects grounded in race, sex, religion, gender, and ethnicity.

The Human Imperative:
What are the lessons learned?

Case in Point

▶ **Obstacles leading to intelligence failures included:**

  ▶ **Hardened attitudes against change**

  ▶ **Insular organizations**

  ▶ **Resistance to external recommendations**

  ▶ **Insistence on preserving the status quo**

▶ **Recommendations for improvements in Lodges include:**

  ▶ **Lodges should encourage difference of opinion, not smother it.**

  ▶ **Move away from tradition of searching for consensus in favor of open debate and a more *diverse* spectrum of views.**

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Organizational Culture

The expression of an organization's collective values, beliefs, and behaviors.

Key Questions

1. Do members, volunteers, or program participants "check their individual identities at the door?"

2. What's wrong with just being "color-blind" or "gender-blind" or whatever-kind of blind?

3. Does the "way we've always done it" close out thinking as well as members, volunteers, program participants and community partners?

4. Is there some way you "ought to be" in order to fit in the association and its programs?
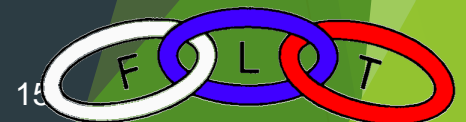
Organizational Inclusion

Equity of Practices

Extent to which the organization provides fair and equitable treatment to all members.

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Organizational Culture

Open to learning from different and non-traditional sources, extent to which culture avoids assimilationist strategies.

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Voice & Participation

Extent to which the organization draws upon diverse sources of knowledge and experience for growth planning and operations.
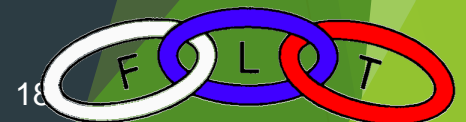
Cultural Competence

Cultural Competence is the ability to respond effectively and appropriately to different cultural/generational contexts in our Lodges.

- Acknowledge and accept differences in cognitive, behavioral, philosophical, social, and communicative styles that arise from different cultural generational contexts.

- Seek to understand; ask for clarification or reasons for the behavior.

- Communicate policies and procedures clearly to members if you are a leader.

Cultural/Generational Differences

▶ Individual vs. team work orientation

▶ Visual vs. oral learning style

▶ Expressive vs. introverted behavior

▶ Emotive vs. reserved personality

▶ Assertive vs. submissive behavior

▶ Gregarious vs. solitary social style

▶ Divergent vs. convergent thinking
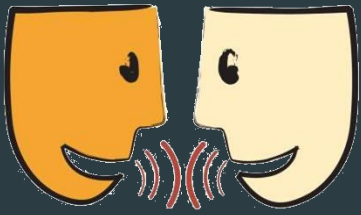
Cultural Competence

- Respect others' opinions.
- Acknowledge cultural, generational differences and historical injustices without becoming defensive.
- Be open to learning about other cultures and ideas.
- Give others the benefit of the doubt in a dispute.
- Seek first to understand others' point of views; then to be understood.

- Don't stereotype.
- Don't judge others by your own cultural standards.
- Don't assume your culture's way is the only way.
- Don't talk down to anyone; communicate effectively.
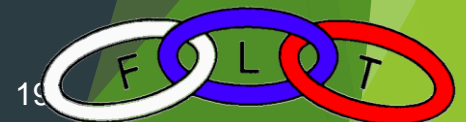
Impediments to Cross-Cultural Communication

▶ Irrational Assumptions

▶ Misunderstanding

▶ Prejudice

▶ Fear

Irrational Assumptions

An irrational assumption is a belief that is founded on baseless supposition, often skewed by change. One of the best examples of irrational assumptions is the stereotypes we formulate about people based on their cultural or ethnic backgrounds.

"If we all worked on the assumption
that what is accepted as true is really true,
there would be little hope of advance."

--Orville Wright

Misunderstanding

Misunderstandings are a normal part of communication either because we unintentionally or intentionally use the wrong words or because we don't understand what is being said to us. To prevent misunderstanding know who you're talking to, be respectful, and be sure of what you want to say.

"Listen, I'm going to talk to the Indians.
It's probably a misunderstanding."

--General Custer
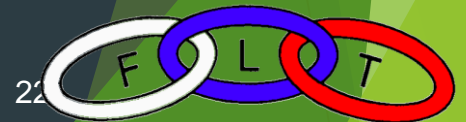
Prejudice

 By definition, prejudice is either a bias in favor of or against something. Such biases can of course be benign, however, those preferences having to do with people can be hurtful and cause problems especially in the Lodges.

"Just as a child is born without fear,
so it is born without prejudice.
Prejudice, like fear, is acquired."
Marie Killea

Fear

Fear of change in the Lodges is counterproductive, especially fear of ideas and people who are different from us.

"I think we have to own the fears that we have of each other,

and then, in some practical way, some daily way,

figure out how to see people differently

than the way we were brought up to."

--Alice Walker

Number 1 Rule for Diversity, Inclusion, and Constructive Conflict Management

- Dialogue! In order to understand the other's point of view, seek first to understand.

- Dialogue! In order to communicate your own position.

- Dialogue! In order to arrive at a mutually beneficial agreement that serves common goals.

How Can Leaders Promote Diversity & Inclusion?

