

Associate program material

[Sociology](#), [Racism](#)



Associate Program Material Diversity Worksheet Answer each question in 50 to 150 words. Provide citations for all the sources you use. 1. What is diversity? Why is diversity valued? Diversity is defined in the dictionary as "the condition of being different." A crucial mistake many people make is to equate diversity with "race" and "culture". They think diversity is about "what Hispanics are like" or "what Europeans are like". "This approach is inherently flawed because it reinforces stereotypes and promotes an "us versus them" mentality. Diversity extends far beyond race and culture to include a number of dimensions of differences". Loden and Rosener (1991). Valuing diversity recognizes differences between people and acknowledges that these differences are a valued asset. It also respects individuality while promoting respect for others. 2. What is ethnocentrism? In what ways can ethnocentrism be detrimental to a society? Ethnocentrism is defined as the "belief in the intrinsic of the nation, culture, or group to which one belongs, often accompanied by feeling of dislikes for other groups". Ethnocentrism. (n. d.). Ethnocentric individuals believe that they are better than other individuals for reasons based solely on their heritage. Clearly, this practice is related to problems of both racism and prejudice. Ethnocentrism is a powerful force that weakens human relations. Ethnocentrism can be detrimental to a society, because it can lead to false opinions about the differences with cultures which then can often lead to falsified communication between the majority human beings. 3. Define emigration and immigration. Emigration refers to the process by which a person leaves his place or country of residency, to relocate elsewhere. Immigration means to come to a country of which one is not a native, usually for permanent

residence. Therefore, the difference between emigrate and immigrate relates to the point of view of which country is the country of origin and which is the destination country. You emigrate from one country and immigrate to another country.

4. What are some of the ways groups of people are identified? Four ways a group of people can be identified are race, ethnicity, religion and gender. Within these four groups there are five characteristics that they all share that make them fall into a minority group. Those five characteristics are unequal treatment, distinguishing physical or cultural traits, involuntary membership, awareness of subordination, and in-group marriage. The racial group is a group of individuals that are set apart because of obvious physical differences. The ethnic group is a group of individual that are set apart because of origin and cultural. " Cultural traits that originate from their homelands or from being prohibited from becoming part of society are what make this group distinctive. The religious groups are individuals that worship faiths other than the more dominant faith of Christianity" (2012, 07).

5. Why do people label and group other people? I believe that people label and group other people for the simple fact that they are not like them, or so they think they are not. This might be because of their race, or religion, sex and even their physical appearance. I believe that people that are stereotyping people and grouping them aside from what they believe they personally are is because they are either prejudice or trying to make themselves seem better than they are. When in reality everyone is created equal and have their own ways of presenting themselves however it really does not make them any better or worse than the next person.

6. Define culture. Is culture limited to racial and ethnic backgrounds? Explain.

From my previous learning about culture, it refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through individual and group striving. Culture is the systems of knowledge shared by a relatively large group of people. No, culture is not just limited to racial and ethnic backgrounds. Culture is pertaining to social, ethnic, and age group, along with race as well. Culture can refer to many areas in a society and is not only limited to racial and ethnic backgrounds. Culture can also refer to other areas such as education, business, and science. References (2012, 07). 1. What Are Some of the Ways Groups of People Are Identified?. StudyMode. com. Retrieved 07, 2012, from <http://www.studymode.com/essays/1-What-Are-Some-Of-The-Ways-1044172.html>. Ethnocentrism. (n. d.). Collins English Dictionary - Complete & Unabridged 10th Edition. Retrieved March 29, 2013, from Dictionary. com website: <http://dictionary.reference.com/browse/ethnocentrism>. Loden, M, & Rosener, J. (1991). Workforce America!: Managing Employee Diversity as a Vital Resource. Homewood , IL: Business One Irwin.