

**8 - Fostering Diversity** - Working effectively with all races, nationalities, cultures, disabilities, ages and sexes. Promoting equal and fair treatment and opportunity for all.

	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Professional/ Specialist</b>	<ul style="list-style-type: none"> <li>• Seeks information from others who have different personalities, backgrounds, and styles</li> <li>• Interacts with others who have a diversity of cultural and demographic backgrounds</li> <li>• Tries to make it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Attempts to Include in conversations people with diverse cultural backgrounds</li> <li>• Does some recruiting or orienting employees with a diversity of cultural and demographic backgrounds strives</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively seeks information from others who have different personalities, backgrounds, and styles; includes them in decision-making and problem solving</li> <li>• Communicates and cooperates with others who have a diversity of cultural and demographic backgrounds</li> <li>• Makes it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events</li> <li>• Helps recruit and orient employees with a diversity of cultural and demographic backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively obtains and uses information from others who have different personalities, backgrounds, and styles; effectively includes them in decision-making and problem solving</li> <li>• Communicates, cooperates, and works extremely well with others who have a diversity of cultural and demographic backgrounds</li> <li>• Very skillful at making it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Always Includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events; make everyone a valued member of the group</li> <li>• Actively involved in recruiting and orienting employees with a diversity of cultural and demographic backgrounds</li> </ul>
	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Supervisor/ Manager</b>	<ul style="list-style-type: none"> <li>• Seeks information from others who have different personalities, backgrounds, and styles</li> <li>• Interacts with others who have a diversity of cultural and demographic backgrounds</li> <li>• Tries to make it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Attempts to Include in conversations people with diverse cultural backgrounds</li> <li>• Attempts to hire and develop people with a diversity of cultural and demographic backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively seeks information from others who have different personalities, backgrounds, and styles; includes them in decision-making and problem solving</li> <li>• Communicates and cooperates with others who have a diversity of cultural and demographic backgrounds</li> <li>• Makes it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events</li> <li>• Hires and develops people with a diversity of cultural and demographic backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively obtains and uses information from others who have different personalities, backgrounds, and styles; effectively includes them in decision-making and problem solving</li> <li>• Communicates, cooperates, and works extremely well with others who have a diversity of cultural and demographic backgrounds</li> <li>• Very skillful at making it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Always includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events; makes everyone feel like they are a valued member of the group</li> <li>• Regularly hires and develops people with a diversity of cultural and demographic backgrounds</li> </ul>

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	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Director/ Executive</b>	<ul style="list-style-type: none"> <li>• Proactively seeks information from others who have different personalities, backgrounds, and styles; includes them in decision-making and problem solving</li> <li>• Communicates and cooperates with others who have a diversity of cultural and demographic backgrounds</li> <li>• Makes it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events</li> <li>• Hires and develops people with a diversity of cultural and demographic backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively obtains and uses information from others who have different personalities, backgrounds, and styles; effectively includes them in decision-making and problem solving</li> <li>• Communicates, cooperates, and works extremely well with others who have a diversity of cultural and demographic backgrounds</li> <li>• Very skillful at making it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Always Includes in conversations people with diverse cultural backgrounds, and invites them to be part of informal work-related activities, such as going to lunch or attending company social events; makes everyone feel like they are a valued member of the group</li> <li>• Regularly hires and develops people with a diversity of cultural and demographic backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Creates an environment that proactively obtains and uses information from others who have different personalities, backgrounds, and styles; effectively includes them in decision-making and problem solving</li> <li>• Supports and coaches others to communicate, cooperate, and work extremely well with others who have a diversity of cultural and demographic backgrounds</li> <li>• Is well known in the organization for being very skillful at making it easy for others to feel valuable regardless of diversity in personality, culture, or background</li> <li>• Is well known in the organization for always Including in conversations people with diverse cultural backgrounds, and ensuring they are part of informal work-related activities, such as going to lunch or attending company social events; makes everyone feel like they are a valued member of the group</li> <li>• Has a history of regularly hiring and developing people with a diversity of cultural and demographic backgrounds</li> </ul>