- ▣ Lead members by example; respect people and differences in the Lodges.

- ▣ Create a welcoming, inclusive environment in which to conduct meetings.

- ▣ Incorporate diversity in policies, strategic plans, operational procedures.

- ▣ Learn and practice early conflict resolution strategies.

- ▣ Practice regular, effective, and open communication; empower your members; trust.

- ▣ Demonstrate executive commitment to diversity and inclusion on an ongoing and regular basis.

- ▣ Walk the talk.
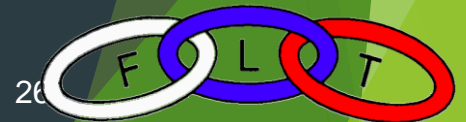
Diversity and Inclusion Best Practices

▶ Leadership commitment.

▶ Effective communication and transparency.

▶ Recruitment outreach.

▶ Coaching and mentoring.

▶ Early conflict resolution.

Leadership Commitment

▶ Communicate and practice commitment to diversity and inclusion often.

▶ Reinforce diverse members practices, including diversity of thought.

▶ Practice constructive conflict management.

▶ Educate the members on the value of diversity and inclusion.

Leader Development

▶ Definition: aligning the needs of the organization with the Leadership development of its members.

▶ Diversity & Inclusion should be incorporated in development, especially in the following areas:

   ▶ Succession planning

   ▶ Training and development opportunities
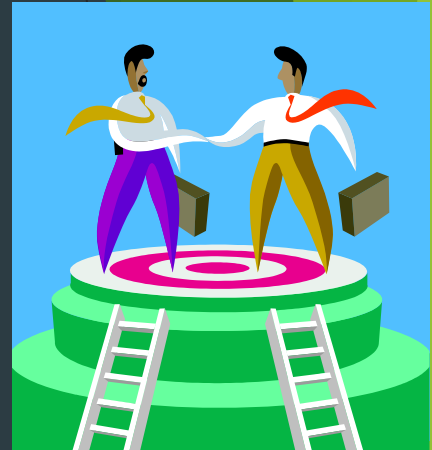
Recruitment Outreach

Cast the net wide: Recruitment outreach efforts should target a wide variety of the most qualified persons in diverse groups, that meet membership requirements.

How Can Members Promote Diversity and Inclusion?

▶ Practice positive, constructive habits in the Lodges and work cooperatively towards a common goal.

▶ Recognize and respect others and their individuality.

▶ Think before you speak and be sensitive to others.

▶ Talk about your differences and ask tactful questions about how people want to be treated.

▶ Eliminate stereotypes and generalizations.

Diversity is only FAIR

Feedback/communication promotes understanding, reduces conflict and enhances growth.

Assist others to become culturally competent; support one another – we are all in this together!

Inclusion should be practiced; empower members to fully perform and participate in pursuit of the organization's mission.

Respect is non-negotiable; honor the social contract.
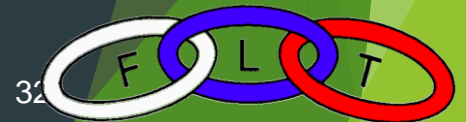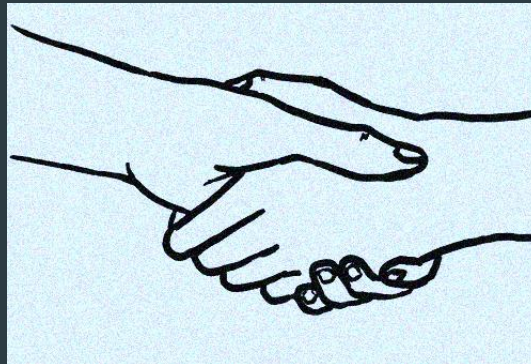
Small Group Case Study Discussions

Case Study #1

An employee of a U.S. company was sent to Costa Rica to learn the operations in its satellite company for a month. When she arrived she was scheduled to meet with the Project Managers at 9:00 a.m. the next day, however had to wait a half hour for them to show up. The Costa Rican employees did not apologize or think anything of being late, which upset her so much that after the meeting she went to the head of operations in Costa Rica to complain about the incident but found him unresponsive to her concerns. She regarded tardiness as a sign of disrespect and could not understand why no one was sympathetic to the matter. What should she do? Is this a cultural issue?

Case Study #2

An employee who works for a division that is very diverse is troubled by the fact that many of the employees who are of the same cultural background tend to socialize with each other almost exclusively, even though most of the employees regardless of their culture seem to work well together. The employee believes that if everyone socialized more cross culturally this might help improve the work environment. Should the employee take it upon himself to try and promote more cross cultural socializing during lunch or after work? Is he right in his assumption?

Case Study #3

A first rate employee who has been with his company for ten years and has never had a single complaint lodged against him makes a controversial statement about a coworker's sexual orientation when he is asked a point blank question by another coworker. His remark causes nearly every employee in his division to complain about him to management and demand an apology. The employee who made the remark admits to having made the statement but refuses to apologize because he believes that he is entitled to his own opinion, especially since he was pressed on the matter. Should the employee in question be disciplined? Is he entitled to his own opinion in the workplace?

Last Words To Ponder

"When we feel a sense of belonging it is not because we are the same as everyone else, but because we have been accepted as we are."