

DIVERSITY INTELLIGENCE:

THE NEED FOR  
ORGANIZATIONAL COMPETENCY

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Presented for NACAS

# DiQ

*...PROVIDES LEADERSHIP  
THAT PROBLEM SOLVE IN  
DIFFERENT SETTINGS AND  
CONTEXTS*

# DiQ

*...ABILITY TO MANAGE ONE'S  
EMOTIONS WHILE BEING  
AWARE OF THE  
COMPLEXITIES OF  
EDUCATING THE SITUATION*

# DiQ

- Emotional Intelligence
- Situational Awareness
- Diversity Education

# Diversity Intelligence vs. Intellectual Diversity

## Diversity Intelligence

- Diversity of view points
- Emotional and intellectual charge
- Recognizes the varying degrees of difficulty in each topic and the impact language, perception, stereotypes, and misconceptions may have on the conversation
- Situational Environment
- Insufficient knowledge of diversity

## Intellectual Diversity

- Diversity of viewpoints
- Emotional and intellectual charge
- Recognizes an array of diverse attitudes and perspectives
- Intellectual Environment
- Demonstrated knowledge of diversity

# CORPORATE ASSUMPTIONS

- Committed to leadership
  - Committed to providing resources for individual and organization success
  - Clear defined goals and objectives
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- Story-based outcomes
  - Inquiry, knowledge, and skills
  - Demonstrated knowledge of DiQ

# WHAT WE WANT OUR MEMBERS TO KNOW AND BE ABLE TO MANAGE

1. Understand the multiplicity of authority and leadership
2. Understanding how to draw from their own contexts and others
3. Know the Isms and Centricisms
4. Understanding the environment in which your engaging
5. Think in terms of the human condition
6. Sign your own Emancipation Proclamation

# Scenario 1

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You are leading a staff retreat in an opening reflection, and as you sit around the campfire the first night, you see one of your colleagues wearing a shirt that has a huge Confederate Flag on it.

Diversity Intelligence:

Group Dynamics:

Conflict Resolution:

# Scenario 2

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Your company has recently hired three African American gay students and two white male student workers request to work on opposite shifts of the new employees due to their religious beliefs.

Diversity Intelligence:

Group Dynamics:

Conflict Resolution:

# DIVERSITY ACTION PLAN:

The Key to Organizational Competency

# DIVERSITY INTELLIGENCE OUTCOMES

Intellectual outcome (Ex.: deeper understanding of different people, cultures, perspectives, etc...)

Behavioral outcome (Ex.: increased comfort with ambiguity and conflict associated with diversity)

Skill-related outcome (Ex.: practice framing questions about diversity/globalism in new ways)

Affective outcome (Ex.: students examine dispositions, attitudes, anxieties about religious differences)

Political outcome (Ex.: discuss the impact of the “isms” in society and how social justice structures respond)

# OUTCOMES YOU CAN EXPECT

- Enhanced analytical and decision-making skills
- Comfortable conflict resolution
- Difficult Dialogues
- Inclusion
- Widened pathways to complex issues
- Deeper understanding of divergent viewpoints
- More participation
- *“Let’s Go There” Attitude*

*“THE ACT OF KNOWING IS MORE  
POWERFUL THAN DOING”*

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