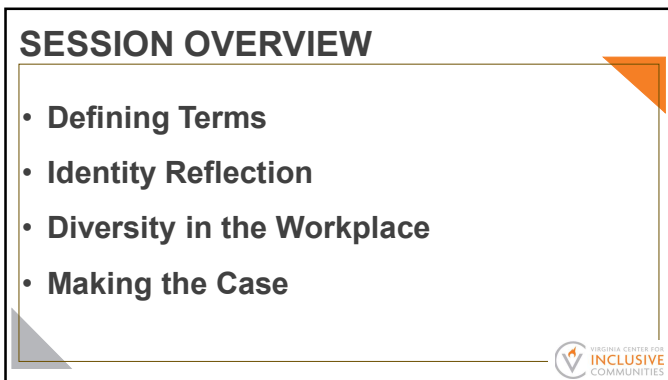
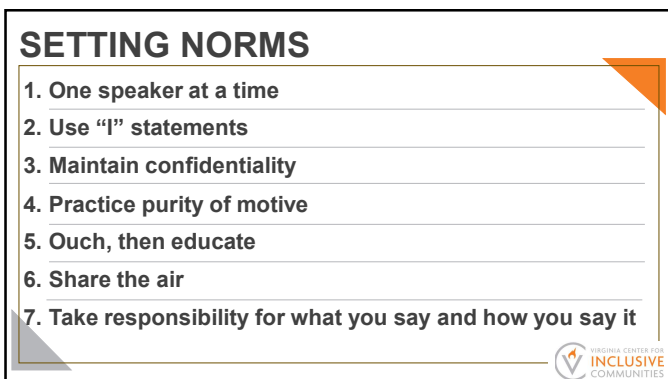




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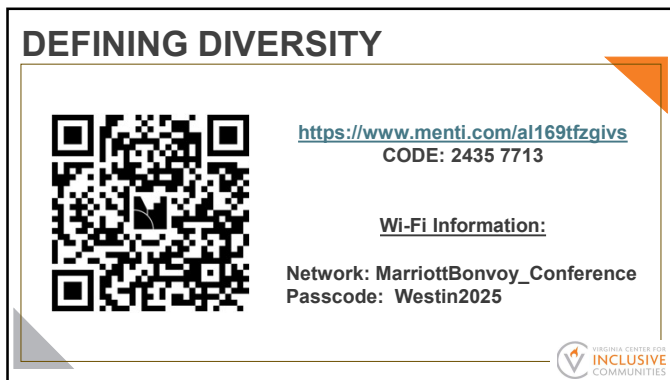
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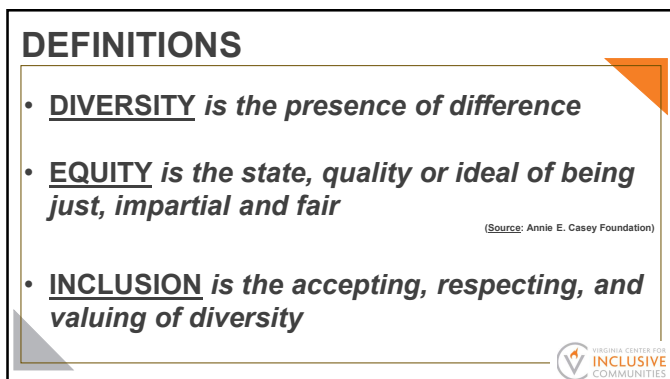
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SOCIAL IDENTIFIERS

“THE BIG 9”

- Ability (physical and mental)
- Age
- Class
- Ethnicity
- Gender
- Language
- Race
- Religion
- Sexual Orientation

OTHER SOCIAL IDENTIFIERS

- Appearance and Body Image
- Family Origin and Family Structure
- Geographic/ Regional Background
- Learning Style/Behavior
- Academic/Social Achievement
- Beliefs (political, social, religious)

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IDENTITY REFLECTION CHART

SOCIAL IDENTIFIER	HOW OFTEN YOU THINK OF IT:	HOW IT IMPACTS HOW YOU SEE YOURSELF:	HOW IT INFLUENCES YOUR VIEWS AND VALUES RELATED TO WORK:
ABILITY STATUS			
AGE			
CLASS			
ETHNICITY			
GENDER			

Source: adapted from Augustana College Career Development and Vocation

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TABLE CONVERSATION

How do these social identifiers influence your views and values related to work?

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DIVERSE TEAMS

1. When have you been a part of a diverse group that has worked well together?
2. What helped to make it successful?
3. When have you been a part of a diverse group that has not worked well together?
4. What were some of the barriers or challenges?



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BENEFITS

- Improved recruitment and retention
- Increased creativity, drive, and innovation
- More resources to solve problems
- Developing new types of personal relationships
- Building support structures that better address diverse staff and customer needs

Source: Thomas, Martin, Al-Jenaibi, and Adler



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CHALLENGES

- Negative stereotypes can interfere in the integration of multicultural teams
- Communication can be misunderstood or misinterpreted across cultures and languages
- Workplace etiquette can vary across cultures
- Conflicting working styles across teams

Source: Katie Reynold, Hult International Business School



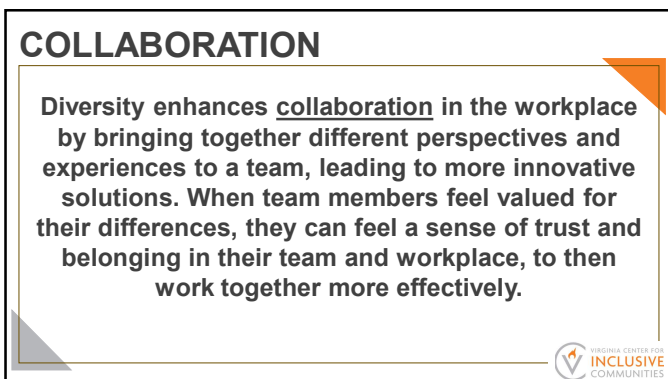
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MAKING THE CASE

- Collaboration
- Innovation
- Integrity
- Teamwork
- Creativity
- Community



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CLOSURE

- **WHAT:** What is something I learned during this workshop?
- **SO WHAT:** Why is this topic important for my institution?
- **NOW WHAT:** What is something I commit to doing based on this workshop?



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LEARNING LAB EVALUATION



www.inclusiveVA.org/ELL



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STAY IN TOUCH



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